

January 28, 2026

Melissa Short
Virginia Rapid Response Program Manager
Rapid-response@virginiaworks.gov

Hon. Dr. Danny Avula, Mayor of Richmond
900 E. Broad Street, Suite 201
Richmond, VA 23219
RVAmayor@rva.gov

Dear Sir/Madam:

This letter serves as formal notice that PMI US Corporate Services Inc. and certain of its subsidiary and affiliate companies¹ (collectively the "Company") are closing the office located at 1021 E Cary Street #1600, Richmond VA 23219. This closure will result in the elimination of 135 positions at this employment site. The first job losses will occur on April 17, 2026.

Although the job losses at this employment site will be permanent, a large majority of impacted employees will be offered equivalent positions in other states.

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions; the job titles of positions to be affected, and the number of affected employees in each job classification. No employees at this site are represented by a union or have bumping rights.

The information in this notice is based on the best information available at this time. We are providing this notice because the Worker Adjustment and Retraining Notification ("WARN") Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company's actions constitute a covered action for purposes of the federal WARN Act, this letter is intended to fulfill the law's notice requirements.

If you have any questions or need any additional information concerning this matter, please contact Susan Woodward at Susan.Woodward@smpmi.com or via phone at (804) 787-5114.

Sincerely,



Thomas G. Hayes
President, Swedish Match North America LLC

¹ These other companies are Triaga Retail LLC, PMI Global Services Unit Inc., Swedish Match Cigars Inc., Swedish Match North America LLC, and Pinkerton Tobacco Co. LP.