

# ATLAS

RESTAURANT GROUP

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Today, we learned of an incredibly disturbing incident that occurred over the weekend at one of our restaurants in Baltimore (MD), Ouzo Bay. The video made public earlier today was by a very concerned mother after she and her young son were denied seated dining service at the restaurant due to her son not meeting the dress code requirements. The video clearly shows the woman's son, an African American young person, wearing athletic shorts and an Air Jordan shirt. The video also shows a Caucasian youth, dressed similarly, who was permitted to dine in the restaurant. This should never have happened, the manager seen in the video has been placed on indefinite leave. We are sickened by this incident. We sincerely apologize to Marcia Grant, her son and everyone impacted by this painful incident.

This difficult situation does not represent who or what Atlas Restaurant Group stands for. While dress codes across Atlas properties are the result of ongoing input from customers, in no way are they intended to be discriminatory. That said, this past weekend's incident at Ouzo Bay clearly serves as a moment we will learn from and create change. We've taken the time to gather the facts and repeatedly review the video and interview employees. As a result, we immediately revised our dress code policy so that children 12 years old and younger, who are accompanied by an adult, will not be subject to a dress code at any Atlas property. From a management perspective, there is a level of sensitivity, discretion, and customer service we expect, and this incident will serve a teachable moment to ensure it is not repeated.

We have addressed the issue with all managers and key staff at all properties and have spoken to many stakeholders who have contacted us. All Atlas employees will continue to receive diversity and inclusion training during this very important time.

We know we failed in this instance and sincerely hope to be afforded the opportunity to meet with the Marcia Grant and her son, who both deserved better.