



9783 E 116th St #31, Fishers, IN 46037 317.845.1250 Fax 317.845.1252
Ponderosa Steakhouses #459, #808, #1021, #1214

NOTICE

To: Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277

From: CMR Partners, LLP

Date: August 26, 2020

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), it is with deepest regret that we inform you that CMR Partners, LLP, ("CMR Partners"), after almost twenty-four (24) years, will cease operations and terminate the employment of all employees at two (2) of its Ponderosa Steakhouse locations. Those two sites (collectively, "Locations") are located at:

- a) 5009 S. Scatterfield Road, Anderson, IN 46013 ("Anderson Location"); and
- b) 5005 S. Emerson Ave, Indianapolis, IN 46237 ("Beech Grove Location").

This action is expected to be permanent in nature and these Locations will be closed. The scheduled termination date of all employees at the Anderson location is August 24, 2020. The scheduled termination date of all employees at the Beech Grove location is August 28, 2020. This action is due to the unexpected and significant impact to the foodservice industry directly caused by the COVID-19 worldwide pandemic. More particularly, the sudden and unexpected reduction of business caused by the pandemic coupled with the additional requirements for buffet service restaurants have fundamentally changed the financial feasibility of business operations. While CMR Partners has attempted to adjust to these circumstances and the unpredictable consumer demand that accompanied them, sudden precipitous declines have rendered continued operations – as well as greater notice to employees – infeasible.

The number of workers who hold affected jobs in each job classification and the job titles of the affected positions are shown on the enclosed "Exhibit A."

There are no bumping rights and there is no union representative of the affected employees. For further information regarding this action, please contact Sherry Taulbee via telephone at (317) 845-1250 or via e-mail at staulbee@cmr-restaurants.com.



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Exhibit "A" – Number of employees affected and job titles

8/24/2020 Employment terminations for Ponderosa #459 -Anderson, IN

Buffet Attendant / Prep	21
Cook	3
Dish	6
Sales Associate	11
Server	23
Manager	3
General Manager	1
Total	68

8/28/2020 Employment terminations for Ponderosa #808 - Indianapolis, IN (Beech Grove)

Buffet Attendant / Prep	17
Cook	4
Dish	13
Sales Associate	16
Server	18
Manager	3
General Manager	1
Total	72