



October 12, 2020

Via email to:
officeofthemayor@lasvegasnevada.gov
Mayor Carolyn Goodman
495 S. Main Street
Las Vegas, NV 89101

Via email to: wrreed@nvdetr.org
Wesley Reed
Statewide Rapid Response Coordinator
NV Dept of Employment, Training and
Rehabilitation
500 East 3rd Street
Carson City, NV 89713

Via email to: ccdistb@clarkcountynv.gov
Chair of the Board of County Commissioners
500 S. Grand Central Parkway, 6th Floor
Las Vegas NV 89155

RE: Mass Layoff at Mon Ami Gabi

This letter is sent by FRENCH CAFE LLC (d/b/a Mon Ami Gabi), located at 3655 Las Vegas Blvd. South, Las Vegas, Nevada, to notify you that there will be a mass layoff of 96 full time employees on December 16, 2020. The worksite will be not permanently closed, however, the mass layoff is expected to be permanent.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on December 16, 2020, with all separations completed within 14 days thereafter. There is no union representing the affected employees.

Unfortunately, we could not foresee how significantly or for how long a time the COVID-19 related governmental orders, which were initially issued for short durations, would be repeatedly revised and extended or how gravely they would impact our business – and not merely for a short period, but, as it turns out, for the foreseeable future. We are notifying you of this decision as soon as it became practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented and unpredictable circumstances.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff. Additional information, including job titles for affected employees, and number of affected employees in each job classification, is available upon request.

We are providing this formal, written notice because the federal Worker Adjustment and Retraining Notification Act and applicable state laws encourage employers to provide information even when a notice requirement does not exist. To the extent that the employer's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements. The information provided in this notice is based on the best information available to us at this time.

Should you wish further information, please contact John Simmons, Chief Human Resources Officer at 773.907.7334 or jsimmons@leye.com.

Thank you,



Ethan Samson
VP Legal
Lettuce Entertain You Enterprises, Inc.
on behalf of
French Cafe LLC (d/b/a Mon Ami Gabi)

cc: John Simmons (jsimmons@leye.com)