Hunter Douglas North America continually evaluates its business strategy as called for by shifting market demand trends, and it evolves its operations as required to achieve this strategy. At times, this process can present difficult decisions but such changes are necessary to properly meet end consumer needs.

After careful consideration, Hunter Douglas has decided to close its fabrication facility in Cumberland, MD and consolidate with other out-of-state company-owned facilities. The transition is expected to be completed by the end of 2023.

We greatly value the contribution of all our employees and sincerely regret the impact this necessary step will have on them. The decision is in no way a reflection on the performance of any of the dedicated Hunter Douglas employees.

As part of this transition, all affected employees have been offered a broad financial and medical benefits package. Employees will be eligible to pursue and apply for jobs at other Hunter Douglas locations. Employees will be offered a list of other job opportunities, within Hunter Douglas or at nearby companies.

Employees will have access to the Hunter Douglas EAP (Employee Assistance Program), an excellent resource to help them through this transition period. The EAP has trained professionals who assist in dealing with a variety of confidential personal, emotional, financial and legal issues.

All associates will also have access to core services like those listed below through a local One-Stop Career Center, which will provide a list of training programs, descriptions and costs to help guide employees in the decision-making process.

- Unemployment insurance
- Job search assistance
- Job referral
- Local area job openings
- Resume assistance
- Job training

The company will continue to maintain its Cumberland Customer Support and Credit Analyst Teams which comprise about 120 Hunter Douglas Associates who will be operating in a work-from-home capacity.

Sincerely,

Bridger Williams
HR Lead North Americas Supply Chain & Operations