



NOTICE TO GOVERNOR, MAYOR, DLIR DIRECTOR
October 7, 2020

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE
2020 OCT 14 AM 7:55

Mr. Scott Murakami
Department of Labor and Industrial Relations
State of Hawaii
830 Punchbowl Street
Honolulu, Hawaii 96813

The Honorable David Y. Ige
Governor, State of Hawaii
Executive Chambers
State Capitol
Honolulu, Hawaii 96813

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

Re: **Ruth's Chris Steak House**

Pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2107(a) and the Dislocated Workers Act, H.R.S. Chap. 394B, we are writing to inform you that **Ruth's Chris Steak House** has notified its employees at its Waikiki location at 226 Lewers Street, Waikiki Beach Walk, Waikiki, HI 96815 that their furlough will be extended for sixty more days from October 1 to November 30, 2020, due to continued business losses resulting from health and safety considerations related to the COVID-19 pandemic. Although the company hopes that it will be able to bring more of its Waikiki team back to work, it may be forced by continuing health and safety considerations to conduct a permanent layoff. It has informed the Waikiki team that they will be notified if that decision is made.

Although Governor Ige's Thirteenth Supplementary Proclamation waived notice requirements normally required under the Hawai'i Dislocated Workers Act, we are sending you this letter as a courtesy.

Enclosed is a list of their job classifications.

Notices of the furlough and of the possible layoff have been distributed simultaneously with this letter to each Waikiki employee. Also enclosed is a sample of the letter that was sent to Waikiki team members.

The Company's business address is: 1030 W. Canton Ave., Suite 100, Winter Park, FL 32789. If you have any questions or need further information, please contact the undersigned as the Company's Representative at telephone number 619-629-5163.

Very truly yours,

**Marcy Johnson | Ruth's Hospitality Group, Inc. |
HR Generalist**

O: 619-629-5163 | mjohnson@rhgi.com

Enclosure

Job Title	Number of Affected Employees
Bartender	3
Broiler	2
Busser	2
Food Runner	10
Host/Hostess	9
Pantry Cook	3
Prep Cook	4
Server	28
Server Assistant	13
Side Cook	4
Steward	4



September 27, 2020

Via U.S. Mail/Email

First Last Name

Address

City, State Zip

email

Dear First Name,

I am writing to you today to let you know that we are extending your temporary furlough for another sixty days (until November 30, 2020). This extension has been necessitated by continued unforeseen circumstances related to the COVID-19 pandemic. Earlier notice of the extension was not possible because these COVID-19-related business circumstances and their continually evolving effects on our industry were not reasonably foreseeable.

If we are unable to bring our furloughed Team Members back to work by November 30th, we may be forced to conduct a permanent layoff of those Team Members at the Ruth's Chris location at 226 Lewers Street, Waikiki Beach Walk, Honolulu, HI 96815. If we are forced to take that action, we will contact you. This update is based on the best information currently available to us but may change due to subsequent events beyond our control, including varying state and local orders addressing shelters-in-place and limitations on restaurant operations.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. §§ 2101-2109. This notice is not intended and should not be construed as an admission that this notice is required at any particular facility or to any particular employee. All rights and defenses pursuant to the WARN Act, Labor Code and other laws are specifically reserved.

Although Governor Ige's Ninth Supplementary Emergency Proclamation ("the Proclamation") suspends "notice requirements and deadlines; payment of back pay, benefits, or other forms of compensation; payment of dislocated employees or worker allowance" and other requirements of Hawai'i's Dislocated Workers Act" we are providing you this notice in an abundance of caution and to keep you fully informed.

There are no bumping rights, meaning there is no right to displace another employee based on your tenure with the Company.

You may be eligible for certain benefits under state law, subject to the above-mentioned terms of the Proclamation. To be eligible for such any allowance or other benefits, you must receive a determination of eligibility for unemployment benefits from the Hawaii Department of Labor and Industrial Relations, Unemployment Insurance Division.



I appreciate how challenging this time has been for you. During these uncertain times, the RUTH'S Fund continues to provide grants to Team Members experiencing hardship. Please contact your GM or RVP or apply directly to the Fund at ruthsfund@ruthschris.com.

Sincerely,

A handwritten signature in black ink, appearing to read "David E. Hyatt".

David Hyatt
Chief People Officer
Ruth's Hospitality Group, Inc.



Ruth's Chris Steak House
Home Office
1030 W. Canton Ave., Ste. 100
Winter Park, FL 32789

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FOREVER



Mr. Scott Murakami
Department of Labor and Industrial Relations
State of Hawaii
830 Punchbowl Street
Honolulu, Hawaii 96813

96813-508040

