



TEAM,

I'm writing to share the hardest decision I've ever made at HCT. Effective Friday at 3pm, the North Market and Crocker Park HCT locations will be closed for the near future. The majority of team members from those restaurants have had all their hours temporarily suspended, making them eligible for government relief and unemployment.

We're unsure when these restaurants will reopen, but are working tirelessly to honor our mission throughout these uncertain times. Our team are the reason I built this company – to create an extraordinary employment experiences for extraordinary people, just like you. This moment is no different. All team members affected from these temporary layoffs will have more income stability than if we were to maintain their limited hours.

If you take anything from my note, let me be clear. Any temporarily laid off team members are still legally members of our team, allowing them to maintain access to many of HCT's resources and benefits. All of these details are laid out in an *HCT Stability Guide* found on our website at:

www.hotchickentakeover.com/covidresources

I encourage you to look through these materials, particularly if you have any questions about resources in the community that could support you further. We'll weather this storm together, however long it takes. And I know we'll come back better than ever.

With gratitude,

A handwritten signature in blue ink, appearing to be "Joe", written in a cursive style.

Joe DeLoss, *Founder*