



Received May 14, 2020 at 5:00pm

May 15, 2020

VIA EMAIL

Department of Job and Family Services
State of Ohio
rapdresp@jfs.ohio.gov

Re: Updated WARN Act Notice

This letter constitutes an updated notice under the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. (“WARN”) and related Department of Labor Regulations, as well as OH ST § 4141.28(C). On March 31, Miller’s Ale House, Inc. (the “Company”) provided a prior notice regarding a large layoff at its restaurant located at 1201 Olentangy River Rd.; Columbus, OH 43212. While the size of the layoff does not constitute a mass layoff requiring such notice to be provided under applicable law, the Company is providing this notice in an abundance of caution and in an effort for full transparency in light of current economic uncertainties. Patti Nash, Vice President of Human Resources, can be contacted at (407) 547-1219 for further information.

The purpose of this notice is to provide an update that, given the extreme business circumstances and uncertainty the Company faces, the layoff is no longer expected to be temporary in nature. The entire store is being closed and that closure is now expected to be permanent. Employees will be permanently laid-off effective May 13, 2020.

The job titles of positions to be affected and the number of affected employees in each job classification are attached as Exhibit 1. No bumping rights exist, and no union represents the affected employees.

Given the unforeseeable circumstances suddenly and unexpectedly facing the Company in light of the COVID-19 pandemic, the Company was unable to give additional notice. It is providing the notice practicable under the circumstances.

Sincerely,

Patti Nash
Vice President of Human Resources



EXHIBIT 1

Miller's Ale House Columbus

| Positions Affected | |
|------------------------|------------------------------|
| Job Title | Number of Employees Affected |
| Bar | 3 |
| Busser | 1 |
| Cook | 15 |
| General Manager | 1 |
| Host Tipped | 6 |
| Prep Cook / Dishwasher | 5 |
| Restaurant Manager | 4 |
| Server | 28 |
| To Go Specialist | 1 |
| Grand Total | 64 |