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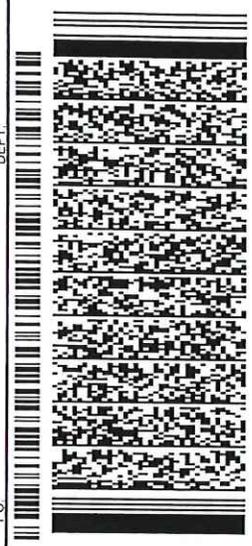
ORIGIN ID: PYMA (508) 429-1395
DEBRA BOUSQUET
COLD CHAIN TECHNOLOGIES LLC
135 CONSTITUTION BLVD
FRANKLIN, MA 02038
UNITED STATES US

TO **MR. KEN MESSINA**
BUS SERVC/MASSHIRE RAPID REPOSEDIR
SALTONSTALL BUILDING
100 CAMBRIDGE STREET, 5TH FLOOR
BOSTON MA 02114

REF: (617) 626-5723
INV. PO:

58GJS/99C7/59F2

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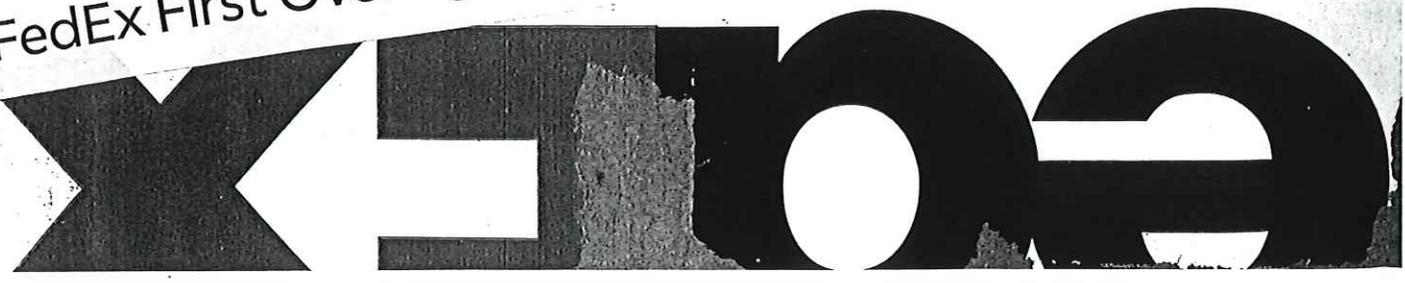
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135 Constitution Blvd.,
Franklin, MA 02038

P 800-370-8566
F 508-429-9056

www.coldchaintech.com

July 30, 2025

VIA FEDERAL EXPRESS and EMAIL (ken.messina@mass.gov)

Mr. Ken Messina
Business Services/MassHire Rapid Response Director
Saltonstall Building
100 Cambridge Street, 5th Floor
Boston, MA 02114

Dear Mr. Messina:

Pursuant to the provisions of the federal Worker Adjustment and Retraining Notification Act (“WARN”), you are hereby notified that:

1. Cold Chain Technologies, LLC (“Cold Chain” or the “Company”) will be relocating its Massachusetts manufacturing operations work centers from Cold Chain’s headquarters location on 135 Constitution Boulevard, Franklin, Massachusetts 02038 to the Company’s Pennsylvania, Tennessee, and Texas sites. It is expected that this action will be permanent and will result in the termination of employment of all of the employees engaged in those operations at Cold Chain’s facility in Franklin, MA. Such action will constitute a “plant closing,” as defined in WARN. Certain operations will remain at this location.
2. As a result of this action, it is anticipated that the employment of 82 affected employees will terminate between October 2025 and December 2025. The job titles of those that will be affected by the plant closing as well as the actual number of affected employees in each job category are listed as follows in Exhibit A.
3. The affected employees are not represented by a union, and employees do not have “bumping rights.”
4. Each of the employees impacted will receive a written 60-day notice under WARN.

Please contact me at (508) 958-0645 or dbousquet@coldchaintech.com if you have any questions or require additional information.

Sincerely,

Debra M. Bousquet

Debra Bousquet
Senior VP, Global Human Resources



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Franklin, MA 02038

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Manufacturing Associate
Material Handler
Mold Fabricator
Plant Manager
Plant Technician
Plant Technician
Plant Technician
QA Coordinator
QA Coordinator
QA Technician
Document Control Administrator
Quality Engineer
Quality Systems Supervisor



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Senior Quality Engineer
Shift Supervisor
Shift Supervisor
Shift Supervisor
Shift Supervisor
Shipping Quality Associate
Shipping Quality Associate
Small Parcels Shipping Associate
Team Leader
Team Leader Receiving
Team Leader Shipping & Receiving
Traffic Coordinator
Warehouse Associate
Warehouse Associate

(c) The job titles of all employees in the affected organizational units who have not been selected for this program:

<u>Job Title</u>	<u>Age</u>
N/A	N/A