



July 24, 2020

Via Email (WARNotices@deo.myflorida.com) and US Mail
Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: WARN Notice

Dear Mr. Gustafson:

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, RCSH Operations LLC ("Ruth's Chris" or "Company") has experienced unforeseen business circumstances, including unexpected financial losses. As a result, pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we are writing to notify you that the Company will need to close the facility and layoff a number of individuals employed at or reporting to its North Palm Beach location at 661 US-1, North Palm Beach, FL 33408. This closure and the resulting layoffs are expected to be permanent.

We regretfully will be closing the facility effective 7/31/2020 at approximately 5:00pm. The Company will layoff effected employees on 7/31/2020. We are providing as much notice as possible under the circumstances. At this time, we anticipate that approximately 43 employees will be affected by this layoff, and we expect these layoffs to be permanent. A list of the job classifications with the number of potentially affected employees in each job classification is attached as **Exhibit A**. No bumping rights exist, and no employees are represented by a union.

If you have any questions, please contact Jana Basubas, HR Manager, at jbasubas@rhgi.com or 407-829-3424 who is available to coordinate with members of the Florida Department of Economic Opportunity ("DEO") at the DEO's convenience. The employer's address is Ruth's Hospitality Group, Inc., 1030 West Canton Avenue # 100; Winter Park, FL 32789.

Sincerely,

Jana Basubas | Ruth's Hospitality Group, Inc. | HR Manager
O: 407.829.3424 |M: 951.816.5583|F: 407.333.7443 jbasubas@rhgi.com

List of Job Titles of the Affected Positions

Job Title of the Affected Position:	Number of Affected Employees in this Position:
Bartender	4
Broiler	2
Food Runner	2
Host/Hostess	4
Maintenance	1
Pantry Cook	3
Prep Cook	1
Server	11
Server Assistant	7
Side Cook	1
Steward	5
Executive Chef	1
Sous Chef	1