



September 4, 2020

Steven K. Gustafson
State Trade and Rapid Response Coordinator
Department of Economic Opportunity
107 E Madison Street
Caldwell Building, MSC G-229
Tallahassee, FL 32399

Re: WARN Act Notice of Layoff

Dear Mr. Gustafson:

Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, we are writing to inform you that Dr. Smood LLC ("Dr. Smood") will undergo a mass layoff for its restaurant and food service locations in Miami, Florida. The employer representative to contact for further information is Karolina Bartnik, Human Resources Director, who can be contacted at 862.205.3785 and kbartnik@drsmood.com. Ms. Bartnik also serves as Dr. Smood's employer's liaison for purposes of providing a rapid response to affected employees. Dr. Smood is not in a position to recall to work any additional employees and does not recognize "bumping" or seniority rights when determining which employees are subject to a layoff. Accordingly, bumping rights do not exist.

The expected date of the first separation of employees is November 4, 2020. The employees will be notified on September 4, 2020. In total, forty (40) employees in Florida, who are currently furloughed, will be terminated,

Prior to August 2020, Dr. Smood, while incurring substantial losses, fully expected to recover financially. As a fast-casual, in-person dining service, we are reliant upon foot traffic from nearby workplaces and in-person dining in order to maintain our business. Prior to August 2020, we believed that in-person dining would be permitted by August of 2020, or September 2020 at the very latest. We further believed that workers who visited our locations would return to their in-person work locations by August or September of 2020. Unfortunately, that has not happened and we have no idea of when or if in-person dining will return to anywhere near its pre-COVID levels.

Steven Gustafson
Department of Economic Opportunity
September 4, 2020 Page 2

This concern is exacerbated by the fact that Miami-Dade County has been under a local state of emergency since March 9, 2020. Dr. Smood can no longer incur these substantial losses and, accordingly, must terminate a substantial portion of its workforce.

Please see the attached list of the names and addresses of employees to be laid off and their job titles. The planned action is likely expected to remain permanent or at least until a significant number of employees return to work and in-person dining numbers rise in Florida. Notices required pursuant to the WARN Act have been sent to you and all of the affected employees, today, September 4, 2020.

Notices to the affected employees will be hand delivered today and sent via e-mail and by first class mail. Dr. Smood is attaching a sample of the notice provided to affected employees.

Sincerely,

Karolina Bartnik
Human Resources Director
Dr Smood LLC

Attached you will find the requested details regarding the WARN Notice for Dr. SMOOD, LLC.

Locations					Number of affected employees
Aventura	19501 Biscayne Blvd	Miami	FL	33180	5
Brickell	701 S South Miami Ave	Miami	FL	33131	7
Coral Gables	271 Giralda Ave	Coral Gables	FL	33131	1
South Miami	5801 Sunset Drive	Miami	FL	33143	2
Sunset Harbor	1800 Bay Road, Suite 103	Miami Beach	FL	33139	4
Wynwood	2230 NW 2nd Ave	Miami	FL	33127	9
Wynwood Kitchen	2230 NW 2nd Ave	Miami	FL	33127	12

Row Labels	Count of First Name
201000-Miami Production	12
Dishwasher	1
Distribution	1
Driver	2
Food Prep	1
Food Production	4
Juice Prep	1
Juicer	1
Packaging	1
201100-Wynwood	9
Operator	8
Supervisor	1
201200-South Miami	2
Operator	1
Smood Health Guide	1
201300-Brickell City Centre	7
Operator	6
Shift Supervisor	1
201400-Aventura	5
Operator	5
201500-Sunset Harbor	4
Operator	1
Smood Operator	1
Supervisor	1
Warehouse Associate	1
201600-Coral Gables	1
Operator	1
(blank)	
Grand Total	40

Please let me know if you have any further questions.

Karolina Bartnik

Human Resources Director

DrSMOOD

M:862.205.3785

E: kbartnik@drsmood.com

W: drsmood.com