



March 18, 2020

Via Email rapdresp@jfs.ohio.gov and breeyn.handberg@jfs.ohio.gov
Ohio Department of Job & Family Services
Office of Workforce Development
4020 East Fifth Ave.
Columbus, OH 43219

**RE: CORRECTED NOTICE OF LAYOFF TO AFFECTED EMPLOYEES
PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING
NOTIFICATION (WARN) ACT**

I am writing to clarify and correct the WARN filing of March 16, 2020 regarding this matter.

The COVID-19 coronavirus pandemic and related unprecedented federal guidance and state orders closing restaurants has caused a significant economic impact on the business of Firebirds Wood Fired Grill. Please accept this as notification that Firebirds Wood Fired Grill will be forced to temporarily furlough all hourly employees working at the locations listed below. In order to prepare for and to be able to support our business functions in the months after the COVID-19 pandemic, approximately 410 of our 450 work force in Ohio are placed on furlough during the required closure of all dine-in restaurant services in Ohio. We expect to recall displaced employees as soon as the restrictions are lifted.

To that extent, we are providing you with the following information to satisfy our obligation under the WARN act.

Locations: Firebirds of Niles, LLC d/b/a Firebirds Wood Fired Grill
5555 Youngston-Warren Rd. Unit 696, Niles, OH 44446 Trumbull
County

Firebirds of Columbus, LLC d/b/a Firebirds Wood Fired Grill
8760 Sancus Blvd, Columbus, Ohio 43240 Franklin County

Firebirds of Miamisburg, LLC d/b/a Firebirds Wood Fired Grill
3500 Rigby Road, Miamisburg, OH 45342 Montgomery County

Firebirds of Mason, LLC d/b/a Firebirds Wood Fired Grill
5075 Deerfield Blvd, Mason, Ohio 45040 Warren County

Firebirds of Orange Village, LLC d/b/a Firebirds Wood Fired Grill
211 Park Ave. suite 109, Orange Village, Ohio 44122 Cuyahoga County

Planned Action: Temporary Furlough

Separation Date: March 15, 2020

Further Separations: To Be Determined

Positions Affected: Hourly employees

Bumping Rights: Non-Existent

Union Representation: None

Should you have any further questions, or need immediate assistance, please reach out to me.

Sincerely,

A handwritten signature in black ink, appearing to read "Nicole Tharrington". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Nicole Tharrington
General Counsel & VP HR