

CONTINENTAL

REIMAGINING
DINING • REFRESHMENT SERVICES • EVENTS

Attn: Brian Marcotte

WIOA Dislocated Services Section Manager
Workforce Development – Targeted Services Division
Victor Office Center - 5th Floor
201 North Washington Square
Lansing, Michigan 48913



Re: WARN Notice

Brian:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure.

This is to advise you that due to the unforeseen and extreme impact of COVID-19 on our business, Continental has furloughed and been unable to recall 144 employees to date. These employees were initially furloughed between March 17, 2020 and April 21, 2020. At that time it was expected that these affected individuals would be reinstated within about sixty (60) days. Due to intervening unforeseen business circumstances, including the continued extension of the *Stay Home. Stay Safe.* Executive Orders in Michigan, the longer-than-expected projected timeline for reopening businesses in our region, the fact that many clients will have reduced operations, the recent cancellation of many largescale events, and the new realities of operating businesses in the current environment, many of our clients have not resumed operations as quickly as expected and so we have been unable to restore our employees to their roles as swiftly as we had hoped. While many of the employee layoffs are expected to be temporary, the date of definite employment restoration remains unclear and may be—for many employees—after their furlough has lasted six (6) months. Unfortunately, we are also likely not going to be in a position to return all of our furloughed employees. Some will be permanently laid off. So, despite that notice may not be necessary under WARN, to be cautious, we are formally issuing this notice in an effort to provide you and our employees with as much notice as possible. A list of the affected positions, the number of corresponding employees in each position, and the address of each of the two affected sites is enclosed for your review.

Affected employees do not have bumping rights, and the employees are not represented by a union. For further information, please contact me at 248-414-1722.

Sincerely,

A handwritten signature in black ink that reads "Colleen Weber".

Colleen Weber
Director, Human Resources
CM.Weber@continentalserves.com

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cc:

Jimelle Howard, Manager Department of Labor and Economic Opportunity, Workforce Development 201 N. Washington Square 5th Floor Lansing, MI 48913	Oakland County's Workforce Development Division 22180 Parklawn Oak Park, MI 48237	David Coulter Oakland County Executive 2100 Pontiac Lake Road Building 41W Waterford, MI 48328
Kevin McNamara, Supervisor Van Buren Charter Township 46425 Tyler Road Van Buren Twp., MI 48111	Warren Evans Wayne County Executive 500 Griswold St., 31 st Floor Detroit, MI 48226	Ethan Baker Mayor's Office 500 W. Big Beaver Troy, MI 48084

Total Locations	Total Number of Affected Employees
2	144

Location	Address	Position Titles	Number of Affected Employees
Van Buren	7850 Haggerty Rd., Van Buren, MI 48111	Accounting Clerk S	1
		Customer Service Representative	2
		Lead Route Driver	4
		Merchandiser	24
		Route Driver	17
		Senior Merchandiser	1
		Service Technician	4
		Union Vending Attendant	1
		Utility Worker	1
		Vault Attendant	2
		Vending Attendant	2
		Warehouse Attendant	11
		Warehouse Attendant - PT	1
		Warehouse Supervisor	1
TOTAL	72		

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Location	Address	Position Titles	Number of Affected Employees
Innovation Center	700 Stephenson Hwy., Troy, MI 48083	Administrative Assistant 1	3
		Assistant Baker	1
		Associate Sales Executive H	1
		Baker	3
		Buyer	1
		Cafe/Co Cuisine Driver	1
		Chef H	1
		Chef Manager	2
		Chef S	2
		Cook	6
		District Cafe Manager	1
		Event Captain	4
		Event Director	1
		Event Driver	1
		Event Manager H	7
		Floating Cafe Manager	1
		Marketing Coordinator	2
		Planning Administrator	1
		Prep Cook	7
		Regional Chef	1
		Sales Executive	5
		Senior Administrative Assistant	1
		Senior Cafe Manager	1
		Senior Cook	4
		Senior Dietician	1
		Senior Executive Chef	1
		Senior Graphic Designer	1
		Senior HR Generalist	1
		Senior Sales Executive	
		Server	1
Shipping/Receiving Coordinator	2		
Sous Chef 2	1		
Sous Chef H	1		
System Administrator S	1		
Utility Worker	3		

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	Warehouse Manager H	1
	Total	72

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