

1815 The Exchange, Atlanta, GA 30339
770-951-2040

April 7, 2020

VIA E-MAIL (rapdresp@jfs.ohio.gov)

Ohio Department of Job & Family Services
Office of Workforce Development
Rapid Response Unit
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Received April 7, 2020 at 10:30am

Re: Notice of Reduction in Force at Hooters of America, LLC's Restaurants in Ohio

Dear Rapid Response Unit:

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the Coronavirus or Covid-19 outbreak ("Coronavirus") on our business, Hooters of America, LLC ("Hooters") will conduct layoffs at its corporate offices located 1815 The Exchange SE, Atlanta, GA 30339, as well as its corporate owned Ohio Hooters restaurants located at:

Location Name	Address	City	State	Zip Code
Dayton	6851 Miller Lane	Dayton	OH	45414
Toledo	4782 Monroe Street	Toledo	OH	43623
Mason	9890 Escort Drive	Mason	OH	45040
Springdale	12185 Springfield Pike	Springdale	OH	45246

("Restaurants"). We are providing this notice pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 and Section 4141.28 of the Ohio Revised Code.

This is a partial reduction in workforce; not all HOA employees will be impacted. At this time, this action, based upon all available information, is anticipated to be permanent.

The first employee layoffs in connection with this action are expected to occur during the fourteen (14) day period beginning on March 16, 2020. We enclose a listing of the job titles of positions to be affected, and the number of affected employees in each job classification.

Employees will be separated in accordance with the enclosed schedule. All affected employees have been or will be notified of their separation dates and that their separation from employment is anticipated to be permanent.

None of the affected employees are represented by a union.

The affected employees do not have any bumping rights.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding coronavirus outbreak. The speed and vast reach of the coronavirus outbreak, as well as the numerous declarations of a state of emergency and directives at the Federal, State and local level for all individuals to: 1) remain/stay in place; 2) avoid all restaurants, bars, gyms and nightclubs; 3) avoid congregating in public in groups of 10 people or more; and 4) work remotely, were unforeseeable and are causing, and will continue to cause, among other things, a drastic impact on HOA's business, including but not limited to the closure of many Hooters restaurants, the cessation of all dine-in business operations in Hooters restaurants both nationally and within the State, substantial income and profit losses and an uncertain future such that the Company does not have alternative work to offer to its affected employees. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. You may contact me at (770) 799-2302 or bbenson@hooters.com if you have questions or want additional information.

Thank you for your time and immediate attention to this matter.

Very truly yours,

Benjamin Benson

Benjamin Benson
Assistant General Counsel

Encl.

Attachment A

Job Titles	Number Impacted	Separation Date(s)
Bar Manager	2	3/20/20
Cleaning Crew	3	3/20/20
Heart of House Manager	2	3/20/20
Hooters Girl	68	3/20/20
Host Tipped	1	3/20/20
Host Not Tipped	2	3/20/20
Hourly Manager	1	3/20/20
Hourly Tipped	1	3/20/20
Kitchen Staff	36	3/20/20
Staff Not Tipped	7	3/20/20
To Go Not Tipped	13	3/20/20