



April 20, 2020

Via U.S. Postal Service

Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813

Re: Worker Adjustment and Retraining Notification Act Notice of Layoff Not Resulting from Plant Closing

Dear Director:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act ("WARN") in order to notify you that Buca Restaurants 2, Inc. d/b/a Buca di Beppo, has unfortunately had to layoff/furlough or had to reduce hours of at least 50 members of its workforce which constitutes at least 33% of the total workforce at its facility located at 1030 Auahi St Bay 1, Honolulu, HI 96814, as a result of the COVID-19 pandemic effective March 17, 2020, and we anticipate this layoff/furlough or reduction of hours to be temporary and plan on resuming full operations once the COVID-19 pandemic ceases.

Enclosed is a list containing the job titles of the positions to be affected and the number of affected employees in each job classification. Each affected employee has either had their hours reduced in whole or in part.

There is no union that represents employees at this facility and there are no bumping rights for affected employees.

In addition to submitting this notice to you, we provided notice to the Oahu Workforce Development Board, the Mayor of Honolulu, the Honolulu City Council, and affected employees.

Please know that this was a very difficult decision for us, and one that was not taken lightly. Given the complicated, sudden and unforeseen speed of the current coronavirus developments, all of which were outside of our control, including the States of Emergency and Executive Orders issued by government officials drastically affecting the

business and the health of the public at large, we unfortunately had to make a quick decision to drastically pivot our business model, eliminate positions, notify employees, and attempt to create a sustainable business overnight. Based on such unforeseeable business circumstances, we are unable to provide at least 60 days' notice for the layoffs.

For further information, please contact Jean Encarnacion, Human Resources Manager by phone at 407.284.1897, by email at jencarnacion@earlenterprise.com, or by mail at 4700 Millenia Boulevard, Suite 400, Orlando, Florida 32839. We want to thank you in advance for your understanding and cooperation during this difficult process.

I have reviewed the information contained in this letter and believe it to be accurate as of the date of this letter. Additionally, I have the authority to represent Buca Restaurants 2, Inc. and its affiliates with respect to information provided in this letter.

Sincerely,

/s/ Giovanni Yruela

Giovanni Yruela
Associate General Counsel
Buca Restaurants 2, Inc.

**LIST OF THE JOB TITLES AND THE NUMBER OF EMPLOYEES
AFFECTED IN EACH JOB TITLE**

<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES AFFECTED</u>
Bartender	1
Assistant General Manager	1
Sales Director	1
Sous Chef	2
Catering and Event Coordinator	1
Delivery Driver	1
Dishwasher	8
Host	17
Line Cook	8
Pizza Cook	4
Prep Cook	5
Server	16
Server Supervisor	1
WA Runner	10
TOTAL	76



4700 Millenia Blvd.
Suite 400
Orlando, FL 32839

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

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State Dept. of Labor and Industrial Relations
Director
830 Punchbowl Street, Room 321
Honolulu, HI 96813



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