



April 27, 2020

Via Electronic Mail

Workforce Development Agency, State of Michigan
WIOA Title I Section
Krista Johnson, Manager
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913
JohnsonK2@michigan.gov

RE: Notice Under Worker Adjustment and Retraining Notification Act

Dear Krista Johnson:

Beginning on March 12, 2020, state and local governments, working at the urging of the United States Center for Disease Control and Prevention, in response to the unforeseeable and unexpected COVID-19 pandemic imposed legal restrictions on the scope and method of restaurant operations, including, but not limited to, dining room closures. As a result of COVID-19 and these federal and state actions, OS Restaurant Services, LLC. ("Company") (FEIN 59-3549811) has significantly reduced the number of working hours for the vast majority of its restaurant employees. While the Company has not yet terminated the employment of any restaurant employee, and does not have current plans to terminate the employment of any restaurant employee, the Company believes the sudden and unexpected reduction of hours could constitute a layoff within the meaning of the Worker Adjustment and Retraining Notification ("WARN") Act, (29 U.S.C. §2101 *et seq.*) and related state laws if it continues. Therefore, while it is the Company's hope that normal operations and hours resume before any obligations created by WARN or a related state law arise, in an abundance of caution please accept this letter as notice of a WARN event beginning March 15, 2020, as business circumstances were not reasonably foreseeable at the time that notice would have been required.

This is anticipated to affect the Company's restaurants nationally. A copy of the Company's impacted restaurants, job titles, and the number of employees in each job title affected by the reduction are identified under Exhibit A. Affected employees will be notified electronically or by mail the week of April 27, 2020. At this time, the Company does not anticipate any future layoffs. If further changes occur, the Company will notify affected employees accordingly.

The Company expects this change to be temporary and is hopeful that employees will be recalled to hours approximately equivalent to pre-pandemic hours. There is no severance pay or "bumping rights" that exist, and there are no employees represented by a labor union. Additional state-specific information is set forth in Schedule A, attached hereto. The Company is optimistic that operations will resume as normal when the current COVID-19 pandemic has been contained. In the meantime, we have provided four weeks of relief pay to employees with vastly reduced hours.

For further information regarding this action, you may contact the Employee Relations Department by email at ER@bloominbrands.com or Ivette Kaptzan, Employee Relations Manager, by email at ivettekaptzan@bloominbrands.com, or by telephone at 813-282-1225.

Sincerely,

Marquis W. Heilig
VP, Litigation



Exhibit A

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Bonefish #8301	<p align="center">1100 East Paris Avenue Southeast, Suite 5, Grand Rapids, Michigan 49546 (616) 949-7861</p>	TOTAL	60
			ADMN	1
			AM PREP	1
			DAKM	1
			DDISH	2
			DHOST	8
			DSERVER	31
			KEY	1
			KM	1
			LINESET	1
			MAINTENANCE	1
			MANAGER	2
			Managing Partner	1
			PM PREP	2
TRE BOH	6			
TRE SERVER	1			

Michigan	Bonefish #8303	<p align="center">43304 West Eleven Mile Road, Novi, Michigan 48375 (248) 347-1635</p>	TOTAL	65
			AM PREP	3
			DAKM	3
			DBAR	1
			DDISH	3
			DFRY	3
			DGRILL	2
			DHOST	7
			DMAKEUP	1
			DSALAD	2
			DSERVER	29
			KEY	3
			LHOST	1
			MANAGER	3
			Managing Partner	1
			MIT	1
TRE BOH	2			

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Bonafish #8310	660 West Big Beaver, Troy, Michigan 48084 (248) 269-0276	TOTAL	49
			AM PREP	1
			DAKM	1
			DDISH	5
			DFRY	2
			DGRILL	3
			DHOST	8
			DSALAD	1
			DSAUTE	2
			DSERVER	19
			LSERVER ASST	1
			MANAGER	3
			Managing Partner	1
			MIT	1
SILVERWARE ROLL	1			

Michigan	Carrabba's #7301	3441 Century Center Street Southwest, Grandville, Michigan 49418 616-261-3020	TOTAL	59
			AM PREP	2
			D1COLDSIDE	5
			D1HOTSIDE	2
			DAKM	2
			DDISH	5
			DGRILL	1
			DHOST	10
			DSERVER	22
			DTOGO	3
			KEY	1
			LSERVER	1
			MAINTENANCE	2
			Managing Partner	1
			Senior Manager	2

