



**TEAM,**

I'm writing to share another incredibly difficult decision. Effective today at 3pm, we'll be closing our Clintonville and Easton restaurants for the near future. All restaurant team members will have their hours temporarily suspended, making them eligible for government relief and unemployment.

We came to this decision after realizing our kitchens cannot be run while maintaining the safe distances necessary to reduce the risk of COVID-19 spread. Making this decision ensures HCT is doing everything it can to protect you and our guests. Not doing so would be reckless, there's no way around it.

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

If you take anything from my note, let me be clear. All temporarily laid off team members are still legally members of our team, allowing them to maintain access to HCT's resources and benefits. All of these details are laid out in our *HCT Stability Guide* – if you haven't seen this already, you can find it on our website at:

[www.hotchickentakeover.com/covidresources](http://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,

Joe DeLoss, *Founder*