



April 3, 2020

Via Email (marcotteb1@michigan.gov)

Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N Washington Sq
5th Floor
Lansing, MI 48913
517-241-2475

Re: *WARN Notice*

Dear Mr. Marcotte:

This letter is provided to you in accordance with the Worker Adjustment and Retraining Notification Act.

This letter is on behalf of MAXWELL'S INTERNATIONAL INC., who owns and operates the restaurants located at: 18601 Hubbard Drive, Dearborn, MI 48126 (referred to as "Benihana Dearbon"), 21150 Haggerty Road, Northville, MI 48167 (referred to as "Benihana Farmington Hills"), and 1985 W. Big Beaver Road, Troy, MI 48084 (referred to as "Benihana Troy") (collectively referred to as the "Restaurants").

This letter is to notify you that the Restaurants have closed their facilities to on-site dining in compliance with mandates by state and/or local government officials, in an effort to address the crisis caused by the COVID-19 pandemic. These closures were imposed with very little advance notice and remain indefinite in duration, resulting in an unforeseen, sudden and dramatic loss of business.

Due to these unforeseen business circumstances, we were left with no choice but to terminate 69 employees from Benihana Dearbon, 64 employees from Benihana Farmington Hills, and 56 from Benihana Troy. All terminations were effective on March 16, 2020 for impacted hourly employees, and March 22, 2020 for the impacted salaried employee. All affected employees were terminated on these dates. In the interim, the Restaurants will remain open in a limited capacity for take-out or delivery only. We do not know at this time when we will be allowed to reopen for onsite dining. Once we do reopen, we hope to rehire as many

employees as possible once business levels return to normal after the coronavirus pandemic ends.

On account of the sudden and unexpected issuance of the state and/or local government mandates prohibiting restaurants from continuing their dine-in operations, the Restaurants were unable to provide employees with more notice of the layoffs.

A list of job titles of positions laid off, and the number of affected employees in each job title is attached hereto. No employee bumping rights exist. There is no union representing the affected employees.

The name and telephone number of a company representative to contact for further information is Ms. Sandra Cintado, who can be reached at telephone number (305) 702-2817.

Sincerely,

s/Sandra Cintado

Senior Director, People Resources

Benihana Dearborn	
Bartender	4
Carry Out Specialist	4
Dishwasher	6
Host	6
Line Cook	6
Lunch Server	2
Manager	3
Prep Cook	5
Server	22
Server Assistant	7
Sushi Chef	3
Sushi Prep	1

Farmington Hills	
Bartender	4
Chief Chef	1
Dishwasher	6
Host	8
Lounge Server	2
Lunch Server	2
Manager	2
Pantry	1
Prep Cook	9
Server	13
Server Assistant	8
Sushi Chef	1
Sushi Prep	1
Teppan Chef	5
Utility / Maintain Helper	1

Benihana Troy	
Bartender	3
Dishwasher	6
Host	7
Lounge Server	1
Manager	2
Prep Cook	6
Server	16
Server Assistant	3
Sushi Prep	3
Teppan Chef	9