



April 2, 2020

Via Email ([john.e.asher@oregon.gov](mailto:john.e.asher@oregon.gov))

John Asher  
Oregon Rapid Response Coordinator  
Office of Community Colleges and Workforce Development  
Higher Education Coordinating Commission  
503-947-2413  
Fax: 503-947-1668

Re: *WARN Notice*

Dear Mr. Asher:

This letter is provided to you in accordance with the Worker Adjustment and Retraining Notification Act.

This letter provides notice to you that the restaurant owned and operated by TEPPAN RESTAURANTS LTD. located at 9205 SW Cascade Avenue, Beaverton, OR 91008 (referred to as the "Benihana Beaverton" or the "Restaurant") closed its facilities to on-site dining in compliance with mandates by state and/or local government officials, in an effort to address the crisis caused by the COVID-19 pandemic. This closure was imposed with very little advance notice and is indefinite in duration, resulting in an unforeseen, sudden and dramatic loss of business.

Due to these unforeseen business circumstances, we were left with no choice but to terminate 57 employees from the Restaurant. All terminations were effective on March 17, 2020 for impacted hourly employees, and March 22, 2020 for the impacted salaried employee. With the exception of two individuals, all affected employees were terminated on these dates. In the interim, the Restaurant will remain open in a limited capacity for take-out or delivery only. We do not know at this time when we will be allowed to reopen for onsite dining. Once we do reopen, we hope to rehire as many employees as possible once business levels return to normal after the coronavirus pandemic ends.

On account of the sudden and unexpected issuance of the state and/or local government mandates prohibiting restaurants from continuing their dine-in operations, the Restaurant was unable to provide employees with more notice of the layoffs.

A list of job titles of positions laid off, and the number of affected employees in each job title is attached hereto. No employee bumping rights exist. There is no union representing the affected employees.

The name and telephone number of a company representative to contact for further information is Ms. Sandra Cintado, who can be reached at telephone number (305) 702-2817.

Sincerely,

*s/Sandra Cintado*

Senior Director, People Resources

**Benihana Beaverton**

Bartender	3
Dishwasher	8
Host	9
Line Cook	1
Manager	1
Manager in Training	1
Prep Cook	4
Second Chef	1
Server	18
Server Assistant	4
Sushi Chef	1
Teppan Chef	5
Teppan Chef Trainee	1