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Carrabba's #7302	6540 West Saginaw Highway, Lansing, Michigan 48917 517-323-8055	TOTAL	58
			D1COLDSIDE	5
			D1HOTSIDE	1
			DAKM	1
			DBUS	1
			DDISH	3
			DHOST	16
			DSERVER	22
			DTOGO	3
			MAINTENANCE	2
			MANAGER	1
			Managing Partner	1
			Senior Kitchen Manage	1
TRE BOH	1			

Michigan	Carrabba's #7303	1900 North Haggerty Road, Canton, Michigan 48187 (734) 844-7400	TOTAL	58
			AM PREP	3
			D1COLDSIDE	4
			D1HOTSIDE	3
			D2COLDSIDE	1
			D3COLDSIDE	2
			DBAR	2
			DDISH	5
			DHOST	13
			DMAKEUP	1
			DSERVER	19
			HEADWAIT	1
			KM	2
			MANAGER	1
			Managing Partner	1

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Carrabba's #7304	43455 West Oaks Drive, Novi, Michigan 48377 (248) 735-0400	TOTAL	58
			AM PREP	4
			D1COLDSIDE	4
			D1HOTSIDE	4
			DDISH	5
			DHOST	6
			DSAUTE	1
			DSERVER	22
			DTOGO	4
			KM	1
			LSERVER	1
			MAINTENANCE	1
			MANAGER	2
			Managing Partner	1
SILVERWARE ROLL	1			
TRE TOGO	1			

Michigan	Carrabba's #7306	44695 Schoenherr Road, Sterling Heights, Michigan 48313 (586) 323-2652	TOTAL	47
			AM PREP	2
			D1COLDSIDE	4
			D1HOTSIDE	2
			DAKM	1
			DDISH	4
			DHOST	6
			DSERVER	21
			DTOGO	1
			MAINTENANCE	2
			MANAGER	2
			Managing Partner	1
			Senior Kitchen Manage	1

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Carrabba's #7307	14805 Dix - Toledo, Southgate, Michigan 48195 (734) 284-5339	TOTAL	58
			AM PREP	2
			D1COLDSIDE	2
			D2HOTSIDE	1
			DBAR	1
			DBUS	3
			DDISH	3
			DGRILL	3
			DHOST	9
			DSERVER	21
			DTOGO	3
			FOH Training Coordina	1
			KM	1
			L1COLDSIDE	2
			MAINTENANCE	2
			MANAGER	1
			Managing Partner	1
Senior Manager	1			
TRR TOGO	1			

Michigan	Carrabba's #7308	5690 South Westnedge Avenue, Portage, Michigan 49002 (269) 381-0607	TOTAL	67
			AM PREP	2
			D1COLDSIDE	2
			D2HOTSIDE	1
			DAKM	1
			DBAR	1
			DDISH	3
			DGRILL	1
			DHOST	14
			DSERVER	20
			DTOGO	2
			KEY	1
			KM	1
			L1COLDSIDE	1
			LDISH	1
			LGRILL	1
			LHOST	3
			LSERVER	6
			MANAGER	2
			Managing Partner	1
			TRE BOH	1
			TRE SERVER	1
TREHOST	1			

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Carrabba's #7309	600 West Big Beaver Road, Troy, Michigan 48084 (248) 269-0095	TOTAL	41
			AM PREP	1
			D1COLDSIDE	3
			D1HOTSIDE	3
			D2HOTSIDE	1
			DBAR	1
			DBUS	1
			DDISH	4
			DHOST	3
			DSERVER	14
			DTOGO	3
			KM	1
			L1COLDSIDE	1
			LMAKEUP	1
			MANAGER	2
Managing Partner	1			
TRE SERVER	1			
Michigan	Fleming's #3301	17400 Haggerty Road, Livonia, Michigan 48152 (734) 542-9463	TOTAL	77
			AM PREP	4
			BACKWAITER TRAINEE	2
			CHEF PARTNER	1
			DBACKWAITER	15
			DBAR	3
			DBROILER	2
			DCKOCTAIL	1
			DDISH	5
			DHOST	6
			DPANTRY	4
			DSAUTE	1
			DSERVER	18
			KEY	1
			LHOST	1
			MAINTENANCE	2
			MANAGER	3
			Managing Partner	1
			Private Dining Dir	1
			SOUS CHEF	2
TRE BOH	1			
TRE SERVER	2			
TRR\$ SERVER W S	1			

