



April 27, 2020

Via Electronic Mail

Department of Workforce Development, Dislocated Worker Unit
Program Director, Rapid Response
Ashley Gatlin
10 N Senate Ave, SE311
Indianapolis, IN 46204
agatlin@dwd.in.gov

RE: Notice Under Worker Adjustment and Retraining Notification Act

Dear Ashley Gatlin:

Beginning on March 12, 2020, state and local governments, working at the urging of the United States Center for Disease Control and Prevention, in response to the unforeseeable and unexpected COVID-19 pandemic imposed legal restrictions on the scope and method of restaurant operations, including, but not limited to, dining room closures. As a result of COVID-19 and these federal and state actions, OS Restaurant Services, LLC. ("Company") (FEIN 59-3549811) has significantly reduced the number of working hours for the vast majority of its restaurant employees. While the Company has not yet terminated the employment of any restaurant employee, and does not have current plans to terminate the employment of any restaurant employee, the Company believes the sudden and unexpected reduction of hours could constitute a layoff within the meaning of the Worker Adjustment and Retraining Notification ("WARN") Act, (29 U.S.C. §2101 *et seq.*) and related state laws if it continues. Therefore, while it is the Company's hope that normal operations and hours resume before any obligations created by WARN or a related state law arise, in an abundance of caution please accept this letter as notice of a WARN event beginning March 15, 2020, as business circumstances were not reasonably foreseeable at the time that notice would have been required.

This is anticipated to affect the Company's restaurants nationally. A copy of the Company's impacted restaurants, job titles, and the number of employees in each job title affected by the reduction are identified under Exhibit A. Affected employees will be notified electronically or by mail the week of April 27, 2020. At this time, the Company does not anticipate any future layoffs. If further changes occur, the Company will notify affected employees accordingly.

The Company expects this change to be temporary and is hopeful that employees will be recalled to hours approximately equivalent to pre-pandemic hours. There is no severance pay or "bumping rights" that exist, and there are no employees represented by a labor union. Additional state-specific information is set forth in Schedule A, attached hereto. The Company is optimistic that operations will resume as normal when the current COVID-19 pandemic has been contained. In the meantime, we have provided four weeks of relief pay to employees with vastly reduced hours.

For further information regarding this action, you may contact the Employee Relations Department by email at ER@bloominbrands.com or Ivette Kaptzan, Employee Relations Manager, by email at ivettekaptzan@bloominbrands.com, or by telephone at 813-282-1225.

Sincerely,

Marquis W. Heilig
VP, Litigation



Exhibit A

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Bonefish #7501	4501 East 82nd Street, Indianapolis, Indiana 46250 (317) 863-3474	TOTAL	57
			AM PREP	6
			DBAR	2
			DDISH	2
			DFRY	7
			DGRILL	2
			DHOST	6
			DRUNNER	1
			DSALAD	1
			DSERVER	23
			KEY	2
			KM	1
			LSAUTE	1
			MANAGER	2
Managing Partner	1			

Indiana	Bonefish #7502	1001 North State Road 135, Greenwood, Indiana 46142 (317) 884-3992	TOTAL	51
			ADMN	1
			AM PREP	3
			DAKM	1
			DDISH	2
			DFRY	1
			DGRILL	2
			DHOST	8
			DSALAD	3
			DSAUTE	3
			DSERVER	20
			DTOGO	1
			KEY	3
			KM	1
			MANAGER	1
Managing Partner	1			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Bonefish #7503	620 West Edison Road, Suite #100, Mishawaka, Indiana 46545 (574) 259-2663	TOTAL	63
			ADMN	3
			AM PREP	2
			DAKM	2
			DBAR	1
			DDISH	4
			DFRY	3
			DGRILL	1
			DHOST	7
			DMAKEUP	1
			DSALAD	4
			DSERVER	28
			KM	1
			LINESET	1
MANAGER	2			
Managing Partner	1			
TRE BOH	2			

Indiana	Bonefish #7505	6401 East Lloyd Expressway, Evansville, Indiana 47715 (812) 401-3474	TOTAL	60
			AM PREP	2
			DDISH	5
			DFRY	5
			DHOST	8
			DSALAD	1
			DSAUTE	1
			DSERVER	30
			KEY	1
			KM	2
			LSALAD	1
			MANAGER	1
			Managing Partner	1
			SILVERWARE ROLL	2

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Carrabba's #6502	4690 Southport Crossings Drive, Southport, Indiana 46237 (317) 881-4008	TOTAL	45
			AM PREP	1
			D1COLDSIDE	2
			D1HOTSIDE	3
			DAKM	1
			DDISH	4
			DGRILL	1
			DHOST	13
			DSERVER	16
			MANAGER	2
			Managing Partner	1
TRE SERVER	1			

