April 23, 2026

VIA OVERNIGHT MAIL AND EMAIL

Yolanda Triplett
State Trade and Rapid Response Coordinator
Florida Department of Economic Opportunity
107 East Madison Street - MSC 229
Tallahassee, Florida 32399-4137
Email: RapidResponse@commerce.fl.gov

Mayor Donna Deegan
Mayor's Office
City Hall at St. James Building
117 W. Duval St. Suite 400
Jacksonville, FL 32202
Email: MayorDonnaDeegan@coj.net

Mayor Todd Drosky
150 NE 2nd Avenue
Deerfield Beach, FL 33441
Email: tdrosky@deerfieldbeachfl.gov

Mayor D.C. Reeves
222 W Main Street
Pensacola, FL 32502
Email: mayor@cityofpensacola.com

Mayor Jane Castor
306 East Jackson Street
Tampa, Florida 33602

Email: jane.castor@tampagov.net

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, 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: 441 SW 12 Ave, Deerfield Beach, FL 33442 (the "Deerfield Beach Facility"); 9423 North Main Street, Jacksonville, FL 32218 (the "Jacksonville Facility"); 6256 North W Street, Pensacola, FL 32505 (the "Pensacola Facility"); and 4901 Savarese Circle North, Tampa, FL 33634 (the "Tampa 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 363 potentially affected employees at the Deerfield Beach Facility; 169 potentially affected employees at the Jacksonville Facility; 121 potentially affected employees at the Pensacola Facility; and 393 potentially affected employees at the Tampa 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. 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