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State	Location	Address	Job Titles	Number of Affected Employees
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Michigan	Fleming's #3302	323 North Old Woodward Avenue, Birmingham, Michigan 48009-5331 (248) 723-0134	TOTAL	44
			ADMN	1
			AM PREP	1
			CHEF PARTNER	1
			DBACKWAITER	5
			DBAR	3
			DBROILER	1
			DDISH	6
			DHOST	5
			DLINE COOK	1
			DPANTRY	1
			DSAUTE	3
			DSERVER	10
			MANAGER	1
			Managing Partner	1
			PDBACKWAITER	1
Private Dining Dir	1			
SOUS CHEF	1			
TRE SERVER	1			

Michigan	Outback #2310	42871 Ford Road, Canton, Michigan 48187 (734) 981-4144	TOTAL	83
			AM PREP	2
			DAKM	1
			DBAR	1
			DBLOOM	1
			DBUS	8
			DDISH	6
			DFRY	1
			DGRILL	2
			DHOST	12
			DMAKEUP	1
			DSALAD	3
			DSAUTE	2
			DSERVER	29
			DTOGO	7
			KEY	2
			KM	1
			MAINTENANCE	1
			MANAGER	2
			Managing Partner	1

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State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2312	45170 Schoenherr Road, Shelby Township, Michigan 48315 (586) 566-7770	TOTAL	108
			AM PREP	2
			D Delivery Driver	2
			DAKM	1
			DBAR	1
			DBLOOM	2
			DBUS	10
			DDISH	8
			DFRY	2
			DGRILL	1
			DHOST	10
			DMAKEUP	1
			DSALAD	2
			DSAUTE	2
			DSERVER	43
			DTOGO	3
			Flex Manager NE	1
			FOH Trainee	3
			KEY	3
			KM	1
LBUS	1			
LFRY	1			
LSALAD	1			
LSERVER	1			
LTOGO	1			
MANAGER	2			
Managing Partner	1			
MTG FOH	1			
Senior Manager	1			

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State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2313	617 North Canal Road, Lansing, Michigan 48917 (517) 622-5346	TOTAL	108
			AM PREP	2
			D Delivery Driver	1
			DAKM	1
			DBLOOM	1
			DBUS	7
			DCKTAIL	2
			DDISH	5
			DFRY	2
			DGRILL	1
			DHOST	13
			DMAKEUP	1
			DRUNNER	1
			DSALAD	4
			DSAUTE	1
			DSERVER	47
			DTOGO	7
			KEY	4
			KM	1
			LFRY	1
LGRILL	1			
LSERVER	1			
MANAGER	2			
Managing Partner	1			
MIT	1			

Michigan	Outback #2314	15765 Eureka Road, Southgate, Michigan 48195 (734) 285-2314	TOTAL	72
			AM PREP	1
			DAKM	3
			DBAR	1
			DBUS	5
			DDISH	4
			DFRY	1
			DGRILL	2
			DHOST	10
			DSALAD	2
			DSAUTE	2
			DSERVER	24
			DTOGO	6
			KEY	5
			LGRILL	1
			MANAGER	4
			Managing Partner	1

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State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2315	3650 28th Sreet Southeast, Kentwood, Michigan 49512 (616) 957-7932	TOTAL	68
			AM PREP	1
			DAKM	1
			DBAR	1
			DBUS	3
			DDISH	5
			DGRILL	3
			DHOST	13
			DSALAD	2
			DSAUTE	1
			DSERVER	26
			DTOGO	5
			Hospitality Host	1
			KEY	1
			LTOGO	1
MANAGER	3			
Managing Partner	1			
Michigan	Outback #2316	3173 Oak Valley Drive, Ann Arbor, Michigan 48103 (734) 662-7400	TOTAL	74
			AM PREP	1
			DAKM	2
			DBLOOM	2
			DBUS	3
			DDISH	4
			DFRY	3
			DHOST	9
			DSALAD	5
			DSAUTE	2
			DSERVER	31
			FOH Trainee	1
			HEADWAIT	1
			KEY	6
			KM	2
MANAGER	1			
Managing Partner	1			

