



April 2, 2020

Via Email (agatlin@dwd.in.gov)

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Ave
SE311
Indianapolis, IN 46204

Re: *WARN Notice*

Dear Ms. Gatlin:

This letter is provided to you in accordance with the Worker Adjustment and Retraining Notification Act.¹

This letter provides notice to you that the restaurant owned and operated by Benihana National Corp., located at 8830 Keystone Crossing Road, Indianapolis, IN 46240 (referred to as the "Restaurant") closed its facilities to on-site dining in compliance with mandates by state and/or local government officials, in an effort to address the crisis caused by the COVID-19 pandemic. This closure was imposed with very little advance notice and is indefinite in duration, resulting in an unforeseen, sudden and dramatic loss of business.

Due to these unforeseen business circumstances, we were left with no choice but to terminate 33 employees from the Restaurant. All terminations were effective on March 17, 2020 for impacted hourly employees, and March 22, 2020 for the impacted salaried employee. All affected employees were terminated on these dates. In the interim, the Restaurant will remain open in a limited capacity for take-out or delivery only. We do not know at this time when we will be allowed to reopen for onsite dining. Once we do reopen, we hope to rehire as many employees as possible once business levels return to normal after the coronavirus pandemic ends.

On account of the sudden and unexpected issuance of the state and/or local government mandates prohibiting restaurants from continuing their dine-in operations, the Restaurant was unable to provide employees with more notice of the layoffs.

¹ We do not believe that this letter is required under the WARN Act based on the number of impacted employees identified above. However, we are providing this Notice out of an abundance of caution.

A list of job titles of positions laid off, and the number of affected employees in each job title is attached hereto. No employee bumping rights exist. There is no union representing the affected employees.

The name and telephone number of a company representative to contact for further information is Ms. Sandra Cintado, who can be reached at telephone number (305) 702-2817.

Sincerely,

s/Sandra Cintado

Senior Director, People Resources

Benihana Indianapolis

Bartender	4
Dishwasher	3
Host	6
Line Cook	1
Manager	2
Prep Cook	2
Server	12
Server Assistant	2
Utility/Maintenance	
Helper	1