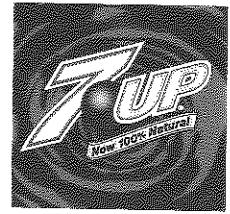


**ROYAL CROWN BOTTLING CORP.**

1100 Independence Avenue  
Evansville, IN 47714  
(812) 424-7978



June 18, 2020

**Certified Mail**

**Return Receipt Requested**

**And Email: [warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)**

Indiana Department of Workforce Development  
Workforce Transition Unit, SE311  
10 North Senate Avenue  
Indianapolis, IN 46204-2277

**WARN NOTICE**

Dear Sir/Madam:

This notice is provided pursuant to the federal Workers Adjustment and Retraining Act (WARN).

Royal Crown Bottling Corp. recently reached an agreement to sell franchise distribution rights for Keurig Dr. Pepper (KDP) brands RC, A&W Root Beer, Snapple, Sunkist, Big Red, and others, back to KDP, and it will no longer produce or distribute RC Cola and other brands owned by KDP. As a result, the Company has concluded that significant changes to its operations are necessary, including streamlining its operations.

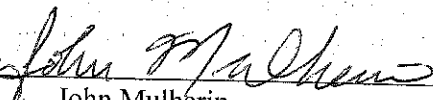
Unfortunately, these changes necessitate a reduction of our existing workforce. At present, we anticipate that we will permanently lay off at least 85 employees in Evansville, where we currently employ approximately 155 employees, but that number may increase depending on the success of our plans to adjust our business model and maintain distribution rights to other non-KDP brands. A list of job titles of positions to be affected and number of affected employees in each job classification is available for inspection at 1100 Independence Avenue, Evansville, IN 47714. No employee is represented by a union.

The Company's decision to change its business model and streamline operations is permanent. The Company currently anticipates that employees selected for termination will be discharged in a two-week window from September 19, 2020 to October 3, 2020. There will be no bumping rights associated with this mass layoff; in other words, employees have no right to take another employee's job.

We will continue to update you on our plans and will provide you with further notice when we make final layoff determinations. Should you have any questions or need additional information, please contact Nancy Hodge or John Mulherin at (812) 424-7978.

Sincerely,

Royal Crown Bottling Corp.

By:   
John Mulherin  
Human Resources Manager