



March 18th, 2020

VIA CERTIFIED MAIL

Lisa Marshall
Employment Transition Team Coordinator
Office of Workforce Development
301 W High St
Suite 870
Jefferson City, MO 65102

Re: Employee Layoffs

To Whom It May Concern:

On behalf of Lidia's KC ("Lidia's Kansas city LLC"), we regret to inform you that we have decided to conduct layoffs at the restaurant known as Lidia's KC, located at 101 W 22nd Street, Kansas City, MO 64108 effective March 16th, 2020 due to the recent outbreak of COVID-19 ("Coronavirus"). This decision was not an easy one and the Company reviewed all options available before deciding to conduct these layoffs at the restaurant.

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act ("WARN"), the Company provides the following information:

1. The name and telephone number of the Company official to contact for further information about the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108: Missy Adriazola, VP, Human Resources, at (646) 556-5467.
2. At this time, we are unsure whether the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108 will be permanent or temporary. They are scheduled to commence on March 16, 2020.

3. There are no affected employees none of whom have a collective bargaining representative.
4. The job titles of the positions to be affected and the number of employees in each job title that will be affected by the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108 are attached hereto.
5. None of the affected employees have bumping rights and therefore the displaced employees are not permitted to exercise bumping rights in connection with the layoffs of the Company's property located at 101 W 22nd Street, Kansas City, MO 64108.
6. Because the recent outbreak of the Coronavirus is a natural disaster that was not reasonably foreseeable, is outside the Company's control, and is expanding rapidly thereby requiring the Company to make this decision on short notice, the Company is providing this notice with as much advance notice as possible under these unique circumstances.

