

April 23, 2026

**VIA OVERNIGHT MAIL AND EMAIL**



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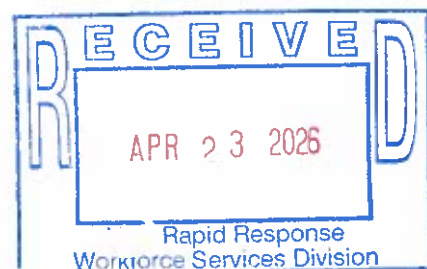
Re: Conditional WARN Act Notice

Dear Sir or Madame:

On behalf of Republic National Distributing Company, 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 markets and operations. Reyes Holdings, L.L.C. (“Reyes”) has entered into an agreement to purchase certain assets of the Company, including the Company’s operations at facilities located in Arizona, Colorado, Florida, Hawaii, Louisiana, Maryland, Oklahoma, South Carolina, Texas, Virginia, and Washington DC. The Company is providing this notice as employees employed at or reporting to the facility located at the following address, which are among the facilities included in the Reyes transaction, may experience an employment loss: 14038 Washington Highway, Ashland, VA 23005 (the “Facility”). The Company understands that Reyes or its affiliate intends to extend offers of employment to many of the Company’s employees at or reporting to the facilities included in the transaction, including the Facility. 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 there is no guarantee that Reyes will provide employees with an offer of employment as discussions remain ongoing, and it is not yet known who will be needed to continue employment with the Company.

As a result of the pending Reyes transaction, the Company currently expects that it will cease its operations of certain facilities, including the Facility. Accordingly, if any employee employed at or reporting to the Facility does not receive or accept an offer of employment with Reyes, 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 June 21, 2026. There are a total of 428 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 list of employees receiving employment offers from Reyes and the details of such potential offers are not yet known by the Company. However, employees who are offered or accept employment with Reyes 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

Director, Human Resources

