



THE **Odom** CORPORATION

HUMAN RESOURCES DEPARTMENT

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

2026 MAR 17 PM 1:27

MARCH 16, 2026

Ms. Jane Butay, Director
Department of Labor & Industrial Relations
830 Punchbowl St.
Honolulu, HI 96813

Re: Notice of Facility Closure

Dear Ms. Butay,

I write on behalf of The Odom Corporation (the "Company"), 11400 SE 8th Street – Ste. 300, Bellevue, WA 98004-6409, to notify you of an upcoming operational change involving our warehouse located at 99-877 Iwaena St, Aiea, Hawai'i ("Aiea facility").

The Company leases the Aiea facility from a third party. The lease expires later this year and no further extensions are available under current terms. The Company began construction of a new warehouse in Kapolei in October 2023. With the Aiea lease set to expire and construction of the new Kapolei facility now complete, the Company has made the entrepreneurial decision to consolidate all beverage distribution operations at the new, state-of-the art facility.

It is the Company's intention to transition all operations at the Aiea facility to Kapolei. Aiea operations will be fully integrated into the Kapolei facility. Accordingly, Kapolei employees will continue performing the work they currently perform, with transitioning products incorporated into existing operations.

The Company anticipates that the entire Aiea facility will cease operations as of May 30, 2026 and will permanently close as of that date. Closure will regrettably affect some current job roles. Separations are expected to occur starting May 18 and continue through May 29. The number of employees at the Aiea facility is 157, of which 53 are expected to be laid off or terminated. We have attached a list of the job titles of positions to be affected, and the number of affected employees in each job classification.

Certain affected employees are represented by the International Longshore & Warehouse Union, Local 142. The chief elected officer of the union is: Donna Domingo, President; 451 Atkinson Drive, Honolulu HI 96814.

The Company intends to pay separation allowances to all regular full-time employees who have completed one or more years of continuous service and who are not hired at another location. No bumping rights exist.

Affected employees who are interested in applying for open positions with the Company at other locations, including Kapolei, are encouraged to do so. Applications will be reviewed in accordance with standard hiring practices, and any employment offers will be based on business need and individual



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qualifications. Employees who are offered and accept a new position at another location will be rolled into the existing operations and will not constitute a separate or distinct group at that location.

Please do not hesitate to contact me with questions regarding this notice. We appreciate our relationship and look forward to continuing to cooperate with you during this transition.

Sincerely,

Gina Mae Low
HR Regional Manager - Hawaii
e. GinaMae.Low@OdomCorp.Com
t. 808.430.4725

Affected Job Roles

Job Title

Delivery Manager

Driver

Employee Relations Spclst

Hostler Port Driver

Marketing Generalist

Night Warehouse Manager

Sales Coordinator

Warehouse Manager

Warehouse Supervisor Day

Warehouse Worker Day

Warehouse Worker Night

