

April 22, 2020

**VIA CERTIFIED MAIL AND E-MAIL**

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***Re: WARN Notice for Paris Las Vegas Operating Company, LLC***

To Whom it May Concern:

Please accept this letter as notification on behalf of Paris Las Vegas Operating Company, LLC (“Paris Las Vegas”) that due to the unforeseeable, unanticipated and substantial reduction in business levels resulting from the public health emergency caused by COVID-19, employees at Paris Las Vegas, located at 3655 Las Vegas Boulevard South, Las Vegas Nevada 89109, were furloughed starting on or about April 3<sup>rd</sup>, 2020. Paris Las Vegas may remain closed for business for the foreseeable future.

This Notice is provided to you in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 et. seq. (“WARN Act”). This Notice is unfortunately provided less than 60 days before the effective date of the furloughs. While the WARN Act ordinarily requires 60-days advance notice, due to COVID-19, compliance with such requirements was not possible as the furloughs are the result of business circumstances that were not reasonably foreseeable at the time that notice would have been required. Therefore, this Notice is given as soon as practicable under the given circumstances.

A total of 2950 employees were furloughed. A list of the job titles of the affected employees is attached, and the number of employees with each job title, is attached.

Paris Las Vegas Operating Company, LLC intends for the furloughs to be temporary; however, given the unknown certainty surrounding COVID-19, it is possible that the furloughs could become a permanent layoff. **UNION** Employees will have the right to bump any other employees pursuant to the collective bargaining agreement. **NON-UNION** Employees will not have the right to bump any employees.

Pursuant to the requirements under the WARN Act, all potentially impacted employees have been notified of the above information as of this date. Presently, we do not need assistance for retraining

our employees as we fully intend to re-open with our existing employees. Should circumstances change, we will contact the necessary state and local agencies to provide support as needed.

You may direct any further inquiries concerning this situation to Servando Lara at [slara@lvrio.harrahs.com](mailto:slara@lvrio.harrahs.com).

Sincerely,

Paris Las Vegas Operating Company, LLC

*Servando Lara*

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Servando Lara  
Regional Director of Labor Strategy

Job Title	Number of Employees in Position
ADMIN ASSISTANT	2
ADMIN ASST	1
ADMIN ASST EXEC	1
ADMIN ASST HSKPG	1
ADMIN ASST PRESIDENT	1
ADMINSTR BANQUETS	1
ADVISOR EMPLOYEE RELATIONS	3
AESTHETICIAN	7
AMBASSADOR EIFFEL TOUR LEAD	2
AMBASSADOR EIFFEL TOWER	17
AMBASSADOR HOTEL SAFETY	3
ASST CHIEF ENGINEER	1
ASST HEAD WARDROBE	1
ASST MGR CASINO GAMES	1
ASST MGR CASINO SLOTS	5
ASST MGR COCKTAIL SERVICE	1
ASST MGR CONVENTION SET UP	3
ASST MGR HOTEL	6
ASST MGR POOL	3
ASST MGR RESTAURANT	5
ASST MGR ROOM SERVICE	1
ASST MGR SPA	2
ATTD COSTUME/UNIFORM / PARIS	9
ATTD GUEST RM / PARIS	17
ATTD LINEN RM HOUSEKEEPING P	1
ATTD SNACK BAR LE CREPERIE	4
ATTENDANT CABANA	2
ATTENDANT LINEN ROOM	2
ATTENDANT SNACK BAR	22
ATTENDANT SPA, SALON & FITNESS	8
BAKER BAKE SHOP	1
BAKER LE NOTRE PARIS	6
BAKER PASTRY / PARIS	20
BAKERS HELPER	1
BAKERY FINISHER	1
BANQUET FOOD SERVER	52
BAR APPRENTICE- POOL	2
BARTENDER APPRENTICE	36
BARTENDER BANQUETS - TEMP	9
BARTENDER BANQUETS A LIST/P	6
BARTENDER BANQUETS B LIST/P	4
BARTENDER COMBO	40
BARTENDER REGULAR	15
BARTENDER SERVICE	25
BARTENDER-POOL	4
BELL CAPTAIN / PARIS	6
BELLMAN / PARIS	29
BOX OFFICE TEAM LD	1
BOX OFFICE TICKET AGENT	7

