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April 27, 2020

Via U.S. Mail

West Virginia Dislocated Worker Unit
Attn: Bunny Harper
1900 Kanawha Boulevard East, Building 3, Suite 300
Charleston, WV 25305

**WorkForce West Virginia
TAA/NDWG Unit**

RE: Notice Under Worker Adjustment and Retraining Notification Act

Dear Bunny Harper:

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 were 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



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MAY 21 2005

TAMING UNIT
West Virginia State Police

State	Total Locations	Number of Affected Employees
West Virginia	8	626

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WorkForce West Virginia
TAA/NDWG Unit

State	Location	Address	Job Titles	Number of Affected Employees
West Virginia	Outback #4957	105 Grand Central Mall, Parkersburg, West Virginia 26105 (304) 422-3781	TOTAL	85
			AM PREP	3
			D Delivery Driver	1
			DAKM	1
			DBAR	1
			DBLOOM	3
			DBUS	3
			DDISH	5
			DFRY	1
			DGRILL	2
			DHOST	8
			DLINE FLOAT	1
			DSALAD	1
			DSAUTE	4
			DSERVER	25
			DTOGO	2
			FOH Trainee	10
			KEY	3
			KM	1
			LBAR	2
			LSERVER	2
			MANAGER	3
Managing Partner	1			
SILVERWARE ROLL	1			
TRE BOH	1			
West Virginia	Outback #4960	3000 Meadowbrook Mall Road, Bridgeport, West Virginia 26330 (304) 842-8915	TOTAL	69
			AM PREP	1
			DAKM	1
			DBAR	3
			DBLOOM	2
			DBUS	2
			DDISH	2
			DFRY	2
			DGRILL	1
			DHOST	13
			DSALAD	2
			DSAUTE	2
			DSERVER	26
			DTOGO	1
			KEY	1
			KM	1
			LBLOOM	1
			LBUS	1
			LGRILL	1
			LSALAD	1
			LTOGO	1
			MANAGER	3
Managing Partner	1			
West Virginia	Outback #4961	111 Hylton Lane, Beckley, West Virginia 25801 (304) 255-5100	TOTAL	73
			AM PREP	2
			DAKM	1
			DBAR	1
			DDISH	7
			DFRY	3
			DHOST	14
			DMAKEUP	1
			DSERVER	28
			KEY	2
			MANAGER	3
			Managing Partner	1
			DGRILL	4
			MAINTENANCE	1
			LHOST	1
			DBLOOM	1
			DBUS	2
			LTOGO	1

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WorkForce West Virginia
TAA/NDWG Unit

State	Location	Address	Job Titles	Number of Affected Employees
West Virginia	Outback #4910	790 Foxcroft Avenue, Martinsburg, West Virginia 25401 (304) 262-2406	TOTAL	67
			AM PREP	3
			DDISH	5
			DFRY	2
			DHOST	13
			DMAKEUP	2
			DSALAD	1
			DSAUTE	1
			DSERVER	29
			MANAGER	2
			Managing Partner	1
			DGRILL	1
			LSERVER	1
			DTOGO	2
			DBLOOM	2
LSALAD	1			
Flex Manager NE	1			

State	Location	Address	Job Titles	Number of Affected Employees
West Virginia	Outback #4953	1062 Charleston Town Center, Charleston, West Virginia 25389 (304) 345-0440	TOTAL	86
			AM PREP	1
			DAKM	1
			DDISH	5
			DFRY	1
			DHOST	7
			DSALAD	4
			DSAUTE	2
			DSERVER	35
			KEY	2
			MANAGER	3
			Managing Partner	1
			DGRILL	2
			MAINTENANCE	1
			DTOGO	5
			KM	1
			LHOST	1
			DBLOOM	1
			DBUS	2
			FOH Trainee	1
			LFRY	1
			LGRILL	1
			BBIU TRN FOH	1
			CLASSROOM TRAIN	1
D Delivery Driver	3			
L Delivery Driver	1			
LTOGO	2			

State	Location	Address	Job Titles	Number of Affected Employees
West Virginia	Outback #4954	3417 US Route 60 East, Barboursville, West Virginia 25504 (304) 733-1355	TOTAL	93
			AM PREP	1
			DDISH	8
			DFRY	2
			DHOST	12
			DSALAD	3
			DSAUTE	3
			DSERVER	37
			MANAGER	4
			Managing Partner	1
			DGRILL	1
			MAINTENANCE	1
			DTOGO	5
			LHOST	1
			DBLOOM	1
			DBUS	6
			LSALAD	1
			FOH Trainee	1
			D Delivery Driver	3
DEXPO	2			

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State	Location	Address	Job Titles	Number of Affected Employees
West Virginia	Outback #4962	510 Venture Drive, Morgantown, West Virginia 26508 (304) 296-2896	TOTAL	80
			AM PREP	1
			DAKM	1
			DDISH	3
			DHOST	10
			DSALAD	3
			DSAUTE	1
			DSERVER	43
			MANAGER	3
			Managing Partner	1
			MAINTENANCE	1
			DTOGO	1
			LHOST	3
			DBLOOM	2
			DBUS	3
FOH Trainee	1			
MIT	3			

West Virginia	Outback #4963	311 Greasy Ridge Road, Princeton, West Virginia 24740 (304) 487-1971	TOTAL	73
			AM PREP	3
			DBAR	1
			DDISH	2
			DFRY	5
			DHOST	11
			DMAKEUP	1
			DSALAD	1
			DSAUTE	1
			DSERVER	29
			MANAGER	3
			Managing Partner	1
			TRE BOH	1
			DGRILL	3
			LSERVER	1
			MAINTENANCE	1
			DTOGO	3
			LHOST	2
			DBLOOM	1
			DBUS	2
Hospitality Host	1			

