



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

March 23, 2020

**VIA OVERNIGHT MAIL**  
**& E-MAIL ([lisa.marshall@ded.mo.gov](mailto:lisa.marshall@ded.mo.gov))**

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re: Notice of Reduction in Force at Hooters of America, LLC's Restaurants in Missouri**

Dear Ms. Marshall:

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 Missouri Hooters restaurant(s) located at:

Location Name	Address	City	State	Zip Code
Columbia MO	1101 Woodland Springs Ct	Columbia	MO	65202
Florissant	2765 N. Highway 67	Florissant	MO	63033
Kiener Plaza	100 North 7th St	St. Louis	MO	63101
Maryland Heights	11835 Lackland Rd	St. Louis	MO	63146
South County	7517 South Lindbergh Blvd	St. Louis	MO	63125
St. Peters	4061 Veterans Memorial Pkwy	St. Peters	MO	63376
Independence	19850 E. Valley View Pkwy	Independence	MO	64055
North Kansas City	6411 Barry Rd	Kansas City	MO	64154
Springfield MO	2010 E. Independence Ave	Springfield	MO	65804

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.

Encl.

**Attachment A**

<b>Job Titles</b>	<b>Number Impacted</b>	<b>Separation Date(s)</b>
Bartender	4	3/20/20
Cleaning Crew	9	3/20/20
FOH Trainee	4	3/20/20
Heart of House Manager	1	3/20/20
Hooters Girl	211	3/20/20
Host	1	3/20/20
Host Tipped	8	3/20/20
Host Not Tipped	5	3/20/20
Hourly Manager	2	3/20/20
Kitchen Staff	76	3/20/20