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April 23, 2026

VIA OVERNIGHT MAIL AND EMAIL

Workforce Development Division
830 Punchbowl St
Honolulu, HI 96813
Email: dlir.workforce.develop@hawaii.gov

Mayor Derek S.K. Kawakami
Office of the Mayor
4444 Rice St., Suite 235
Lihue, HI 96766
Email: mayor@kauai.gov

Mayor Kimo Alameda
74-5044 Ane Keohokalole Highway, Bldg C
Kailua-Kona, HI 96740
Email: mayorsoffice@hawaiicounty.gov

Mayor Richard T. Bissen, Jr.
200 S. High St.
Kalana O Maui Bldg,
Wailuku, HI 96793
Email: Mayors.Office@co.maui.hi.us

Mayor Rick Blangiardi
530 South King Street, Room 300
Honolulu, Hawaii 96813
Email: mayor@honolulu.gov

Anne Perreira-Eustaquio

Email: dhir.director@hawaii.gov

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, the Hawaii Dislocated Workers Act, HRS § 394B-1 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 facilities located at the following addresses, which are among the facilities included in the Reyes transaction, may experience an employment loss: 91-280 Hanua St, Kapolei, HI 96707 (the “Kapolei Facility”); 3071 Aukele Street, Lihue, HI 96766 (the “Kauai Facility”); 73-4854 Kanalani Street, Kailua-Kona, HI 96740 (the “Kona Facility”); 800 Kolu Street, Wailuku, HI 96793 (the “Maui Facility”); and 94-501 Kau Street, Waipahu, HI 96797 (the “Oahu Facility” and collectively, the “Facilities”). 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 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 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 Facilities. Accordingly, if any employee employed at or reporting to the Facilities 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 2 potentially affected employees at the Kapolei Facility;

affected employees at the Oahu 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 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.

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, as well as the name of each union representing affected employees, and the name and address of the chief elected officer of each union. 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, or Adam Kutzner, HR Generalist, at 531-284-0595 or Adam.Kutzner@rndc-usa.com, for further information.

Very truly yours,



Camille Davis

Director, Human Resources

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