



Outlook

WARN Act Notice and Extension

From RNDC Shared Services, LLC <HRSS@rndc-usa.com>

Date Fri 9/18/2026 3:17 PM

To DOL-DETS-WFD-RR-Team (DOL sponsored) <dol.rrteam@alaska.gov>

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September 18, 2026

VIA EMAIL

Department of Labor & Workforce Development

P.O. Box 111149

Juneau, AK 99811

Email: dol.rrteam@alaska.gov

Mayor Beth Weldon

155 Heritage Way

Juneau AK 99801

Email: managers_office@juneau.org

Re: WARN Act Notice and Extension

Dear Sir or Madam:

On behalf of RNDC Shared Services, 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 (collectively, the "WARN Act"). If this notice is not legally required, the Company is providing this notice to you voluntarily.

Reference is hereby made to that certain conditional WARN Act notice you were provided on July 6, 2026 (the "Original WARN Notice"). As we informed you in the Original WARN Notice, certain assets and operations of the Company, including the Company's operations at the facilities set forth on **Exhibit A** attached hereto (each a "Facility," and collectively, the "Facilities") are expected to be purchased by a third party (the "Transaction"). As outlined in the Original WARN Notice, as a result of the pending Transaction, certain employees employed at or reporting to the Facilities were expected to terminate on or within fourteen (14) days after September 4, 2026. You are receiving this extension notice because the expected closing date of the pending Transaction has been delayed, and the termination date is accordingly being postponed for employees who are employed at or report to one of the Facilities. We understand that the contemplated purchaser or its affiliate may extend offers of employment to certain of the Company's employees at or reporting to the Facilities and discussions remain ongoing. 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 extension 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 or that the pending Transaction will close, and it is not yet known who will be needed to continue employment with the Company.

As a result of the contemplated Transaction, the Company currently expects to terminate such employees' employment on the closing of the Transaction, which is expected to be October 26, 2026, or within fourteen (14) days thereafter. There are a total of 168 potentially affected employees at the Facilities with this separation date. In addition, on September 18, 2026, we provided a conditional WARN Act notice to an additional 10 potentially affected employees or their representatives, who the Company expects to terminate on or within fourteen (14) days after November 17, 2026, if such employees do not remain employed with the contemplated purchaser in connection with the Transaction.

All such employees or, as applicable, the unions that represent them, have been provided WARN Act notices and any applicable extensions thereof. 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 contemplated Transaction has not been finalized. However, if a transaction closes, employees who remain employed with the contemplated purchaser 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 Adam Kutzner, HR Generalist, at 531-284-0595 or Adam.Kutzner@rndc-usa.com, for further information.

Very truly yours,

Adam Kutzner

Adam Kutzner

HR Specialist

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