



1815 The Exchange, Atlanta, GA 30339
770-951-2040

March 23, 2020

VIA OVERNIGHT MAIL
& E-MAIL (NDOL.RapidResponse@nebraska.gov)

Nebraska Department of Labor
Office of Employment and Training
ATTN: Rapid Response Coordinator
550 South 16th Street
P.O. Box 94600
Lincoln, NE 68509-4600

**Re: Notice of Reduction in Force at Hooters of America, LLC’s Restaurants in
Nebraska**

To whom it may concern:

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the coronavirus outbreak on our business, Hooters of America, LLC (“HOA”) will conduct employee layoffs at its corporate offices located at 1815 The Exchange SE, Atlanta, GA 30339, as well as its corporate owned Nebraska Hooters restaurant(s) located at:

Location Name	Address	City	State	Zip Code
La Vista	12710 Westport Pkwy	La Vista	NE	77586

This is a partial reduction in workforce; not all HOA employees will be impacted. At this time, this action, based upon all available information, is anticipated to be permanent.

The first employee layoffs in connection with this action are expected to occur during the fourteen (14) day period beginning on March 16, 2020. We enclose a listing of the job titles of positions to be affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule. All affected employees have been or will be notified of their separation dates and that their separation from employment is anticipated to be permanent.

None of the affected employees are represented by a union.

The affected employees do not have any bumping rights.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding coronavirus outbreak. The speed and vast reach of the coronavirus outbreak, as well as the numerous declarations of a state of emergency and directives at the Federal, State and local level for all individuals to: 1) remain/stay in place; 2) avoid all restaurants, bars, gyms and nightclubs; 3) avoid congregating in public in groups of 10 people or more; and 4) work remotely, were unforeseeable and are causing, and will continue to cause, among other things, a drastic impact on HOA's business, including but not limited to the closure of many Hooters restaurants, the cessation of all dine-in business operations in Hooters restaurants both nationally and within the State, substantial income and profit losses and an uncertain future such that the Company does not have alternative work to offer to its affected employees. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. You may contact me at (770) 799-2302 or bbenson@hooters.com if you have questions or want additional information.

Thank you for your time and immediate attention to this matter.

Very truly yours,

Benjamin Benson

Benjamin Benson
Assistant General Counsel

Encl.

Attachment A

Job Titles	Number Impacted	Separation Date(s)
Bar Manager	1	3/20/20
Hearth of House Manager	1	3/20/20
Hooters Girl	22	3/20/20
Host Not Tipped	9	3/20/20
Kitchen Staff	20	3/20/20
Staff Not Tipped	2	3/20/20