

To Our Valued Customers and Friends,

I'm writing to address recent reports regarding allegations by the U.S. Department of Labor involving C Casa. These allegations have been shared widely in the media, but they do not tell the whole story. The government's one-sided telling does not fully reflect our values, our dedication to our team, or the steps we have taken to address the issues identified.

At C Casa, we are a family—many of our employees have been with us for over a decade, and some represent multiple generations working together. I am deeply committed to their safety, well-being, and equitable treatment.

Here are the facts:

1. ****Child Labor Allegations****

The Department of Labor identified instances involving three young team members, two of whom are the children of long-time employees. These minors *legally* worked at C Casa with their parents' full knowledge and support, but we learned through the investigation that certain tasks—like disposing of trash using a compactor—and certain working hours were prohibited by labor laws. Upon being informed, we immediately revised their duties and schedules to comply fully with regulations. These individuals continue to be part of our team and remain valued contributors.

2. ****Lactation Accommodations****

A returning employee raised concerns about the space provided for lactation. While this was addressed promptly with a private, lockable room, we recognize that this should have been offered

from the outset. I personally apologized to this employee and ensured their concerns were resolved to their satisfaction. This individual remains a dedicated member of our team today.

3. ****Commitment to Compliance****

We take compliance seriously and have worked diligently to meet all requirements identified by the Department of Labor. Our management practices have been reviewed and updated to prevent future issues. Additionally, the manager involved in the initial scheduling oversight was terminated earlier this year.

4. ****Disappointment in Misleading Statements****

We are deeply disappointed by the misleading language used in the Department of Labor's public statement, particularly the assertion that it has "recovered" fines from C Casa. This is simply not true. To date, we have not received any formal notice or demand for payment. While we respect the importance of workplace compliance, we do not believe these fines are appropriate or reflective of the facts, and we will challenge them through the legal process. The Department has "recovered" nothing to date, and it is both unfair and damaging to suggest otherwise.

As a locally owned and operated restaurant, C Casa has always been deeply invested in the communities we serve. We strive to create opportunities for our employees and deliver a dining experience that reflects the heart and soul of Napa Valley and the surrounding areas. Your support has been critical in allowing us to grow, innovate, and remain a vital part of these communities.

The restaurant industry is particularly challenging for small, independently owned businesses. Your trust, patronage, and encouragement mean the world to us, particularly during difficult times like these. We are profoundly grateful for your continued support and belief in what C Casa represents—a family-oriented, community-driven establishment committed to excellence.

We are proud of the community we've built at C Casa and the trust you have placed in us. Over the past 15 years, we have worked tirelessly to create a workplace where our team can thrive and deliver the exceptional dining experience you've come to expect.

We understand the importance of maintaining your trust and will continue to ensure our policies and practices reflect the highest standards. Thank you for standing with us as we navigate this challenge and move forward into the future.

If you have any questions or would like to discuss this matter further, please do not hesitate to contact me directly.

With gratitude,
Catherine Bergen
Founder & Proprietor
C Casa Restaurant