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2317	28850 Gratiot Avenue, Roseville, Michigan 48066 (586) 775-4329	TOTAL	54
			AM PREP	2
			BBIU TRN BOH	1
			BBIU TRN FOH	1
			D Delivery Driver	1
			DBAR	1
			DBUS	1
			DDISH	6
			DFRY	3
			DGRILL	1
			DHOST	6
			DSERVER	23
			DTOGO	1
			FOH Trainee	1
			KEY	1
			KM	1
			LDISH	1
LGRILL	1			
MANAGER	1			
Senior Kitchen Manage	1			
Michigan	Outback #2318	13010 Middle Belt Road, Livonia, Michigan 48150 (734) 421-0220	TOTAL	87
			D Delivery Driver	2
			DAKM	1
			DBLOOM	1
			DBUS	7
			DDISH	6
			DFRY	5
			DGRILL	2
			DHOST	7
			DSALAD	1
			DSAUTE	1
			DSERVER	37
			DTOGO	4
			FOH Trainee	1
			KEY	5
			KM	2
			LFRY	1
MANAGER	2			
Managing Partner	1			
SILVERWARE ROLL	1			

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2319	2468 Tittabawassee Road, Saginaw, Michigan 48604 (989) 797-2319	TOTAL	75
			AM PREP	1
			DBLOOM	1
			DDISH	5
			DFRY	4
			DGRILL	3
			DHOST	25
			DSALAD	3
			DSAUTE	2
			DSERVER	22
			DTOGO	1
			KEY	2
			LTOGO	1
			MANAGER	4
Managing Partner	1			

Michigan	Outback #2320	1515 West 14 Mile Road, Madison Heights, Michigan 48071 (248) 585-2064	TOTAL	73
			AM PREP	1
			DAKM	1
			DBAR	1
			DBUS	9
			DDISH	4
			DFRY	3
			DGRILL	1
			DHOST	10
			DMAKEUP	1
			DSALAD	3
			DSAUTE	1
			DSERVER	25
			DTOGO	5
			KEY	2
			KM	1
			LFRY	1
			LSERVER	1
MANAGER	2			
Managing Partner	1			

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2321	1501 Boardman Road, Jackson, Michigan 49202 (517) 784-7700	TOTAL	82
			AM PREP	1
			D Delivery Driver	1
			DAKM	4
			DBAR	1
			DBLOOM	5
			DBUS	6
			DDISH	4
			DFRY	5
			DGRILL	2
			DHOST	9
			DSALAD	2
			DSERVER	27
			DTOGO	5
			KEY	5
			LSERVER	1
MANAGEMENT	1			
MANAGER	2			
Managing Partner	1			

Michigan	Outback #2322	4320 South Westnedge Avenue, Kalamazoo, Michigan 49008 (269) 342-4329	TOTAL	69
			AM PREP	1
			BBIU TRN FOH	1
			D Delivery Driver	1
			DAKM	3
			DBAR	1
			DBLOOM	2
			DBUS	3
			DDISH	6
			DFRY	2
			DGRILL	2
			DHOST	11
			DSALAD	1
			DSAUTE	2
			DSERVER	25
			DTOGO	2
FOH Trainee	2			
KM	1			
MAINTENANCE	1			
MANAGER	1			
Managing Partner	1			

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2323	3475 Alpine Avenue Northwest, Grand Rapids, Michigan 49544 (616) 785-9686	TOTAL	68
			AM PREP	2
			DAKM	1
			DBLOOM	2
			DBUS	3
			DDISH	3
			DHOST	5
			DMAKEUP	1
			DSALAD	1
			DSAUTE	2
			DSERVER	28
			DTOGO	2
			Flex Manager NE	1
			FOH Trainee	9
			KEY	1
MANAGER	2			
Managing Partner	1			
TRE BOH	4			

