



Olive Garden ■ LongHorn Steakhouse ■ Cheddar's Scratch Kitchen ■ Yard House ■ The Capital Grille ■ Seasons 52 ■ Bahama Breeze ■ Eddie V's  
October 28, 2020

Re: Yard House - 226 Lewers St, #L148, Honolulu, Hawaii 96815

To Whom it May Concern-

Darden Restaurants, Inc., through its subsidiary GMRI, Inc. (the Company) is hereby notifying you of potential employment terminations at the above referenced locations. The health and safety of our guests and our team members has always been – and continues to be – our first priority. Unfortunately, the unforeseen circumstances related to COVID-19 required us to close all of our dining rooms. The subsequent governmental orders prohibiting in-restaurant dining, limiting capacity, and other restrictions on our business has meant that we have not been able to bring all team members back to work. While we are still hopeful that circumstances may change and that we will be able to welcome team members back, we are not able to guarantee that will happen. If conditions do not change, permanent employment terminations may occur, but not before December 30, 2020.

No team member has a right to claim another position within the Company over any other team member. The Company is taking this employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. The Company would have liked to have given more notice of this action, but was unable to do so because of the unanticipated ways the operations were affected by the COVID-19 pandemic and other related governmental announcements, actions, and mandates, including shelter-in-place mandates and limitations on restaurant dining and capacity.

The Company provided written notice to all team members as well as individual phone calls. If the terminations do occur, they will be hourly positions and the number of potentially impacted team members is 87 out of approximately 125 total hourly team members.

If you would like further information, please contact Employee Relations at 1-800-932-2558 and they can reach me or get you connected to the right person.

Sincerely,

/S/ David Wear

David Wear  
Senior Vice President

