



**WARN NO.**  
6692

5/14/2020

**Via E-mail and Certified Mail**

John Asher, Rapid Response Coordinator  
Oregon Dislocated Worker Unit  
Oregon HECC – Office of Workforce Investments  
875 Union Street NE  
Salem, OR 97311  
[CCWD\\_DWOREGON@oregon.gov](mailto:CCWD_DWOREGON@oregon.gov)  
[John.e.asher@oregon.gov](mailto:John.e.asher@oregon.gov)

Mayor Ted Wheeler  
1221 SW 4th Ave. Room 340  
Portland, OR 97204  
[mayorwheeler@portlandoregon.gov](mailto:mayorwheeler@portlandoregon.gov)

**RE: Notice of Layoff and/or Plant Closing 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.*), Happy Guests International d/b/a Salty’s (the “Company”) is writing to provide you with notice of a “mass layoff” or “plant closing” as that term is defined by statute at our operations located 3839 NE Marine Drive, Portland, OR 97211. 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 as well as Governor Brown’s Executive Order Nos. 20-07, and 20-14. We have already provided notice to our affected employees.

Further, although we are providing notice, we believe no notice is required because (i) most of the layoffs are temporary and are not expected to exceed 6 months, and therefore not considered an “employment loss” under 29 U.S.C. § 2101(a)(6) and/or (ii) the layoff is being ordered by government officials and not the employer, and therefore no notice is required under 29 U.S.C. § 2102(a).

Affected employees have been furloughed as of midnight March 15, 2020. We anticipate this furlough to be temporary, but the end date is currently unknown. The furlough end date will be based on further orders from state or local government officials, the COVID-19 pandemic, and business circumstances. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit.



You may obtain further information about this layoff by contacting me. I can be reached at (206) 923-5420 and by email at [mtagab@saltys.com](mailto:mtagab@saltys.com).

Sincerely,

A handwritten signature in blue ink, appearing to read "Mike Tagab".

Mike Tagab  
Chief Financial Officer