



Received: 6/2/2026 @ 2:58am

June 1, 2026

Matt Damschroder
30 E Broad St
Columbus, OH 43215
email: rapdresp@ifs.ohio.gov

Mayor Aftab Pureval
801 Plum St., Suite 150
Cincinnati, OH 45202
email: mayor.aftab@cincinnati-oh.gov

Commissioner Summerow Dumas
138 East Court Street
Room 603
Cincinnati, OH 45202
email: Stephanie.SummerowDumas@hamiltoncountyohio.gov

Mayor Andrew J. Ginther
City Hall 2nd Floor
90 West Broad Street
Columbus, Ohio 43215
email: OfficeoftheMayor@columbus.gov

Franklin County Commissioner
373 S. High Street, 26th Floor
Columbus, OH 43215
email: Brittany.Razek@franklincountyohio.gov

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, Ohio Revised Code § 4113.31, 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 125 E. Court St., Suite 210 Downtown, Cincinnati, OH, 45242 (the "Cincinnati Facility"), 5747 Westbourne Ave, Columbus, OH, 43213 (the "Columbus Facility") and 4460 Lake Forest Drive, Suite 238, Cincinnati, OH, 45242 (the "Remote 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 31, 2026 (such date, the "Separation Date"). There are a total of 9 affected employees at the Cincinnati Facility, 3 affected employees at the Columbus Facility, and 44 remote employees reporting to the Remote Facility. 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.

Employees located at or reporting to the Facilities that are separated from employment with the Company may apply for unemployment benefits online at <https://unemployment.cmt.ohio.gov/cmtview/> and may contact the Office of Unemployment Insurance Operations by calling 877-644-6562. The Company does not have any career coaching, job search or other separation services available to employees at this time.

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

Camille Davis
Director, Human Resources