



October 28, 2020

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399

and

Enid Weisman, Mayor
19200 W Country Club Drive
Aventura, FL 33180

Ronald J. Wasson, City Manager
19200 W Country Club Drive
Aventura, FL 33180

Re: WARN Act Notice

Dear Mr. Gustafson, Mayor Weisman and City Manager Wasson:

As you know, business conditions rapidly and suddenly deteriorated during the continuing COVID-19 crisis, national emergency, and state and local shutdown orders. The Grand Lux Café markets have softened over a period of several months and this is anticipated to continue. Company management therefore has concluded that the company will cease operation of the restaurant location at 19575 Biscayne Blvd., Aventura, Florida 33180, effective at the close of business on December 31, 2020. This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state and/or local law, to the extent that such law may apply. Accordingly, the company provides the following information:

1. The planned action is expected to be permanent and the entire restaurant is to be closed.
2. The restaurant closing will commence at the close of business on December 31, 2020, and employment of all employees at that location is expected to end effective at that time on December 31, 2020. All employees will be separated on that date.

3. No bumping rights exist.
4. No union represents the affected employees.
5. Employees at this restaurant were first furloughed temporarily on March 17, 2020 and the layoff of employees due to the furlough reasonably was expected to be six months or less; now, with the decision to close the location, the layoff will be permanent effective at the close of business on December 31, 2020.
6. Based on the current reasonably expected economic conditions caused by the COVID-19 crisis, the national emergency, and the continued governmental orders that have been in place and may resume in the future, the company has decided to close the location entirely effective at the close of business on December 31, 2020.
7. This notice is provided at the earliest possible time based on the information available.
8. For further information regarding the closing and if you have any questions about this notice, please contact Laurie Lambert-Gaffney; telephone number 818-871-3000.

Attached as Attachment A is a list of the job titles of all affected employees and the number of employees in each job title. Each affected employee has been notified of the specific action applicable to the employee.

Sincerely,



Sidney Greathouse

Vice President, Legal Services

Attachment

ATTACHMENT A

JOB TITLES OF POSTIONS TO BE AFFECTED AND THE NUMBER OF AFFECTED EMPLOYEES
IN EACH JOB CLASSIFICATION

Total	101
Bartender	2
Busser	12
Cashier	3
Dessert Finisher	5
Dishwasher	8
Host	9
Line Cook	19
Napkin Folder	1
Operations Support Tech	2
Prep Cook	7
Server	33