Indiana	Carrabba's #6503	210 West Day Road, Mishawaka, Indiana 46545 (574) 247-9460	TOTAL	59
			AM PREP	2
			D1COLDSIDE	5
			D2HOTSIDE	1
			D3HOTSIDE	1
			DDISH	5
			DGRILL	2
			DHOST	10
			DSERVER	25
			LHOST	1
			LSERVER	2
			MAINTENANCE	1
			MANAGER	3
			Managing Partner	1

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Carrabba's #6507	49 US Highway 41, Scherverville, Indiana 46375 (219) 322-6097	TOTAL	55
			AM PREP	2
			D1COLDSIDE	2
			D1HOTSIDE	1
			DBAR	1
			DBUS	2
			DDISH	5
			DGRILL	3
			DHOST	5
			DSERVER	14
			DTOGO	2
			KEY	1
			L1COLDSIDE	2
			LSERVER	1
			LTOGO	2
			MANAGER	3
			Managing Partner	1
PM PREP	1			
TRE BOH	1			
TRE RUNNER	1			
TRE SERVER	4			
TREHOST	1			

Indiana	Fleming's #2501	8487 Union Chapel Road, Suite #120, Indianapolis, Indiana 46240 (317) 466-0175	TOTAL	46
			AM PREP	2
			CHEF PARTNER	1
			DBACKWAITER	6
			DBAR	3
			DBROILER	2
			DDISH	3
			DHOST	4
			DPANTRY	3
			DSAUTE	1
			DSERVER	13
			MAINTENANCE	2
			MANAGER	2
			Managing Partner	1
			Private Dining Dir	1
			SOUS CHEF	1
			TRE BAR	1

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1510	5771 East 86th Street, Indianapolis, Indiana 46250 (317) 842-6283	TOTAL	59
			AM PREP	2
			CLASSROOM TRAIN	1
			DBAR	1
			DBLOOM	1
			DBUS	2
			DDISH	3
			DFRY	2
			DHOST	2
			DMAKEUP	2
			DSAUTE	1
			DSERVER	25
			DTOGO	2
			FOH Trainee	7
			LFRY	1
			LGRILL	1
MANAGER	3			
Managing Partner	1			
TRE BOH	1			
TRRHOST	1			

Indiana	Outback # 1512	7525 US 31 South, Indianapolis, Indiana 46227 (317) 881-6283	TOTAL	79
			AM PREP	2
			BBIU TRN FOH	2
			D Delivery Driver	1
			DAKM	4
			DBAR	1
			DBUS	7
			DDISH	2
			DFRY	2
			DGRILL	2
			DHOST	11
			DSALAD	1
			DSAUTE	1
			DSERVER	29
			DTOGO	4
			FOH Trainee	1
			KEY	2
			LGRILL	1
MANAGER	4			
MIT	1			
TRE BOH	1			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1513	10220 North Michigan Road, Carmel, Indiana 46032 (317) 334-0562	TOTAL	48
			AM PREP	1
			DAKM	1
			DBAR	2
			DBLOOM	2
			DBUS	2
			DDISH	1
			DFRY	1
			DGRILL	1
			DHOST	3
			DSALAD	1
			DSAUTE	2
			DSERVER	21
			DTOGO	1
			KM	1
			LGRILL	2
LHOST	1			
LSERVER	1			
MANAGER	3			
Managing Partner	1			

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1515	3700 South US Highway 41, Terre Haute, Indiana 47802 (812) 232-6283	TOTAL	87
			AM PREP	1
			D Delivery Driver	1
			DAKM	1
			DBLOOM	3
			DBUS	3
			DDISH	7
			DGRILL	1
			DHOST	13
			DSALAD	2
			DSAUTE	1
			DSERVER	34
			DTOGO	3
			FOH Trainee	2
			KEY	1
			KM	1
			LBUS	1
			LSAUTE	1
			LSERVER	3
			MANAGER	2
Managing Partner	1			
SILVERWARE ROLL	1			
TRE BOH	4			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1516	3201 West 3rd Street, Bloomington, Indiana 47404 (812) 330-1018	TOTAL	66
			AM PREP	5
			DAKM	1
			DBLOOM	1
			DBUS	1
			DDISH	2
			DFRY	3
			DGRILL	1
			DHOST	7
			DSALAD	1
			DSAUTE	2
			DSERVER	28
			DTOGO	3
			FOH Trainee	2
			KEY	1
			LGRILL	1
LHOST	2			
LSERVER	1			
MANAGER	3			
Managing Partner	1			

