

April 22, 2020

VIA CERTIFIED MAIL AND E-MAIL

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Re: WARN Notice for Flamingo Las Vegas Operating Company, LLC

To Whom it May Concern:

Please accept this letter as notification on behalf of Flamingo Las Vegas Operating Company, LLC (“Flamingo 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 Flamingo Las Vegas, located at 3555 Las Vegas Boulevard South, Las Vegas Nevada 89109, were furloughed starting on or about April 3rd, 2020. Flamingo 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 2728 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.

Flamingo 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.harrah.com.

Sincerely,

Flamingo Las Vegas Operating Company, LLC

Servando Lara

Servando Lara
Regional Director of Labor Strategy

| Job Title | Number of Employees in Position |
|-----------------------------|---------------------------------|
| ADMIN ASST | 6 |
| ADMIN ASST EXEC | 1 |
| ADMIN ASST PRESIDENT | 1 |
| ADMIN ASST SR | 1 |
| ADVISOR EMPLOYEE RELATIONS | 1 |
| ADVISOR ENGAGEMENT | 1 |
| AESTHETICIAN | 3 |
| AMBASSADOR HOTEL SAFETY | 4 |
| ASSISTANT HOUSEKEEPER | 25 |
| ASST CHIEF ENGINEER | 1 |
| ASST MGR BANQUET | 2 |
| ASST MGR BEVERAGE | 9 |
| ASST MGR CASINO GAMES | 3 |
| ASST MGR CASINO SLOTS | 8 |
| ASST MGR RESTAURANT | 2 |
| ASST MGR ROOM SERVICE | 1 |
| ASST MGR SLOT PERFORMANCE | 2 |
| ASST RESTAURANT GM | 1 |
| ASST WILDLIFE | 1 |
| ATTENDANT F 10HR HEALTH SPA | 5 |
| ATTENDANT LINEN CONTROL | 18 |
| ATTENDANT LINEN ROOM | 4 |
| ATTENDANT LINEN RUNNER | 2 |
| ATTENDANT M 8HR HEALTH SPA | 1 |
| BAGGAGE HANDLER | 6 |
| BAKER | 19 |
| BAKER PASTRY | 2 |
| BAR APPRENTICE- POOL | 4 |
| BARISTA | 26 |
| BARISTA LD | 4 |
| BARTENDER APPRENTICE | 37 |
| BARTENDER BANQUETS A LIST | 6 |
| BARTENDER BANQUETS B LIST | 1 |
| BARTENDER COMBO | 24 |
| BARTENDER- POOL | 18 |
| BARTENDER REG STEX | 10 |
| BARTENDER REGULAR | 11 |
| BARTENDER SERVICE | 17 |
| BELL CAPTAIN | 9 |
| BELL PERSON SUPERIOR | 14 |
| BELLHOP | 23 |
| BOX OFFICE TEAM LD | 1 |
| BOX OFFICE TICKET AGENT | 3 |
| BUSPERSON 6HR | 3 |
| BUSPERSON CAFETERIA | 3 |
| BUSPERSON GOURMET | 9 |
| CAGE CASHIER | 23 |
| CAPTAIN OTHER | 1 |
| CARPENTER | 6 |

