



April 6, 2020

VIA E-MAIL: [breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219  
614-466-9897

Re: *WARN Notice*

Received April 7, 2020 at 8:00am

Dear Breeyn Handberg:

This letter is provided to you in accordance with the Worker Adjustment and Retraining Notification Act.<sup>1</sup>

This letter is on behalf of Benihana National Corp., which owns and operates the restaurant located at 50 Tri-County Parkway, Cincinnati, OH 45246 (“Benihana Cincinnati” or the “Restaurant”). This letter is to notify you that the Restaurant has closed its facilities to on-site dining in compliance with mandates by state and/or local government officials, in an effort to address the crisis caused by the COVID-19 pandemic. This closure was imposed with very little advance notice and remains indefinite in duration, resulting in an unforeseen, sudden and dramatic loss of business to the Restaurant.

Due to these unforeseen business circumstances, the Restaurant was left with no choice but to terminate 34 employees, effective March 16, 2020 for impacted hourly employees, and March 22, 2020 for impacted salaried employees. All affected employees were terminated on these same dates. In the interim, the Restaurant will remain open in a limited capacity for take-out or delivery only. We do not know at this time when we will be allowed to reopen for onsite dining. Once we do reopen, we hope to rehire as many employees as possible once business levels return to normal after the coronavirus pandemic ends.

On account of the sudden and unexpected issuance of the state and/or local government mandates prohibiting restaurants from continuing their dine-in operations, the Restaurant was unable to provide employees with more notice of the layoffs.

---

<sup>1</sup> We do not believe that this letter is required under the WARN Act based on the number of impacted employees. However, we are submitting this letter to you out of an abundance of caution.

A list of the job titles of positions laid off, and the number of affected employees in each job title is attached hereto. No employee bumping rights exist. There is no union representing the affected employees.

The name and telephone number of a company representative to contact for further information is Ms. Sandra Cintado, who can be reached at telephone number (305) 702-2817.

Sincerely,

*s/Sandra Cintado*

Senior Director, People Resources

### **Benihana Cincinnati**

Bartender	3
Dishwasher	1
Host	4
Line Cook	1
Manager	1
Server	16
Server Assistant	1
Server Trainee	1
Teppan Chef	6
TOTAL	34