Indiana	Outback # 1517	4611 Grape Road, Mishawaka, Indiana 46545 (574) 271-2333	TOTAL	65
			AM PREP	2
			DBAR	2
			DBLOOM	2
			DDISH	3
			DFRY	2
			DGRILL	4
			DHOST	7
			DSALAD	3
			DSAUTE	2
			DSERVER	26
			DTOGO	2
			KEY	5
			KM	1
			LGRILL	1
			MANAGER	1
Managing Partner	1			
Managing Partner In T	1			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback #1518	3660 State Road 26, Lafayette, Indiana 47905 (765) 449-1790	TOTAL	63
			AM PREP	2
			DBLOOM	1
			DBUS	2
			DDISH	5
			DFRY	1
			DGRILL	1
			DHOST	7
			DSALAD	3
			DSAUTE	3
			DSERVER	31
			DTOGO	1
			KEY	1
			KM	2
LDISH	1			
MAINTENANCE	1			
MANAGER	1			

Indiana	Outback #1519	7201 Indiana Street, Evansville, Indiana 47715 (812) 474-0005	TOTAL	56
			AM PREP	1
			DAKM	1
			DBLOOM	2
			DBUS	4
			DDISH	2
			DFRY	4
			DGRILL	2
			DHOST	4
			DSALAD	1
			DSERVER	9
			FOH Trainee	16
			KEY	1
			KM	1
			LHOST	2
			LSALAD	1
			MANAGER	2
Managing Partner	1			
TRE BOH	2			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1520	2315 Post Drive, Indianapolis, Indiana 46219 (317) 890-9466	TOTAL	64
			AM PREP	1
			DAKM	3
			DBAR	1
			DBLOOM	1
			DBUS	3
			DDISH	5
			DFRY	3
			DGRILL	2
			DHOST	7
			DSERVER	27
			DTOGO	1
			KM	1
			LGRILL	2
			LSALAD	2
LSERVER	1			
MAINTENANCE	1			
MANAGER	2			
Managing Partner	1			

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback # 1521	3730 South Reed Road, Kokomo, Indiana 46902 (765) 453-6283	TOTAL	63
			AM PREP	2
			DAKM	1
			DBLOOM	2
			DBUS	4
			DDISH	2
			DFRY	2
			DGRILL	3
			DHOST	8
			DSALAD	1
			DSERVER	18
			DTOGO	3
			FOH Trainee	2
			KEY	2
			KM	1
			LGRILL	1
			LHOST	2
			LSERVER	6
MANAGER	1			
Managing Partner	1			
TRE BOH	1			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback #1522	3401 North Granville Drive, Muncie, Indiana 47303 (765) 284-4329	TOTAL	57
			AM PREP	2
			DBUS	2
			DDISH	4
			DHOST	8
			DSALAD	2
			DSAUTE	3
			DSERVER	29
			KM	1
			MANAGER	2
			Managing Partner	1
TRE BOH	3			

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback #1523	1209 Veterans Parkway, Clarksville, Indiana 47129 (812) 283-4329	TOTAL	96
			AM PREP	4
			D Delivery Driver	2
			DBAR	1
			DBLOOM	1
			DBUS	11
			DDISH	6
			DFRY	1
			DGRILL	2
			DHOST	7
			DRUNNER	1
			DSALAD	3
			DSAUTE	1
			DSERVER	42
			DTOGO	3
			FOH Trainee	2
			LDISH	1
			LGRILL	1
			LHOST	1
			LSERVER	2
MANAGER	2			
Managing Partner	1			
Managing Partner In T	1			

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback #1525	5455 Coventry Lane, Ft. Wayne, Indiana 46804 (260) 459-9206	TOTAL	80
			AM PREP	1
			DBLOOM	3
			DBUS	8
			DDISH	4
			DFRY	5
			DGRILL	3
			DHOST	10
			DMAKEUP	1
			DSALAD	1
			DSAUTE	2
			DSERVER	33
			DTOGO	4
			KM	1
LHOST	1			
MANAGER	1			
Managing Partner	1			
MIT	1			

Indiana	Outback #1526	9140 Rockville Road, Indianapolis, Indiana 46234 (317) 209-8007	TOTAL	64
			DAKM	2
			DDISH	1
			DHOST	2
			DSALAD	1
			DSERVER	5
			FOH Trainee	37
			MANAGER	2
			Managing Partner	1
			TRE BOH	13

State	Total Locations	Number of Affected Employees
Indiana	23	1,448

State	Location	Address	Job Titles	Number of Affected Employees
Indiana	Outback #1550	1590 East Lincoln Highway, Merrillville, Indiana 46410 (219) 736-8995	TOTAL	65
			AM PREP	4
			DAKM	1
			DBLOOM	1
			DBUS	4
			DDISH	4
			DFRY	1
			DGRILL	2
			DHOST	3
			DSALAD	1
			DSAUTE	2
			DSERVER	29
			DTOGO	2
			FOH Trainee	1
			KM	1
			LHOST	2
LSALAD	1			
LSERVER	3			
MANAGER	2			
Managing Partner	1			