



CIRQUE DU SOLEIL

June 29th, 2020

BY FAX (775-687-1073), EMAIL (wreed@nvdestr.org) & OVERNIGHT DELIVERY

Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept of Employment, Training and Rehabilitation
500 E 3rd St
Carson City, NV 89713

Re: Supplemental WARN Act Notice

Dear Mr. Reed:

Blue Man Group or its applicable affiliates (the “Company”) previously provided notice that it would be conducting a layoff due to the Coronavirus (“COVID-19”) pandemic of its employees located at 3900 Las Vegas Blvd South Las Vegas, NV 89119 (the “First Notice”). At the time of the First Notice, the Company did not know whether or when such employees would be recalled. This letter confirms that the Company is unable to recall these employees and their employment with the Company will terminate on June 30th, 2020.

The First Notice and this letter satisfy any obligation that may exist under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. You received these notices less than 60 days’ before the termination date, due to the applicability of the “unforeseeable business circumstances” exception and the “natural disaster” exception which necessitated an indefinite suspension of all Cirque du Soleil shows. The COVID-19 natural disaster was an unforeseeable business circumstance, as evidenced by the national emergency declarations, governmental required business closures and stay at home directives, and recommendations from the World Health Organization (WHO) and the Center for Disease Control (CDC) recommendations.

All 58 affected employees have been notified that their separation from employment will be permanent without any bumping rights. Attached is a list of the job titles of positions to be affected and the number of affected employees in each job classification.

On June 29th, 2020, letters informing the affected employees of this permanent layoff were delivered by verified email. Notice was also provided to all appropriate Government agencies on June 29th, 2020.

I will be acting as the Company's representative with regard to these matters. Should you have any questions, please contact me for further information at 763-324-7873, 44 Northern Stacks Drive Fridley, MN 55421.

Very truly yours,

Jennifer Archer
VP of Human Resources

Attachment

Job Titles	Number Affected
Administrative Assistant	1
Band Member	14
Blue Man	6
Blue Man Captain	2
Carpenter	1
Company Manager	1
Director of Sales	1
Head of Audio	1
Head of Automation	1
Head of Lighting	1
Head of MIT	1
Head of Props and Carpentry	1
Head Of Video	1
Head of Wardrobe & Makeup	1
Leisure Sales Ambassador	3
Marketing Coordinator	1
Marketing Manager	1
Musical Instrument Technician	3
Production Manager	1

Production Stage Manager	1
Props	4
Resident Music Director	1
Sales Coordinator	1
Stage Manager	6
Ticketing Services Supervisor	1
Video	1
Wardrobe & Makeup	1