



April 27, 2020

***Via Electronic Mail***

City of Springfield  
The Honorable Ken McClure  
Mayor  
Busch Municipal Building, 840 Boonville Avenue  
Springfield, MO 65802  
kmcclure@springfieldmo.gov

**RE: Notice Under Worker Adjustment and Retraining Notification Act**

Dear Ken McClure:

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.



**Exhibit A**

<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Bonefish #8601	<p align="center"><b>6334 North Lucerne, Kansas City, Missouri 64151 (816) 746-8179</b></p>	<b>TOTAL</b>	<b>45</b>
			AM PREP	2
			DDISH	4
			DFRY	2
			DGRILL	3
			DHOST	7
			DSAUTE	2
			DSERVER	21
			MANAGER	2
			Managing Partner	1
PM PREP	1			

Missouri	Bonefish #8611	<p align="center"><b>8780 Eager Road, Brentwood, Missouri 63144 (314) 918-1649</b></p>	<b>TOTAL</b>	<b>70</b>
			AM PREP	2
			DBAR	1
			DDISH	4
			DFRY	1
			DGRILL	3
			DHOST	6
			DMAKEUP	1
			DSALAD	2
			DSAUTE	2
			DSERVER	37
			KM	1
			LAKM	2
			LBAR	1
			LSALAD	1
			LSAUTE	1
MANAGER	3			
Managing Partner	1			
SILVERWARE ROLL	1			

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State	Location	Address	Job Titles	Number of Affected Employees
Missouri	Carrabba's #7601	<b>19900 Valley View Parkway, Independence, Missouri 64055 '(816) 795-9944</b>	<b>TOTAL</b>	<b>51</b>
			ADMN	1
			AM PREP	2
			D1COLDSIDE	2
			D1HOTSIDE	2
			D2COLDSIDE	1
			D2HOTSIDE	1
			D3HOTSIDE	2
			DAKM	1
			DDISH	5
			DGRILL	2
			DHOST	9
			DSERVER	18
			DTOGO	1
			KM	1
MAINTENANCE	1			
Managing Partner	1			
SILVERWARE ROLL	1			

Missouri	Fleming's #3601	<b>1855 South Lindbergh Boulevard, St. Louis, Missouri 63131 (314) 567-7610</b>	<b>TOTAL</b>	<b>54</b>
			AM PREP	2
			CHEF PARTNER	1
			DBACKWAITER	7
			DBAR	2
			DBROILER	2
			DDISH	4
			DHOST	4
			DPANTRY	4
			DSAUTE	2
			DSERVER	16
			Executive Sous Chef	1
			MANAGER	2
			Managing Partner	1
			PM PREP	3
			Private Dining Dir	1
			Senior Manager	1
TRR\$ SERVER W S	1			

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<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2612	<b>5228 North Service Road, Saint Peters, Missouri 63376 (636) 940-9409</b>	<b>TOTAL</b>	<b>102</b>
			AM PREP	3
			CLASSROOM TRAIN	1
			DAKM	2
			DBLOOM	2
			DBUS	7
			DDISH	7
			DFRY	1
			DGRILL	3
			DHOST	11
			DSALAD	1
			DSAUTE	1
			DSERVER	52
			DTOGO	3
			KEY	2
MANAGEMENT	1			
MANAGER	4			
Managing Partner	1			

Missouri	Outback #2615	<b>101 Cape West Parkway, Cape Girardeau, Missouri 63701 (573) 335-6889</b>	<b>TOTAL</b>	<b>77</b>
			DBLOOM	1
			DBUS	6
			DDISH	5
			DFRY	2
			DGRILL	2
			DHOST	8
			DSALAD	4
			DSAUTE	2
			DSERVER	34
			DTOGO	1
			FOH Trainee	1
			KEY	5
			LSERVER	2
			MANAGER	3
Managing Partner	1			