Michigan	Outback #2324	4270 Miller Road, Flint, Michigan 48507 (810) 720-0979	TOTAL	56
			DAKM	2
			DBLOOM	1
			DBUS	1
			DDISH	6
			DFRY	2
			DGRILL	1
			DHOST	5
			DSALAD	2
			DSAUTE	1
			DSERVER	26
			DTOGO	2
			FOH Trainee	1
			MAINTENANCE	1
			MANAGER	3
Managing Partner	1			
SILVERWARE ROLL	1			

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2325	6435 Dixie Highway, Clarkston, Michigan 48346 (248) 620-4329	TOTAL	74
			AM PREP	1
			DAKM	2
			DBUS	3
			DDISH	2
			DFRY	1
			DGRILL	1
			DHOST	4
			DSALAD	4
			DSAUTE	1
			DSERVER	27
			DTOGO	3
			FOH Trainee	11
			KEY	4
			KM	2
			LHOST	1
			MANAGER	2
Managing Partner	1			
TRE BOH	2			

Michigan	Outback #2326	7873 Conference Center Drive, Brighton, Michigan 48114 (810) 225-2109	TOTAL	74
			AM PREP	1
			DAKM	1
			DBLOOM	4
			DBUS	6
			DDISH	4
			DFRY	1
			DGRILL	1
			DHOST	8
			DMAKEUP	1
			DSERVER	32
			DTOGO	4
			KEY	4
			LGRILL	1
			LHOST	1
			MANAGER	4
			Managing Partner	1

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Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2327	3501 Market Place Circle, Traverse City, Michigan 49684 (231) 935-4329	TOTAL	77
			DAKM	1
			DBLOOM	3
			DBUS	15
			DDISH	5
			DFRY	5
			DGRILL	1
			DHOST	5
			DSALAD	2
			DSERVER	31
			DTOGO	2
			KEY	2
			MAINTENANCE	1
			MANAGER	2
Managing Partner	1			
MIT	1			

Michigan	Outback #2329	3333 Century Center Street Southwest, Grandville, Michigan 49418 (616) 724-2329	TOTAL	56
			DAKM	2
			DBAR	1
			DBLOOM	1
			DBUS	5
			DDISH	4
			DFRY	3
			DGRILL	2
			DHOST	8
			DSALAD	1
			DSERVER	22
			FOH Trainee	3
			KEY	1
			KM	1
MANAGER	1			
Senior Manager	1			

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2330	23501 Greenfield Road, Southfield, Michigan 48075 (248) 424-9696	TOTAL	59
			AM PREP	2
			D Delivery Driver	1
			DAKM	1
			DBAR	1
			DBLOOM	1
			DBUS	3
			DDISH	7
			DFRY	1
			DGRILL	2
			DHOST	8
			DMAKEUP	1
			DSERVER	16
			DTOGO	6
			FOH Trainee	2
			KM	1
			LSERVER	1
MANAGER	1			
Managing Partner	1			
Senior Manager	1			
TRE BOH	1			
TRR BAR	1			

Michigan	Outback #2331	48020 Grand River Avenue, Novi, Michigan 48374 (248) 347-9201	TOTAL	71
			AM PREP	2
			D Off Premises Coord	1
			DAKM	1
			DBLOOM	1
			DBUS	5
			DDISH	4
			DFRY	1
			DGRILL	3
			DHOST	8
			DSALAD	2
			DSERVER	32
			DTOGO	1
			FOH Trainee	3
			KEY	2
			LHOST	1
			MANAGER	2
Managing Partner	1			
Senior Manager	1			

State	Total Locations	Number of Affected Employees
Michigan	34	2,289

State	Location	Address	Job Titles	Number of Affected Employees
Michigan	Outback #2333	4880 Marsh Road, Okemos, Michigan 48864 (517) 381-1704	TOTAL	60
			AM PREP	1
			DBUS	3
			DDISH	5
			DGRILL	2
			DHOST	8
			DSALAD	3
			DSAUTE	1
			DSERVER	25
			DTOGO	4
			FOH Trainee	1
			KEY	2
			LHOST	1
			MANAGER	2
Managing Partner	1			
SILVERWARE ROLL	1			

