



April 2, 2020

**VIA UPS AND EMAIL**

Joe Hogsett, Mayor  
2501 City- County Building  
200 E. Washington St.  
Suite 2501  
Indianapolis, IN 46204

Wayne County  
City-County Building  
200 E. Washington Street  
Indianapolis, IN 46204

Indiana Department of Workforce Development  
Dislocated Worker Unit, SE311  
10 North Senate Avenue  
Indianapolis, IN 46204-2277  
Email: [warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov)

Dear Mayor Hogsett, Wayne County and Indiana Department of Workforce Development:

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the natural disaster that is the coronavirus (COVID-19) outbreak on our business, Areas USA IND, LLC will temporarily close its restaurant operations and conduct layoffs at Indianapolis International Airport, located at 7800 Col. H. Weir Cook Memorial Dr, Indianapolis, IN 46241. Accordingly, we regret to inform you that employee separations in connection with this action are expected to commence on the 14-day period starting on March 19, 2020.

At this time and based on the information currently available, we anticipate the closure/layoffs will be temporary. We will ensure that affected employees will be paid all earned wages and agreed upon benefits through your last day worked.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. There are numerous government and health directives impacting our business and making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak has been unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.



Some of the affected employees are represented by Unite Here Local 23 Indiana. The President of Unite Here Local 23 Indiana is Stuart Mora, 1734 W. Washington St. Indianapolis, Indiana 46222. There may be bumping rights implicated under the collective bargaining agreement. Affected employees may be eligible for unemployment insurance benefits. Affected employees should contact the state agency responsible for administering unemployment insurance benefits for more information.

We truly regret that these actions are necessary. We deeply appreciate the loyalty of our employees. You may contact George Garcia, Director, People, Talent and Culture at (305) 267-8510, if you have questions or want additional information.

Sincerely,

*George Garcia*

George Garcia  
Director, People, Talent and Culture

Enclosure

<b>Job Title</b>	<b>Number of Employees</b>	<b>Layoff Date</b>
Admin	1	03/18/2020
Bartender	8	03/17/2020
Cash Supervisor	2	03/18/2020
Cashier	12	03/17/2020
Cook 1	11	03/17/2020
Cook 2	3	03/17/2020
Dishwasher	2	03/17/2020
Host Hostess	3	03/18/2020
Lead	8	03/17/2020
Server	17	03/17/2020
Supervisor	2	03/17/2020
Warehouse Associate	1	03/20/2020