

RNDC

REPUBLIC NATIONAL DISTRIBUTING COMPANY

May 18, 2026

VIA OVERNIGHT MAIL AND EMAIL

WARN #9509

Michael Welter, Rapid Response Coordinator
Oregon HECC - Office of Workforce
Investments
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Mayor Michael Zarusinski
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Mayor Melanie Kebler
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Mayor Keith Wilson
City Hall, Mayor's Office
1221 SW 4th Ave., Suite 340
Portland, Oregon 97204
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Mayor Kaarin Knudson
City of Eugene, Oregon City Hall
500 East 4th Avenue, Suite 302
Eugene, OR 97401
email: kknudson@eugene-or.gov

Re: 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 (collectively, the "WARN Act"). 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. The Company's operations located at 913 SE Zeller Ln, Bend OR, 97702 (the "Bend Depot Facility"), 320 Cap Ct, #B, Eugene OR, 97402 (the "Eugene Facility"), 2009 Aero Way, Suite 103, Medford, OR 97504 (the "Medford Facility"), and 16913 NE Cameron Blvd, Suite 1, Portland, OR 97230 (the "Portland Facility") (collectively, the "Facilities") are expected to be purchased by a third-party. The Company is providing this notice to you because employees employed at or reporting to the Facilities may experience an employment loss. The contemplated purchaser or its affiliate may extend offers of employment to certain of the Company's employees at or reporting to the Facilities. 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 the contemplated purchaser or its affiliate will provide employees with an offer of employment, and it is not yet known who will be needed to continue employment with the Company.

As a result of the contemplated transactions, the Company currently expects that it will cease its operations of the Facilities. Accordingly, the Company expects to terminate the employment of employees employed at or reporting to the Facilities on or within fourteen (14) following of July 17, 2026 (such date, the "Separation Date"). There are a total of 10 affected employees at the Bend Depot Facility, 15 affected employees at the Eugene Facility, 10 affected employees at the Medford Facility, 102 affected employees at the Portland Facility, and 9 remote employees reporting to the Facilities. All such employees or, as applicable, the unions that represent them, have been provided 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.

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, 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.

Very truly yours,

Camille Davis
Director, Human Resources