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| CARPENTER FOREMAN | 1 |
| CARPENTER LEADMAN | 1 |
| CASHIER CUL COMBO | 1 |
| CASHIER CULINARY | 17 |
| CASHIER POKER | 5 |
| CHEF CONCIERGE | 1 |
| CHEF EXEC | 3 |
| CHEF EXEC SOUS | 1 |
| CHEF PASTRY | 1 |
| CHEF SPECIALTY ROOM | 5 |
| CHEF TOURNANT | 5 |
| CHIEF CLERK 8HR | 2 |
| CHIEF ENGINEER | 1 |
| CLERK PIT | 7 |
| COCKTAIL SERVER | 54 |
| COCKTAIL SERVER BREAKER CASINO | 1 |
| COCKTAIL SERVER- POOL | 19 |
| COCKTAIL SERVER STEX | 21 |
| CONCIERGE | 4 |
| CONVENTION PORTER | 34 |
| COOK | 16 |
| COOK BANQUET | 9 |
| COOK BROILER | 3 |
| COOK FRY | 90 |
| COOK SECOND | 4 |
| COOK'S HELPER | 7 |
| COORD LABOR/EE RELATIONS | 2 |
| COORD REG | 2 |
| COORD SCHEDULING CENTRALIZED | 4 |
| COORD TRAINING HSKP | 1 |
| COORD WEDDING CHAPEL | 1 |
| COORD WEDDING LD | 1 |
| COSMETOLOGIST TC | 2 |
| COUNT ROOM LEAD | 3 |
| COUNT ROOM REP | 8 |
| CUSTODIAN LOST & FOUND | 2 |
| DEALER | 323 |
| DEALER POKER | 46 |
| DINING ROOM RUNNER | 15 |
| DIR | 1 |
| DIR BANQUET OPS | 1 |
| DIR BUSS & PROCESS IMPRVMNT | 1 |
| DIR CAGE & TOTAL REWARDS | 1 |
| DIR F & B | 1 |
| DIR SECURITY | 1 |
| DIR SLOT PERFORMANCE REG | 1 |
| DIR SPECIALTY GAMING | 1 |
| DIR TECHNICAL TELEVISION | 1 |
| DISPATCHER SECURITY | 3 |
| DOOR PERSON | 6 |

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| ENGINEER | 39 |
| ENGINEER APPRENTICE | 3 |
| ENGINEER SR | 8 |
| EXPEDITOR FOOD | 4 |
| FOOD SERVER | 8 |
| FOOD SERVER 6HR | 1 |
| FOOD SERVER BUFFET | 17 |
| FOOD SERVER GOURMET | 18 |
| FOOD SERVERS BANQ | 9 |
| FOODSERVER A LIST BQTS/CATERIN | 14 |
| FOODSERVER B LIST BQTS/CATERIN | 3 |
| FOREMAN WAREHOUSE REG | 3 |
| FOUNTAIN WORKER | 40 |
| FOUNTAIN WORKER LD | 1 |
| GARDENER | 6 |
| GUEST ROOM ATTENDANT | 378 |
| GUEST SERVICE ATTENDANT 8HR | 48 |
| HEAD GARDENER | 2 |
| HEAD HOST PERSON | 1 |
| HEAD OF DEPARTMENT | 18 |
| HEAD OF DEPARTMENT FL SHOWROOM | 3 |
| HEAD OF LOUNGE | 3 |
| HEAD WARDROBE | 2 |
| HOST CABANA | 15 |
| HOST PERSON | 16 |
| HOST VIP POOL | 5 |
| INSPECTOR/INSPECTRESS | 3 |
| KITCHEN RUNNER | 12 |
| KITCHEN STEWARD | 4 |
| KITCHEN WORKER | 29 |
| LABORER | 8 |
| LABORER FOREMAN | 1 |
| LIFEGUARD | 47 |
| LIFEGUARD LEAD | 2 |
| LOUNGE TECHNICIAN | 1 |
| MASSAGE THERAPIST | 13 |
| MECHANIC LEAD | 1 |
| MGR BUFFET PARADISE | 1 |
| MGR CAGE & TR | 1 |
| MGR CASHIER POS HIFOB | 1 |
| MGR CASINO GAMES | 1 |
| MGR CASINO SLOTS | 2 |
| MGR CATERING/CONVENTION | 2 |
| MGR CONVENTION SERVICES | 3 |
| MGR EVS | 2 |
| MGR F & B MULTI OUTLET | 1 |
| MGR F&B OPERATIONS | 1 |
| MGR GUEST SERVICES | 8 |
| MGR HOTEL OPERATIONS | 1 |
| MGR HOUSEKEEPING | 3 |

