



**July 6, 2026**

**VIA EMAIL**

Department of Labor & Workforce Development

P.O. Box 111149

Juneau, AK 99811

Email: [dol.rteam@alaska.gov](mailto:dol.rteam@alaska.gov)

Mayor Beth Weldon

155 Heritage Way

Juneau AK 99801

Email: [managers\\_office@juneau.org](mailto:managers_office@juneau.org)

Re: Conditional WARN Act Notice

Dear Sir or Madam:

On behalf of RNDC Shared Services, LLC (the "Company"), this letter provides notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. § 2101 et seq., as amended, and any similar applicable state or local laws. If this notice is not legally required, the Company is providing this notice to you voluntarily.

The Company has been exploring various strategic alternatives, including potential sale transactions involving certain of the Company's businesses. The Company is in discussions with Columbia Distributing ("Columbia") regarding its potential acquisition of certain of the Company's assets and operations, including the Company's operations at facilities located in Alaska. The Company is providing this notice as employees employed at or reporting to the facilities located at the following address, which are among the facilities expected to be included in the contemplated transaction, may experience an employment loss: 8420 Airport Boulevard, Juneau, AK 99811 (the "Facility"). The Company understands that certain employees at or reporting to the facilities included in the transaction, including the Facility, may receive offers of employment from Columbia or its affiliate if the transaction with Columbia is finalized. In addition, certain corporate and other employees may continue to be employed by the Company, including to provide transition services. However, we are providing this notice to you at this time since the contemplated transaction has not been finalized and there is no guarantee that employees employed at or reporting to the Facility will remain employed as discussions remain ongoing.

The Company currently expects that it will cease its operations of certain facilities, including the Facility. Accordingly, if the transaction does not close or if any employee employed at or reporting to the Facility does not receive or accept an offer of employment with Columbia or its affiliate, and is not needed to continue employment with the Company, the Company expects to terminate such employee's employment on or within fourteen (14) days of September 4, 2026. There are a total of 160 potentially affected employees at the Facility. All such employees or, as applicable, the unions that represent them have been provided conditional WARN Act notices. As the Company expects to be ceasing operations at the Facility, all such terminations of employment with the Company will be permanent, and affected employees will not have bumping rights for other positions with the Company.

We are providing this notice at this time since the contemplated transaction has not been finalized. However, if a transaction closes, employees who remain employed with Columbia may not experience an employment loss.

The Company has on file a list of the job titles of positions expected to be terminated from the Company and the number of affected employees in each job classification. If you have any questions or want additional information concerning this matter, please contact Camille Davis, Director, Human Resources, at 469-418-9026 or [Camille.Davis@rndc-usa.com](mailto:Camille.Davis@rndc-usa.com), or Adam Kutzner, HR Generalist, at 531-284-0595 or [Adam.Kutzner@rndc-usa.com](mailto:Adam.Kutzner@rndc-usa.com), for further information.

Very truly yours,

***Camille Davis***

Camille Davis  
Director, Human Resources

