



September 18, 2020

Via E-mail and Certified Mail

Mayor Bryan K. Barnett
1000 Rochester Hills Dr.,
Rochester Hills, MI 48309
Tel: 248-656-4664
Email: mayorsoffice@rochesterhills.org

&

Mayor Stuart A. Bikson
Office of the Mayor
Rochester City Hall
400 Sixth Street
Rochester, MI 48307
Tel: 248-651-9061
Fax: 248-733-3170
Email: sbikson@rochestermi.org

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&

Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division

201 N. Washington Square, 5th Floor
Lansing, MI 48913

Tel: 517-241-2475

Tel: 517-335-5858

Fax: 517-373-7794

Email: LEO-

RapidResponseCommunications@Michigan.gov

Email: taa@michigan.gov

Email: marcotteb1@michigan.gov

**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining
Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 122 North Adams Road, Rochester, MI 48309.

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

employees, at the restaurant identified above, have suffered a reduction of hours of greater than 50% because of the reduced operations at the restaurant.

As governmental orders limiting restaurant operations remain in place for the foreseeable future, it is now clear to the Company that temporary reduced operations and reduction of hours at the restaurant identified above may last beyond six (6) months from its start back in the Spring.

The reduction of work hours at this location are the unfortunate result of sudden, unexpected COVID-19-related circumstances that were conditions outside of the Company's control and for which the continued duration is still unknown. The reduction of hours lasting beyond six months was not reasonably foreseeable until now. As a result of these unfortunate and unforeseeable circumstances, we are notifying you as soon as practicable, taking into account the great difficulties affecting our industry faces in projecting future staffing needs under the circumstances. Pursuant to 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic.

It is unknown how long the reduction of hours will last as our Company has no control over governmental regulations relating to COVID-19. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit or represented by a union. The reduction of hours, and who is affected, remains unclear, but we anticipate that this will affect up to 75 employees who have been employed for more than six months and previously worked an average of more than 20 hours per week.

All of the information required by 20 CFR § 639.7(e) is available for your review by contacting me at 480-888-3776.

Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor Rosalynn Bliss
Office of the Mayor
300 Monroe Avenue NW,
Grand Rapids, MI 49503
Tel: 616-456-3168
Email: mayor@grcity.usm

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
201 N. Washington Square, 5th Floor
Lansing, MI 48913
Tel: 517-241-2475
Tel: 517-335-5858
Fax: 517-373-7794
Email: LEO-
RapidResponseCommunications@Michigan.
gov
Email: taa@michigan.gov
Email: marcotteb1@michigan.gov

**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining
Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 2064 E. Beltline Ave NE, Grand Rapids, MI 49525 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have

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Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor Ethan Baker
Office of the Mayor
City Hall
500 W. Big Beaver,
Troy, MI 48084
Tel: 248.716.4279
Email: mayorbaker@troymi.gov

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
201 N. Washington Square, 5th Floor
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Tel: 517-241-2475
Tel: 517-335-5858
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Notification Act**

To Whom It May Concern,

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In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Bob Cannon, Township Supervisor
40700 Romeo Plank Road,
Clinton Township, MI 48038.
Tel: 586-723-8093
Fax: 586-286-9350
Email: r.cannon@clintontownship-mi.gov
Email: supervisor@clintontownship.com

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
201 N. Washington Square, 5th Floor
Lansing, MI 48913
Tel: 517-241-2475
Tel: 517-335-5858
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Notification Act**

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In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor Christopher Taylor
Office of the Mayor
Larcom City Hall
301 E Huron St, 3rd Floor
Ann Arbor, MI 48104
Tel: 734.794.6165
Fax: 734.994.8296
Email: ctaylor@a2gov.org

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
201 N. Washington Square, 5th Floor
Lansing, MI 48913
Tel: 517-241-2475
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**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining
Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 720 Briarwood Circle, Ann Arbor, MI 48108 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor Andy Schor
Office of the Mayor
124 W. Michigan Avenue, 9th Floor
Lansing, MI 48933
Tel: 517-483-4141
Email: Lansing.Mayor@lansingmi.gov

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
201 N. Washington Square, 5th Floor
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**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining
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To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 2425 Lake Lansing Rd., Lansing, MI 48912 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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Sincerely,

Ken Bellefeuille

Ken Bellefeuille
Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor Maureen Miller Brosnan
Office of the Mayor
33000 Civic Center Drive,
Livonia, MI 48154
Tel: (734) 466-2200
Email: mayor@ci.livonia.mi.us

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
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Notification Act**

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In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 17905 Haggerty Rd., Livonia, MI 48152 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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Sincerely,

Ken Bellefeuille

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Human Resources Business Partner



September 18, 2020

Via E-mail and Certified Mail

Mayor John B. O'Reilly, Jr.
Office of the Mayor
Dearborn Administrative Center
16901 Michigan Ave.
Dearborn, MI 48126
Tel: 313-943-2300
Fax: (313) 943-3070
Email: mayor@ci.dearborn.mi.us

Jimelle Howard Blakley, Manager
Department of Labor and Economic
Opportunity - Workforce Development
&
Brian Marcotte, Manager
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services
Division
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In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our

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