

earlenterprises®



April 23, 2020

Via U.S. Mail and E-Mail (detradm@detr.nv.gov)

Employment Security Division
2800 E. St. Louis Ave.
Las Vegas, NV 89104

Re: Notice of Layoff

Dear WARN Act Coordinator:

This letter is being issued, to the extent applicable, pursuant to the Federal Worker Adjustment and Retraining Notification Act to inform you that Buca (EX) LLC, d/b/a Buca di Beppo (the “Company”) have made the decision to temporarily cease operations at the Excalibur Hotel & Casino effective March 17, 2020, resulting in a mass layoff lasting more than 30 days.

Given the unprecedented Local, State and National State of Emergency surrounding the novel coronavirus outbreak (COVID-19), including executive orders all but shuttering restaurants, the Company is temporarily ceasing operations at the above referenced location. As a result, the Company has temporarily laid off the affected employees identified in this notice, effectively immediately. Please see the enclosed list containing the job titles of the positions to be affected and the number of affected employees in each job classification impacted by COVID-19.

While we anticipate this action will be temporary, and that the restaurant will fully re-open in the future, we will have to remain flexible based on government authorities’ recommendations and future coronavirus developments.

Employees do have bumping rights within the facility based on seniority as they are represented by a union (Culinary Workers Union Local 226 and Bartenders Union Local 165). However, all hourly staff have been laid off.

In addition to submitting this notice to you, we provided notice to the City of Nevada, the Clark County Board of Supervisors, the Las Vegas Local Workforce Development Board, and affected employees.

Please know that this was a very difficult decision for us, and one that was not taken lightly. Given the complicated, sudden and unforeseen speed of the current coronavirus developments, all of which were outside of our control, including the States of Emergency and Executive Orders issued by government officials drastically affecting the business and the health of the public at large, we unfortunately had to make a quick decision to drastically pivot our business model, layoff positions, notify employees, and attempt to create a sustainable business overnight. Based on such unforeseeable business circumstances, we are unable to provide at least 60 days' notice for the layoffs.

For further information, please contact Jean Encarnacion, Human Resources Manager by phone at 407.284.1897, by email at jencarnacion@earlenterprise.com, or by mail at 4700 Millenia Boulevard, Suite 400, Orlando, Florida 32839. We want to thank you in advance for your understanding and cooperation during this difficult process.

I have reviewed the information contained in this letter and believe it to be accurate as of the date of this letter. Additionally, I have the authority to represent Buca (EX) LLC and its affiliates with respect to information provided in this letter.

Sincerely,

/s/ Giovanni Yruela

Giovanni Yruela
Associate General Counsel
Buca (EX) LLC

**LIST OF THE JOB TITLES AND THE NUMBER OF EMPLOYEES
AFFECTED IN EACH JOB TITLE**

<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES AFFECTED</u>
Bartender Regular	3
Bartender Steady Extra	3
Assistant General Manager	3
Chef Partner	1
Sous Chef	1
Cook Regular	8
Cook Steady Extra	9
Host Regular	5
Host Steady Extra	4
Server Regular	13
Server Steady Extra	15
Utility Regular	5
Utility Steady Extra	2
WA Food Runner Regular	4
WA Food Runner Steady Extra	5
TOTAL	81