



September 15, 2020

Via 1st Class Mail and Electronic Mail to officeofthemayor@lasvegasnevada.gov

Mayor Carolyn Goodman
495 S. Main Street
Las Vegas, NV 89101

Via 1st Class Mail and Electronic Mail to ccdistrib@ClarkCountyNV.gov

Marilyn Kirkpatrick
Chair of the Board of County Commissioners
500 S. Grand Central Parkway, 6th Floor
Las Vegas, NV 89155

Via 1st Class Mail and Electronic Mail to wreed@nvdetr.org

Wesley Reed
Statewide Rapid Response Coordinator
NV Dept of Employment, Training and Rehabilitation
500 East 3rd Street
Carson City, NV 89713

Re: WARN Act Notice Due to COVID-19 – Emeril’s New Orleans Fish House

This is a notice sent to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101, et seq., and any applicable state laws.

E & T, LLC d/b/a Emeril’s New Orleans Fish House (the “Company”), located at 3799 Las Vegas Blvd. South, at the MGM Grand, Las Vegas, NV 89109, is permanently laying off certain employees on September 30, 2020, due to the unforeseen business circumstances caused by the spread of COVID-19; the Governor of Nevada’s declaration of emergency and resulting executive orders; the recommendations and/or orders issued by the CDC and various other government agencies and officials, particularly those limiting and restricting restaurant service operations and in-person dining; and the resulting unforeseen economic impacts that the foregoing circumstances have caused to our business. Unfortunately, further advance notice of these layoffs was not possible due to the fluid and rapidly evolving nature of the COVID-19 pandemic and resulting government orders and economic impacts.

As a direct result of the COVID-19 pandemic, its sudden nature, its unforeseen duration/severity, and the government’s evolving restrictions to combat COVID-19, including shelter and closure orders, the Company had to close Emeril’s New Orleans Fish House in March 2020 and place its management and staff on “temporary unpaid leave due to COVID-19.” Since March, the Company has continued to provide benefits, including health insurance, to all benefit-

eligible employees on temporary unpaid leave due to COVID-19, and will continue to do so through September 30, 2020.

The Company initially intended that all of the management and staff employees placed on temporary unpaid leave due to COVID-19 would be able to return to active work within 6 months of the restaurant's closure. Unfortunately, although the restaurant was able to re-open and resume operations in June 2020, the continued extension of governmental orders limiting and restricting restaurant service operations and in-person dining, and the resulting wide-ranging economic impacts have made it apparent that the Company will be unable to return to pre-COVID-19 active staffing levels anytime in the near future .

These sudden and unexpected circumstances and the dramatic economic downturn suffered by Las Vegas and this industry are conditions outside of the Company's control. The COVID-19 pandemic is an unprecedented natural disaster, the full effects of which remain to be determined. Due to these unforeseen business circumstances and the rapidly changing consequences of the COVID-19 pandemic outside of the Company's control, as well as the unanticipated and dramatic economic downturn, the Company is unable to provide a 60-day notice period for this employment separation, and is instead providing this notice "as soon as practicable."

A list of the affected job titles and the number of employees in each job title is enclosed as Appendix A. The affected employees will not have any bumping rights; in other words, they do not have the right to take another employee's job. The employment loss will be permanent. The affected employees do not have a union representative.

Should you have any questions, please contact me, George Ditta, Chief Legal Officer, Emeril's Homebase, LLC, at (504) 524-4241 for further information.

Sincerely,



George J. Ditta II
Chief Legal Officer
Emeril's Homebase, LLC
for
E & T, LLC d/b/a Emeril's New Orleans Fish House

Appendix A

List of job titles of positions that will be affected by the E & T, LLC d/b/a Emeril's New Orleans Fish House layoff on September 30, 2020, and the number of affected employees in each job category is as follows:

Dining Room Managers	2
Sous Chefs	2
Reservationists	6
Servers	12
Runners	4
Bussers	15
Bar Backs	2
Line/Prep Cooks	14
Pastry Cooks	1
Dishwashers	4
Steward/Dining Room Attendant	1
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Total	63