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<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2616	<b>3760 South Glenstone Avenue, Springfield, Missouri 65804 (417) 890-5900</b>	<b>TOTAL</b>	<b>80</b>
			DAKM	1
			DBLOOM	2
			DBUS	3
			DDISH	9
			DHOST	17
			DSALAD	4
			DSERVER	32
			DTOGO	3
			KEY	1
			LHOST	2
			MAINTENANCE	1
			MANAGER	3
			Managing Partner	1
TRE BOH	1			

Missouri	Outback #2618	<b>5240 South Lindbergh Boulevard, Saint Louis, Missouri 63126 (314) 843-0777</b>	<b>TOTAL</b>	<b>79</b>
			AM PREP	3
			DBLOOM	4
			DBUS	7
			DDISH	3
			DGRILL	3
			DHOST	15
			DMAKEUP	1
			DSALAD	3
			DSAUTE	2
			DSERVER	28
			DTOGO	2
			KEY	1
			KM	1
			LBAR	1
			MAINTENANCE	1
			MANAGER	2
Managing Partner	1			
TRE BOH	1			

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State	Location	Address	Job Titles	Number of Affected Employees
Missouri	Outback #2619	3110 East 36th Street, Joplin, Missouri 64804 (417) 625-1156	<b>TOTAL</b>	<b>71</b>
			AM PREP	1
			DAKM	1
			DBLOOM	2
			DBUS	7
			DDISH	8
			DGRILL	1
			DHOST	14
			DSERVER	24
			DTOGO	5
			KEY	1
			LBAR	1
			LFRY	1
			LSERVER	1
MANAGER	3			
Managing Partner	1			

Missouri	Outback #2620	3930 Osage Beach Parkway, Osage Beach, Missouri 65065 (573) 302-4670	<b>TOTAL</b>	<b>66</b>
			DAKM	1
			DBLOOM	3
			DBUS	2
			DDISH	7
			DGRILL	2
			DHOST	13
			DMAKEUP	1
			DSAUTE	1
			DSERVER	26
			DTOGO	1
			KEY	4
			KM	1
			MAINTENANCE	1
			MANAGER	2
			Managing Partner	1

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State	Location	Address	Job Titles	Number of Affected Employees
Missouri	Outback #2621	4002 Winghaven Boulevard, O'Fallon, Missouri 63368 (636) 625-4300	<b>TOTAL</b>	<b>76</b>
			AM PREP	1
			DAKM	1
			DBLOOM	1
			DBUS	7
			DDISH	4
			DGRILL	1
			DHOST	8
			DSALAD	6
			DSAUTE	1
			DSEVER	29
			DTOGO	3
			FOH Trainee	1
			KEY	2
			LGRILL	2
			LSALAD	1
MAINTENANCE	2			
MANAGER	3			
Managing Partner	1			
MIT	1			
TRE BOH	1			

Missouri	Outback #2651	7006 Northwest Barry Road, Kansas City, Missouri 64153 (816) 741-8900	<b>TOTAL</b>	<b>83</b>
			AM PREP	1
			D Delivery Driver	1
			DBAR	1
			DBLOOM	3
			DBUS	4
			DDISH	5
			DGRILL	1
			DHOST	13
			DSALAD	5
			DSAUTE	1
			DSEVER	32
			DTOGO	2
			FOH Trainee	1
			KEY	2
			LBAR	2
			LGRILL	1
			LHOST	2
			LSALAD	1
MANAGER	2			
Managing Partner	1			
Senior Manager	1			
TRE BOH	1			

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State	Location	Address	Job Titles	Number of Affected Employees
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Missouri	Outback #2654	<b>20000 East Valleyview Parkway, Independence, Missouri 64057 (816) 795-6790</b>	<b>TOTAL</b>	<b>81</b>
			AM PREP	2
			DAKM	1
			DBLOOM	1
			DBUS	8
			DDISH	3
			DGRILL	1
			DHOST	9
			DSALAD	2
			DSAUTE	1
			DSEVER	34
			DTOGO	2
			FOH Trainee	8
			Hospitality Host	1
			KEY	2
			KM	1
			LDISH	1
LFRY	1			
LGRILL	1			
MANAGER	1			
TRE BOH	1			