



February 9, 2026

Antoine Jones
Acting Rapid Response Manager
Saltonstall Building
100 Cambridge St., 5th Floor
Boston, MA 02114

SUBJECT: Notice of Facility Layoffs/Closing

Dear Mr. Jones:

In accordance with Mass. Gen. Laws Ann. Ch. 149 § 179B; Ch. 151A § 71B, we are writing to inform you that Garlock Flexibles located at 164 Fredette Street and 77 Industrial Way in Gardner, MA is expected to be permanently closed in the near future.

It is anticipated this closure will take place starting on April 30, 2026 and ending on September 30, 2026. All production related positions and jobs at these facilities will be eliminated during this same time period, and approximately ninety-one (91) employees will be affected, although it is possible that one or more employees will remain employed for a limited time (no more than 60 days) after the facility is closed to assist with administrative tasks related to the closing of the facility. A small number of administrative and leadership positions will remain employed after the plant closure. Information regarding the job titles of the positions to be affected, the number of affected employees in each job classification and the layoff dates is attached hereto as Exhibit A.

Employees are not represented by a union and there are no bumping rights.

Each of these team members impacted will receive a written 60-day notice of position elimination.

For further information, please contact Debra A. Pond, Regional Human Resources Director, 164 Fredette Street, Gardner, MA 01440 at debra.pond@garlockflexibles.com or (978) 895-5889.

Sincerely,

A handwritten signature in blue ink that reads "Debra A. Pond".

Debra A. Pond
Regional Director of Human Resources

c: Michael Nicholson, City of Gardner Mayor
Workforce Board Director

164 Fredette Street, Gardner, MA 01440 | (978) 630-1028  www.garlockflexibles.com

Garlock Flexibles provides equal opportunity in employment to all persons. No person shall be denied equal access because of race, creed, color, religion, national origin, sex, sexual orientation, gender identity, age, or physical/mental disability.

EXHIBIT A
Garlock Flexibles - Plant Closure Layoffs

Job Title	Layoff Date Range		No. of affected Employees
Bag & Pouch Machine Op	04/30/26	05/14/26	2
Converting Assistant	04/30/26	05/14/26	12
Converting Supervisor	04/30/26	05/14/26	2
Facilities Technician	04/30/26	05/14/26	1
Laminator Assistant	04/30/26	05/14/26	1
Laminator Lead	04/30/26	05/14/26	1
Laminator Operator	04/30/26	05/14/26	3
Material Handler	04/30/26	05/14/26	6
Plate Mounter	04/30/26	05/14/26	1
Press Assistant	04/30/26	05/14/26	4
Quality Technician	04/30/26	05/14/26	4
Slitter Lead	04/30/26	05/14/26	1
Slitter Operator	04/30/26	05/14/26	5
Bag & Pouch Lead	06/30/26	07/14/26	1
Bag & Pouch Machine Op	06/30/26	07/14/26	1
Food Safety Coordinator	06/30/26	07/14/26	1
Graphics Coordinator	06/30/26	07/14/26	1
HR Administrative Assistant	06/30/26	07/14/26	1
IT Service Desk Specialist	06/30/26	07/14/26	1
Logistics Lead	06/30/26	07/14/26	1
Logistics Manager	06/30/26	07/14/26	1
Logistics Coordinator	06/30/26	07/14/26	1
Material Handler	06/30/26	07/14/26	2
Plate Mounter	06/30/26	07/14/26	2
Press Assistant	06/30/26	07/14/26	5
Press Operator	06/30/26	07/14/26	8
Press Operator Lead	06/30/26	07/14/26	1
Press Supervisor	06/30/26	07/14/26	3
Quality Lead	06/30/26	07/14/26	1
Quality Supervisor	06/30/26	07/14/26	1
Quality Technician	06/30/26	07/14/26	2
Slitter Lead	06/30/26	07/14/26	1
Slitter Operator	06/30/26	07/14/26	1
Facility Supervisor	09/30/26	10/14/26	1
Maintenance Manager	09/30/26	10/14/26	1
Maintenance Mechanic A	09/30/26	10/14/26	3
Maintenance Mechanic B	09/30/26	10/14/26	4
Maintenance Planner	09/30/26	10/14/26	1
Production Manager	09/30/26	10/14/26	1
Sr. Facilities Technician	09/30/26	10/14/26	1
	Total No. of Employees:		91