



April 24, 2020

Via Electronic Mail

REACT Program
State Trade and Rapid Response Coordinator
Steven Gustafson
MSC 229, 107 E. Madison St
Tallahassee, FL 32399-4137
WARNnotices@deo.myflorida.com

RE: Notice Under Worker Adjustment and Retraining Notification Act

Dear Steven Gustafson:

Beginning on March 12, 2020, state and local governments, working at the urging of the United States Center for Disease Control and Prevention, in response to the unforeseeable and unexpected COVID-19 pandemic imposed legal restrictions on the scope and method of restaurant operations, including, but not limited to, dining room closures. As a result of COVID-19 and these federal and state actions, OS Restaurant Services, LLC. ("Company") (FEIN 59-3549811) has significantly reduced the number of working hours for the vast majority of its restaurant employees. While the Company has not yet terminated the employment of any restaurant employee, and does not have current plans to terminate the employment of any restaurant employee, the Company believes the sudden and unexpected reduction of hours could constitute a layoff within the meaning of the Worker Adjustment and Retraining Notification ("WARN") Act, (29 U.S.C. §2101 *et seq.*) and related state laws if it continues. Therefore, while it is the Company's hope that normal operations and hours resume before any obligations created by WARN or a related state law arise, in an abundance of caution please accept this letter as notice of a WARN event beginning March 15, 2020, as business circumstances were not reasonably foreseeable at the time that notice would have been required.

This is anticipated to affect the Company's restaurants nationally. A copy of the Company's impacted restaurants, job titles, and the number of employees in each job title affected by the reduction are identified under Exhibit A. Affected employees will be notified electronically or by mail the week of April 27, 2020. At this time, the Company does not anticipate any future layoffs. If further changes occur, the Company will notify affected employees accordingly.

The Company expects this change to be temporary and is hopeful that employees will be recalled to hours approximately equivalent to pre-pandemic hours. There is no severance pay or "bumping rights" that exist, and there are no employees represented by a labor union. Additional state-specific information is set forth in Schedule A, attached hereto. The Company is optimistic that operations will resume as normal when the current COVID-19 pandemic has been contained. In the meantime, we have provided four weeks of relief pay to employees with vastly reduced hours.

For further information regarding this action, you may contact the Employee Relations Department by email at ER@bloominbrands.com or Ivette Kaptzan, Employee Relations Manager, by email at ivettekaptzan@bloominbrands.com, or by telephone at 813-282-1225.

Sincerely,

Marquis W. Heilig
VP, Litigation

