

RNDC

REPUBLIC NATIONAL DISTRIBUTING COMPANY

July 7, 2026

VIA OVERNIGHT MAIL AND EMAIL

Department of Labor & Workforce Development
P.O. Box 111149
Juneau, AK 99811
Email: dol.rteam@alaska.gov

Mayor Beth Weldon
155 Heritage Way
Juneau AK 99801
Email: 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 facilities set forth on Exhibit A attached hereto (each a “Facility,” and collectively, the “Facilities”), which are among the facilities included in the contemplated transaction, may experience an employment loss. The Company understands that certain employees at or reporting to the facilities included in the transaction, including the Facilities, 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 Facilities will remain employed as discussions remain ongoing.

The Company currently expects that it will cease its operations of certain facilities, including the Facilities. Accordingly, if the transaction does not close or if any employee employed at or reporting to the Facilities 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 Facilities. 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 Facilities, 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, or Adam Kutzner, HR Generalist, at 531-284-0595 or Adam.Kutzner@rndc-usa.com, for further information.

Very truly yours,

Camille Davis
Director, Human Resources

EXHIBIT A

<u>Facility</u>	<u>Address</u>
<u>Anchorage</u>	<u>6307 Artic Spur Rd, Anchorage, AK 99518</u>
<u>Renton</u>	<u>3215 Lind Ave SW, Renton, WA 98057</u>
<u>Fairbanks</u>	<u>945 Elizabeth Street, Fairbanks, AK 99709</u>
<u>Juneau</u>	<u>8420 Airport Blvd., Ste. 201 Jun, AK 99801</u>