

2020 MAY 11 PM 4: 59
DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE



May 11, 2020

VIA FACSIMILE (808) 768-4242

Mayor Kirk Caldwell
Office of the Mayor
530 South King Street
Room 300
Honolulu, HI 96813

VIA FACSIMILE (808) 586-9099

State Rapid Response Team
State Department of Labor & Industrial Relations
Workforce Development Council
830 Punchbowl Street
Room 329
Honolulu, HI 96813

Re: Worker Adjustment and Retraining Act (WARN) Notice for Red Lobster facility located at 1765 Ala Moana Blvd., Honolulu, HI 96815

This letter is notice that Red Lobster ("Company") is taking job actions in relation to employees who work at 1765 Ala Moana Blvd., Honolulu, HI 96815.

There are 40 employees at this employment site who are being permanently laid off/terminated. These terminations are effective May 11, 2020. These employees were placed on a furlough, which commenced on March 20, 2020, with the understanding that the furlough would be short-term and last for less than six months. However, given unforeseeable business circumstances due to COVID-19 and the extension of travel restrictions and stay-at-home orders issued by both the federal government and local authorities, the Company has determined that these 40 employees will be terminated from employment with the Company, effective May 11, 2020. All of the Company's operations at this worksite are not ceasing altogether, and the Company will continue to provide some limited services for takeout, but the Company's normal operations as a full-service restaurant will be ceasing temporarily. At this point, we expect these layoffs to be permanent, we are removing these employees from our payroll and benefits, and we do not anticipate recalling them to work. We do hope, however, that they will reapply as soon as we are able to resume operations.

We have attached a schedule of the following: The anticipated schedule for implementing these job actions; the job titles of positions to be affected, and the number of affected employees in each job classification. Bumping rights for affected employees do not exist. There is no union representing affected employees.

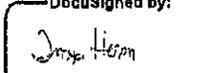
Whether or not these actions trigger the requirements of the Worker Adjustment and Retraining Notification Act or applicable state law, we thought it appropriate to give you this notice. We are taking these actions because of the COVID-19 natural disaster and national emergency, and COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given you more notice of this action, but were unable to do so because of how quickly and unexpectedly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on

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March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions. While the original furloughs were initiated with the full expectation that all employees placed on temporary layoff would be recalled to work within a short period of time, the extensions of travel restrictions by the federal government and the recent announcement from Governor Ige that Hawaii's stay-at-home order was extended, have resulted in the Company implementing terminations of employment of affected employees and determining that this notice should be issued to all affected employees. This notice is intended to comply with federal and state plant closing laws regarding notification, though it is the Company's understanding that Governor Ige has suspended enforcement of Hawaii's state plant closing law, effective March 30, 2020, and that in any event, because the Company is not closing the facility, that law would be inapplicable.

Should you wish further information, please contact Tonya Heron at theron@redlobster.com or (407) 734-9938.

Sincerely,
DocuSigned by:



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Tonya Heron
Counsel, Employment and Litigation

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SCHEDULE OF JOB ACTIONS
Location Address: 1765 Ala Moana Blvd., Honolulu, HI 96816
As of April 21, 2020

Employees Being Permanently Laid Off/Terminated:

Company is placing the following numbers of individuals on permanent layoff. At this point, we expect these layoffs to be permanent, we are removing these employees from our payroll and benefits, and we do not anticipate recalling them to work. We do hope, however, that they will reapply as soon as we are able to resume operations.

Job Title	Number of Employees Affected	Expected Date of Permanent Layoff
Server	21	May 11, 2020
Utility	1	May 11, 2020
Takeout	2	May 11, 2020
Line Cook	7	May 11, 2020
Server Assistant	7	May 11, 2020
Expo	1	May 11, 2020
Certified Restaurant Supervisor	1	May 11, 2020



Fax

From: Tonya Heron

Company: Red Lobster

Telephone: 407-734-9938

Email:

Fax:

To: 0018085869099

Subject: Red Lobster Restaurants, LLC - WARN Notice