

# UPR

January 5, 2026

Bureau of Workforce Training  
Department of Workforce Development  
201 E Washington Avenue  
Madison, WI 53707  
Phone: 307-777-2891  
608-405-4070  
Email: [WIOATitleI@dwd.wisconsin.gov](mailto:WIOATitleI@dwd.wisconsin.gov)

To Whom it May Concern:  
Subject: Notice of Plant Closure - Manitowoc, WI

This letter serves as formal notice under the Worker Adjustment and Retraining Notification (WARN) Act that United Piston Ring, Inc. (UPR) is planning a plant closure and full reduction of its workforce at our Manitowoc, WI plant, with an address of 2920 Fairmont St, Manitowoc, WI 54220. This reduction in force will affect approximately 60 employees at this location, (5 full-time salaried employees and 54 full-time hourly employees and one part-time hourly employee).

Details of the Action:

- Reason for Layoff/Closure: Restructuring of UPR's manufacturing footprint and capacity.
- Date of Action: The layoffs / plant closure is expected to commence on March 6, 2026 and continue through decommissioning until approximately June 30, 2026.
- Positions Affected: All positions at this facility will be affected by this plant closure and all employees will be paid and receive benefits during the full 60-day notice.

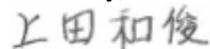
Please note that the layoffs will be permanent, and UPR does not anticipate any further employment opportunities at this location.

We understand that this action will have a significant impact on our employees and their families, and we are committed to providing assistance during this transition to include:

- Severance pay that extends beyond the plant closure.
- Transition support services via career fairs to engage local Manitowoc businesses.

If you have any questions or require further information, please do not hesitate to contact Noriko Vogt at (920) 686-2264 or [noriko.vogt@tenneco.com](mailto:noriko.vogt@tenneco.com).

Sincerely,



Kazutoshi Ueda  
President  
United Piston Ring, Inc.