BUS PERSON 6 HOUR	13
BUS PERSON EMP CAFE	6
BUS PERSON RTSSRE / PARIS	19
BUSINESS CENTER REP	5
BUSPERSON	12
BUSPERSON NON TIPPED	8
BUTCHER BUTCHER SHOP	3
BUTCHER HD BTCHR SHP / PARIS	1
BUTLER CULINARY SPEC SERVICES	7
CARPENTER 8HR/PARIS	4
CARPENTER FOREMAN/PARIS	1
CASHIER BOOTH SLOTS NON-TIPPED	6
CASHIER CASINO	25
CASHIER F & B	19
CHEF ASST PASTRY BAKE	5
CHEF CONCIERGE	1
CHEF EXEC	1
CHEF EXEC BANQUET	1
CHEF EXEC SOUS	1
CHEF EXEC SR	1
CHEF SPECIALITY	2
CHEF SPECIALTY	8
CHEF TOURNANT	12
CHIEF CLERK 8 HRS FRONT DESK	3
CHIEF ENGINEER	1
CLERK CASINO CAGE	1
CLERK FRONT DESK / PARIS	41
CLERK HOUSEKEEPING	2
CLERK PIT	7
CLERK PIT LD	2
CLERK SECURITY	3
COCKTAIL SERVER	76
COCKTAIL SERVER- POOL	7
COCKTAIL SVR EXTRA/P	10
CONCIERGE	7
COOK BANQUET	7
COOK BROILER	6
COOK FRY	121
COOK FRY EXHBT BUFFET / PARIS	21
COOK'S HELPER	51
COORD EMPLOYEE/LABOR REL	1
COORD ENGAGEMENT	1
COORD INTEGRITY	1
COORD LABOR/EE RELATIONS	1
COORD RETAIL	1
COORD SALES INTERNATIONAL	1
COORD SALES REG	1
COORD TOTAL REWARDS	1
COORD WEDDING CHAPEL	4
COSMETOLOGIST & LASH ARTIST	2

COUNT ROOM REP LD	3
COUNT ROOM TEAM MEMBER	16
DEALER	405
DEALER ENTERTAINER	2
DIR BANQUET OPS	2
DIR EVS POD	1
DIR FACILITIES	1
DIR HOUSEKEEPING EXEC	1
DIR SLOT PERFORMANCE REG	1
DISPATCHER RM SVC / PARIS	7
DISPATCHER SECURITY	2
DOOR PERSON / PARIS	4
DRAFTSMAN FACILITIES	1
ENGINEER	20
ENGINEER LOCKSMITH	1
ENGINEER RELIEF	1
ENGINEER SR	3
ENGINEER SR RELIEF	1
ENGINEER TILESETTER/PARIS	1
ENGR APPRENTICE FACILITIES/PAR	1
ETOUR SUPERVISOR	3
EXEC CASINO HOST	1
EXEC CASINO HOST NCM	2
EXEC CASINO HOST NCM REG	3
EXPEDITOR DINNING ROOM	12
FOOD SERVER	42
FOOD SERVER 6 HOUR	30
FOOD SERVER BQTS A LIST/P	21
FOOD SERVER BQTS B LIST/P	12
FOOD SERVER BUFFET PARIS	21
FOOD SERVER ROOM SVC PARIS	1
FOOD SERVER VIP	7
FOREMAN WORKING RECEIVING REG	1
FOREMAN WORKING WAREHOUSE REG	5
GARDE MANGER	4
GARDE MANGER PANTRY PARIS	1
GARDENER 8HR/PARIS	3
GARDENER FOREMAN 8HR/BALLY'S	1
GREETER/BELL DISPATCH / PARIS	3
GUEST ROOM ATTENDANT	262
GUEST SERVICES LD	2
HEAD OF DEPARTMENT	37
HOST PERSON	20
HOST PERSON 6 HOUR	13
HOUSE PERSON / PARIS	32
HOUSE PERSON UTILITY / PARIS	23
KITCHEN STEWARD	5
KITCHEN WORKER	72
LABORER 8HR/PARIS	3
LABORER FOREMAN 8HR/PARIS	1

