

May 11, 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](mailto:officeofthemayor@lasvegasnevada.gov)]

Hon. Marilyn Kirkpatrick  
Chairperson Clark County Commission  
500 S Grand Central Pkwy. 6th Floor  
Las Vegas, NV 89155  
[e-mail: [ccdistrib@ClarkCountyNV.gov](mailto:ccdistrib@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: [detradmn@detr.nv.gov](mailto:detradmn@detr.nv.gov); [wreed@detr.nv.gov](mailto:wreed@detr.nv.gov)]

Re: Layoff Notice for MH Inc. dba Shadow Creek Club

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 in or around 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 MH Inc. dba Shadow Creek Club. 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 MH Inc. dba Shadow Creek Club and its facility at 3

Shadow Creek Drive, North Las Vegas, NV 89081. 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 in or around 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 supplemental notification on behalf of the Company. The total number of employees affected by this action at the Company locations listed above is one. A list of the job titles of the employees who will be affected by this layoff, the number of employees within each job title, and the date on which each employee's leave of absence/furlough began can be provided upon request. We have also notified the employees, the applicable employees' union representatives (if applicable), 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 at the time the layoffs commenced.

None of the affected employees are covered by a collective bargaining agreement and they do not have the right to bump other employees.

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

Sincerely,  
Laura Lee  
MGM Resorts International  
Senior Vice President of Human Resources