

May 5, 2020

VIA U.S. MAIL and E-MAIL (if available)

Hon. Carolyn G. Goodman
Mayor, City of Las Vegas
495 S. Main Street
Las Vegas, NV 89101
[e-mail: officeofthemayor@lasvegasnevada.gov]

Hon. Marilyn Kirkpatrick
Chairperson Clark County Commission
500 S Grand Central Pkwy. 6th Floor
Las Vegas, NV 89155
[e-mail: ccdibt@ClarkCountyNV.gov]

John Lee, Mayor
City Hall,
City of North Las Vegas
2250 Las Vegas Boulevard North
North Las Vegas, NV 89030
[via U.S. Mail only]

Nevada Department of Employment, Training and Rehabilitation
500 E. Third Street
Carson City, NV 89713
[e-mail: detradm@detr.nv.gov; wrreed@detr.nv.gov]

Re: Layoff Notice for New Castle, LLC dba Excalibur Hotel & Casino

To Whom it May Concern,

I write to advise you on our updated assessment of the current environment related to the COVID-19 virus and its impact on our business. Beginning during the 14-day period from March 2, 2020 through March 15, 2020, the downturn in our business due to the COVID-19 pandemic and the subsequently announced government ordered closures of several of our facilities caused us to lay off most of our workforce at New Castle, LLC dba Excalibur Hotel & Casino. We instituted the layoffs through leaves of absences/furloughs and provided two weeks of pay for all full-time employees and employees who worked an average of 30 hours or more and were laid off as a result of the COVID-19 pandemic. We have committed to provide benefits for all eligible employees who are enrolled on our health plan through August 31, 2020.

We were optimistic at the time of the initial layoff in March that we would be able to reopen quickly. However, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects on New Castle, LLC dba Excalibur Hotel & Casino and

its facility at 3850 S. Las Vegas Blvd., Las Vegas, NV 89109. The initial government ordered closure of non-essential business was set to expire on April 16, 2020. Since that time, however, the government ordered shutdown has been extended for reasons beyond our control. The factors on which the Company's reopening depend are also beyond our control. Nevada's reopening plan provides that hotel-casinos will be among the last businesses permitted to resume operations. We will be required to institute a multitude of protective measures that will substantially delay our ability to reopen and hamper our casino, restaurant, and entertainment business. Accordingly, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects.

Due to our extended closure, the business is anticipated to continue to have a significant decrease in revenue, cancellation and non-booking of hotel, restaurant, and entertainment events, as well as significant postponements and cancellations of convention bookings. Our sincere hope continues to remain that this layoff is temporary, but in light of the continuing pandemic and our extended closure, we are unable to say that the layoff may not last more than six months for at least some portion of our employees.

Although we continue to remain hopeful that this layoff is temporary, we are unable to assess a more specific return to work date, and we are providing your agency this notice that the layoff beginning during the 14-day period from March 2, 2020 through March 15, 2020, may continue beyond six months and/or could be permanent. Accordingly, because of applicable law, we understand we are required to provide you an expected date of separation for the employees — which will be August 31, 2020. We were unable to provide more notice of this action because the possible extension of this temporary layoff beyond six months or permanently was not reasonably foreseeable on or about March 15.

Please accept this letter as notification on behalf of the Company. The total number of employees affected by this action at the Company locations listed above is 2036. A list of the job titles of the employees who will be affected by this layoff, and the number of employees within each job title, can be provided upon request. We have also notified the employees, the applicable employees' union representatives, and other state and local officials. We were unable to provide more notice of this action because the possible extension of this temporary layoff beyond six months or permanently was not reasonably foreseeable on March 15.

Employee bumping rights during the layoffs will depend on the Collective Bargaining Agreement applicable to those employees. Employees not subject to a Collective Bargaining Agreement will not have any right to bump other employees. Employees in the following departments are covered by a collective bargaining agreement:

Food and Beverage, Housekeeping, EVS, Laundry:

- **Culinary Union, Local 226**
Ted Pappageorge, President
Geoconda Arguello Kline, Secretary-Treasurer
D Taylor, President of UNITE HERE

1630 S. Commerce Street
Las Vegas, NV 89102

Bars:

- **Bartenders Union Local 165**

Terry Greenwald, Secretary-Treasurer, Business Manager, Director of Organizing
Lana Loebig, President
4825 Nevso Drive
Las Vegas, NV 89103

Facilities:

- **International Union of Operating Engineers (IOUE), Local 501**

Thomas O'Mahar, President
301 Deauville St.
Las Vegas, Nevada 89106

Front Desk/Warehouse/Call Center:

- **Teamsters Local 986**

Sean Harren, President
Chris Griswold, Secretary
300 Shadow Lane
Las Vegas, NV 89106

Carpenters:

- **Southwest Regional Council of Carpenters Local 1780**

Frank Hawk, Chief Operating Officer, Regional Vice President
Brandon Morris
Tim Carlton, Special Representative
4245 W. Sunset Rd.,
Las Vegas, NV 89118

Painters:

- **IUPAT (Painters) District Council 16**

Chris Christophersen, Business Manager/Secretary Treasurer
Robert Williams III, President
2705 Constitution Drive
Livermore, CA 94551

Jason Lamberth, Regional Director, District Council 16
1701 Whitney Mesa Drive, Suite 105
Henderson, Nevada 89014

Entertainment:

- **IATSE Local 720**
Jerry Helmuth, President
Phil Jaynes
3000 S Valley View Blvd
Las Vegas, NV 89102

You may direct any further inquiries concerning this situation to me through HR Shared Services at (855) 464-6747.

Sincerely,

Brenda Bradbury
MGM Resorts International
Vice President, Employee and Labor Relations
Operations