LE NOTRE SUPERVISOR	1
LIFEGUARD	32
LIFEGUARD LD	2
MANAGER	2
MASSAGE THERAPIST	23
MASSAGE THERAPIST LD	1
MGR BEVERAGE SHIFT	4
MGR BUFFET	1
MGR BUSINESS CENTER	1
MGR CAGE	1
MGR CASINO GAMES	3
MGR CASINO SLOTS	1
MGR EVS	1
MGR EVS OPERATIONS	1
MGR FRONT SERVICE	1
MGR HOTEL OPERATIONS	1
MGR HOUSEKEEPING	1
MGR HOUSEKEEPING FLOOR	25
MGR HOUSEKEEPING SUPPLY	1
MGR HR POD-ENGAGEMENT	1
MGR MKTG	3
MGR PACKAGE ROOM	1
MGR RESTAURANT	4
MGR RETAIL I	1
MGR RETAIL II	2
MGR SALON & SPA	1
MGR SECURITY SHIFT	2
MGR STEWARDING OPERATIONS	1
MGR TOTAL REWARDS CITYWIDE	1
MGR TOTAL SERVICE	1
MGR UNIFORMS	1
NAIL TECH	5
OPER STATUS BOARD / PARIS	3
PAINTER BRUSH/PARIS	5
PAINTER FORMAN/PARIS	1
PANTRY PERSON	30
PORTER	58
PORTER CONV OPERATIONS	87
PORTER SHAMPOO	7
PORTER UTILITY	69
PORTER UTILITY SUPERIOR	1
POT WASHER	24
RACE SPORTSBOOK WRITER 8HR	20
RECEPTIONIST	5
RECEPTIONIST SPA	3
RUNNER DINING ROOM	26
RUNNER KTCHN OTHER ROOM	5
SALES ASSOC	37
SALES ASSOCIATE	17
SAUCIER	3

SEAMER/COSTUMES/UNIFORMS PARIS	2
SECURITY INVESTIGATOR	1
SECURITY OFFICER	34
SECURITY OFFICER BIKE	3
SHOWROOM HOST	1
SLOT ATTENDANT	36
SLOT TECHNICIAN	4
SLOT TECHNICIAN LD	2
SPEC ABSENCE INTEGRITY	1
SPEC SERVICE	1
SPOTLIGHT OPERATOR	3
SR ADVISOR	2
STAGE ASST	78
STEWARD EXEC ASST	2
STOCKER ASSOC	4
SUPV BOX OFFICE	2
SUPV CAGE	7
SUPV CONCIERGE	1
SUPV COSTUME	1
SUPV COUNTROOM LV REG	1
SUPV EIFFEL TOWER	2
SUPV PORTER PAH SHIFT	4
SUPV RACE SPORTSBOOK	3
SUPV RISK & SAFETY	2
SUPV SECURITY SHIFT	5
SUPV STEWARDS SHIFT	1
SUPV SURVEILLANCE	3
SUPV TABLE GAMES DR	18
SUPV TABLE GAMES SERVICE	59
SUPV TOTAL REWARDS	2
SUPV VIP LOUNGE/CASINO MKTG	3
SURVEILLANCE OFFICER AGENT	3
SVR FD RTSSRE / PARIS	23
TOTAL REWARDS REP	10
TOTAL REWARDS REP LD	2
TRUCK DRIVER	1
UPHOLSTERER/PARIS	2
USHER	9
VIP REP LOUNGE	5
WARDROBE TECH	8
WAREHOUSE PERSON / PARIS REG	13
WINE STWD RTSSR BAR	2
<b>Grand Total</b>	<b>2950</b>