



August 30, 2021

«AddressBlock»

Dear «First_Name»:

As you know, we announced the sale of Anheuser-Busch Sales of Hawaii, Inc. (the “Company”) to the Odom Corporation. While we continue to anticipate the sale to close in the 4th Quarter of 2021, as may be required by Hawaii law, I am writing to inform you that as of October 29, 2021 or later, there may be a “closing” (as that term is defined in the Hawaii Dislocated Workers’ Act) at Anheuser-Busch Sales of Hawaii, Inc. (the “Company”). Specifically, we will be closing Anheuser-Busch Sales of Hawaii, Inc. due to the sale of the business to the Odom Corporation. As a result of the closure, your employment with the Company will end on or after October 29, 2021. However, this notice does not influence or revoke any offer of employment by the Odom Corporation.

If the nature of the transaction is a “closing” under state law, if it results in your separation from employment, and if you are determined by the Hawaii Department of Labor and Industrial Relations, Unemployment Insurance Division, to be eligible for unemployment benefits, you may also be eligible for a dislocated worker allowance upon your separation. Any such dislocated worker allowance that you receive will be offset by any severance pay benefits you receive from the Company (determined by age and credited years of service), so you will receive the greater of the two types of benefits, but not both. If you receive a determination of eligibility for unemployment benefits following the transaction, please contact Katelynn Kimm, Director – AB One People and provide a copy of the eligibility notice so that a determination can be made regarding a dislocated worker allowance.

If you have any questions, please contact Katelynn Kimm, Director – AB One People at (804) 840-6076.

Very truly yours,

A handwritten signature in black ink, appearing to be 'BR' followed by a long horizontal stroke.

Brad Reynolds
GM, AB One
Hawaii WOD