March 20, 2020

Via Email
RAPDRESP@JFS.OHIO.GOV

Notice of Layoffs - Governor Order Closure of Restaurants – COVID-19 (Coronavirus)

To WARN Act Coordinator:

This letter serves as notice that Cameron Mitchell Restaurants, LLC (“CMR”) is temporarily laying off approximately 1,390 employees in Ohio. The layoffs are occurring because on Sunday, March 15, 2020 at approximately 3:30 PM EST, Ohio Governor, Michael DeWine, ordered the closure of restaurants and bars in Ohio by 9:00 PM EST on Sunday March 15, 2020 due to the world pandemic known as COVID-19 or Coronavirus (“Order”). The Order gave CMR approximately 5 hours to close its restaurants.

Since the Governor ordered the closure of restaurants, this temporary layoff is subject to the 60-day notice exception for “unforeseeable business circumstances” and/or a “natural disaster”. (See 20 CFR Sections 639.5-639.9 of the WARN Regulations).

The temporary layoffs will occur between March 16, 2020 and March 20, 2020. Additional temporary layoffs may occur between March 21, 2020 and March 31, 2020. CMR expects to temporarily layoff all employees because of the Order and Coronavirus including, but not limited to, all servers, bartenders, managers, cooks, chefs, home office employees, directors and executives. A list of locations subject to the layoffs is attached hereto. There are no bumping rights. No employees are represented by a Union.

Please be advised that CMR intends to re-hire those employees that were laid off.

If you have any questions, please contact my office at 614-621-2965 or kboyle@cameronmitchell.com.

Very truly yours,

Kerry T. Boyle
Vice President & General Counsel
Exhibit: Locations Subject to Layoffs (Circled)