



April 24, 2020

Nevada Department of Employment,  
Training and Rehabilitation  
C/O Mr. Wesley Reed  
Statewide Rapid Response Coordinator  
500 3rd Street  
Carson City, NV 89713

**NOTICE OF COVID-19 RELATED LAYOFF**

Dear Mr. Reed:

Although the Tahoe Biltmore Inc. does not believe it is legally required to send this Notice, it does so voluntarily in an abundance of caution and to facilitate the transition of its employees to other employment. This letter is issued to advise you that starting on April 24, 2020, the Tahoe Biltmore will be instituting a layoff at its facility located at: 5 Hwy 28, Crystal Bay, Nevada 89402 (the "Facility"). However, the Facility has been closed since March 18, 2020 in response to Governor Sisolak's March 17, 2020 Non-essential Business Closure Order made in response to the COVID-19 Pandemic.

The layoff impacts 96 employees at the Facility. The job titles for the positions affected by this layoff and the number of affected employees in each job classification are reflected on the spreadsheet attached hereto, and incorporated herein by this reference, as **Exhibit "A."**

You were not provided with 60 days advance notice of the layoff due to the unexpected and unprecedented circumstances surrounding the COVID-19 emergency and related government action. Pursuant to 29 U.S.C. § 2102(b)(2)(B), the normal notice requirements are waived in situations, such as this, where a natural disaster, like the COVID-19 emergency, exists. Further, this layoff is made in response to the COVID-19 pandemic which has created unforeseeable business circumstances necessitating this action.

At this time, we cannot state the anticipated duration of this layoff. While we expect this layoff to be temporary, we cannot predict the spread of COVID-19, the government's corresponding actions, or the impact this situation will have on our business moving forward.

No union representation of the affected employees is involved, and no bumping rights exist.

If you have any questions regarding this notice, please contact Tyler Gaffaney, General Manager, at (775) 742-5054.



## Exhibit A

Below is a list of the job titles affected by the April 24, 2020 Tahoe Biltmore, Inc. layoff and the number of affected employees in each job title:

Job Title	Number of Affected Employees in Job Title
Porters	5
Laundry	1
Housekeeping	4
Gift shop cashier	1
Hotel Front Desk	8
Engineering	6
Marketing	3
Human Resource Manager	1
Manager	3
Accounting Manager	1
Auditor	1
Food Servers	5
Cooks	7
Bartenders	13
Banquet Servers	2
Food & Beverage Manager	1
Gaming Surveillance	5
Security Officer	8
Cage Cashier	5
Slot Attendant	7
Pit Dealers	9
<b>Total:</b>	<b>96</b>