

Marc Bitzer
Chairman and Chief Executive Officer
Whirlpool Corporation
2000 North M-63
Benton Harbor, MI 49022

Dear Mr. Bitzer:

We write on behalf of the nearly 600,000 members of the International Association of Machinists and Aerospace Workers (IAM), including the men and women of IAM Local 1526 who have dedicated their careers to Whirlpool's Amana, Iowa, facility. We have reviewed your letter to Representatives Ashley Hinson and Mariannette Miller-Meeks and appreciate that you addressed their concerns. However, we must be direct: the workers and the community of Amana deserve answers that go beyond the broad commitments your letter provides. Your letter attributes the reductions at Amana to competitive market pressures and a challenging housing environment. It does not address Whirlpool's decision to invest more than \$1 billion in manufacturing capacity in Mexico — investment made while the Amana workforce was being reduced from approximately 3,000 workers to what may ultimately be 500 to 600 jobs. It does not address the \$21.5 million in Iowa taxpayer subsidies Whirlpool received with no job-retention requirements attached. IAM members and Iowa families deserve to understand how those decisions are consistent with the stated commitment to Amana's long-term future.

We acknowledge the investments Whirlpool has made in U.S. manufacturing and the company's stated commitment to modernizing the Amana facility. We do not question those investments lightly. But a modernization plan that displaces hundreds of workers — many of them long-tenured, skilled tradespeople — without a concrete roadmap for retained or restored employment is not, by itself, a workforce strategy. It is a workforce reduction. Your letter rightly acknowledges that the full effect of the Trump Administration's trade policies is still coming into place. We agree. That is precisely why this moment requires direct engagement between Whirlpool leadership and the workers' union representatives — not to re-litigate past decisions, but to shape what comes next. USMCA's labor provisions exist for moments exactly like this one.

We are formally requesting a meeting with you and appropriate members of your leadership team at your earliest convenience. We ask that this meeting include substantive discussion of the following:

- The specific timeline and scope of Whirlpool's modernization plan for the Amana facility, including projected employment levels upon completion;
- Opportunities to bring new production into Amana as referenced in your letter, and how IAM-represented workers will factor into that expansion;
- Transition and reemployment commitments for the 341 workers facing layoff effective March 9, 2026, beyond the general assistance referenced in your letter; and
- Whirlpool's position on Trade Adjustment Assistance certification for affected workers and the company's willingness to support that process.

The IAM has a long history of working constructively with American manufacturers to find solutions that are good for workers, good for companies, and good for the country. We believe Whirlpool has the capacity to be a genuine partner in that effort. But partnership requires direct, honest dialogue — and right now, that dialogue has not yet happened. We look forward to your prompt response and to scheduling a meeting at your earliest availability. Our offices will follow up directly to coordinate. You may also reach us through the contacts listed below.

Sincerely,

Brian Bryant

International President
IAM Union

Sam Cicinelli

General Vice President, Midwest Territory
IAM Union