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| MGR HR POD-ENGAGEMENT | 1 |
| MGR MKTG | 1 |
| MGR POKER | 1 |
| MGR RESTAURANT | 3 |
| MGR RETAIL II | 2 |
| MGR ROOM SERVICE | 1 |
| MGR SECURITY | 1 |
| MGR SECURITY SHIFT | 2 |
| MGR SPA | 1 |
| MV BARTENDER FLAIR | 8 |
| MV COCKTAIL SERVER | 9 |
| PAINTER | 7 |
| PAINTER FOREMAN SIGN SHOP | 1 |
| PAINTER FORMAN FACILITIES | 1 |
| PAINTER SIGN | 1 |
| PANTRY HELPER | 1 |
| PANTRY PERSON | 21 |
| PORTER/HOUSEPERSON HSKP | 14 |
| POT WASHER | 9 |
| RACE SPORTSBOOK WRITER | 13 |
| RECEIVING FOREMAN FACILITIES | 1 |
| RECEIVING WAREHOUSE CLERK REG | 10 |
| RECEIVING/SHIPPING CLERK ENG | 1 |
| RECEPTIONIST | 1 |
| RECEPTIONIST HEALTH SPA | 4 |
| RETAIL ASSOCIATE | 59 |
| SALES ASSOCIATE | 1 |
| SAUCIER COOK | 2 |
| SEAMER | 2 |
| SECURITY CORPORAL | 2 |
| SECURITY INVESTIGATOR | 1 |
| SECURITY OFFICER | 29 |
| SECURITY OFFICER BIKE | 1 |
| SECURITY OFFICER FTO | 2 |
| SECURITY OFFICER MOTOR | 27 |
| SERVER LOUNGE | 1 |
| SHAMPOO PORTER HSKP | 8 |
| SHAMPOO PORTER PUBLIC AREAS | 1 |
| SLOT ATTENDANT | 19 |
| SLOT MECHANIC | 5 |
| SPA LEAD | 2 |
| SPEC ABSENCE INTEGRITY | 1 |
| SPEC MARKETING | 1 |
| SPOTLIGHT OPERATOR | 4 |
| SPOTLIGHT OPERATOR FL SHOWROOM | 1 |
| SR ADVISOR | 2 |
| SR SHIFT MECHANIC | 2 |
| STAGE ASST | 23 |
| STOCK ASSOCIATE | 12 |
| STOVE CLEANER | 2 |

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| SUPV BOX OFFICE | 2 |
| SUPV CAGE | 7 |
| SUPV COUNTROOM LV REG | 1 |
| SUPV POKER LD | 2 |
| SUPV POKER SHIFT | 4 |
| SUPV POOL | 2 |
| SUPV PORTER NU SHIFT | 4 |
| SUPV RACE & SPORTSBOOK | 3 |
| SUPV RACE SPORTSBOOK | 2 |
| SUPV RETAIL | 6 |
| SUPV RISK & SAFETY | 3 |
| SUPV SECURITY | 1 |
| SUPV SECURITY SHIFT | 4 |
| SUPV STEWARD | 1 |
| SUPV SURVEILLANCE | 1 |
| SUPV TABLE GAMES DR | 33 |
| SUPV TABLE GAMES SERVICE | 46 |
| SUPV TOTAL REWARDS | 2 |
| SUPV WARDROBE | 1 |
| SURVEILLANCE OFFICER AGENT | 9 |
| SURVEILLANCE TECH | 2 |
| TOTAL REWARDS REP | 11 |
| TOTAL REWARDS REP LD | 2 |
| UPHOLSTERER | 1 |
| UPHOLSTERY FOREMAN | 1 |
| USHER | 14 |
| UTILITY PORTER | 169 |
| UTILITY PORTER BAR | 19 |
| UTILITY PORTER HSKP | 78 |
| VALET RUNNER | 1 |
| VIP HOSPITALITY HOST II | 4 |
| VIP SERVICES AGENT | 14 |
| VP F&B POD | 1 |
| VP TABLE GAMES POD | 1 |
| WARDROBE TECH | 14 |
| Grand Total | 2728 |