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March 28, 2011

Washington, DC City Councilmembers  
John A. Wilson Building  
1350 Pennsylvania Ave. NW  
Washington, DC 20004

Councilmembers:

On March 17, we sent a letter to Councilmembers Jim Graham and Michael A. Brown who had raised some concerns about the dismissal of about 40 of our employees at two Washington, DC restaurants. This issue has gained some visibility and we wanted to be sure you understood the nature of this situation, as many misperceptions and false assertions have become part of the discussion.

In reaction to pending ICE audits in Washington, DC, we had several employees in a few of our restaurants who all presented new documents for their work authorization over the span of just a few days. All of these documents had different names and/or identification numbers than documents they had previously provided, and the new documents proved to be fraudulent. When we learned of this incident through a review of staffing reports, we took immediate steps to address this situation, but most of the employees chose to leave their jobs once their documents were determined not to be genuine.

This is a very difficult situation for us. Chipotle's culture is built on recognizing our highest performing employees, and developing them into our future leaders. We are proud to have such a dedicated and diverse workforce in our Washington, DC restaurants and around the country, and it is a big loss to us when we lose top performing employees. We understand why these employees are frustrated, but everything we are doing is and must be fully compliant with the law.

We provide all of our employees competitive wages and benefits that exceed what is offered by many of our peers and competitors, including paid vacations, annual bonuses, matching 401(k), limited medical and dental benefits, paid breaks, free food, free uniforms, regular training and development, and a great work environment. But most important, we provide opportunities for professional growth and rewarding careers. We are enabling the American dream in a way that few other companies are.

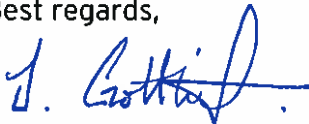
As is required for all companies, we confirm the identity and work authorization of each person we hire, and we do not engage in any discriminatory conduct. We take this responsibility very seriously and have invested extensive time and money in training our managers and human resources teams to review employment eligibility and legal documentation carefully.

As we do when we lose any employee, we have committed to pay everyone everything they are owed, and we have done that. If any of these employees does not feel they have been paid in full, they can contact [REDACTED] in our office at [REDACTED] and she can review details on an individual basis.

Please note that we offered to explain all details concerning final paychecks to our employees. Only one employee has taken us up on that offer (and left fully satisfied with the explanation of her paycheck), and the others have declined. Our offer to walk through the details still stands and we welcome any question employees may have about their final paychecks.

I hope this helps you better understand this issue and the action we have taken.

Best regards,



David Gottlieb  
Director, Compliance and Projects

CC: Franklin Garcia