

EldoradoSM

CASINO

Eldorado Resort Casino
345 N Virginia St
Reno, NV 89501

May 22, 2020

**VIA EMAIL (wreed@nvdetr.org)
AND OVERNIGHT MAIL**

Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept. of Employment, Training and Rehabilitation
500 E. 3rd St
Carson City, NV 89713

Re: *WARN Act Notice*

Dear Sir or Madam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2102, *et seq.*, which requires employers to give official notice to certain government units or officials of a pending layoff that triggers statutory notice requirements.

Like many businesses across the country and in our industry, Boyd Gaming has been significantly affected by COVID-19 and the mandatory closures of all of our properties since mid-March.

Because of mandatory closures, guest limitations imposed by various regulatory authorities, and overall economic conditions due to the pandemic, Boyd Gaming anticipates that it will conduct permanent layoffs that may impact between 25% and 60% of team members at Eldorado Casino located at 140 South Water Street, Henderson, NV 89015. For some team members who are not laid off, we now reasonably expect the current furlough may last longer than six months from the date it began.

We anticipate that the layoff will take place between July 1 and July 14, 2020. Due to evolving guidance from public health authorities and government agencies, we cannot currently determine exactly how many team members will be laid off, or which individual team members will be impacted. Our best estimate of the job titles to be affected as well as the number of affected team members in each classification is attached. Affected team members do not have bumping rights.

The Las Vegas Bartenders Union Local 165 and Culinary Workers Union Local 226 represent some of the potentially affected culinary team members and bartenders at Fremont Hotel & Casino. Ted Pappageorge is the chief elected official of Culinary Union Local 226 and can be contacted at 1630 S. Commerce St., Las Vegas, NV 89102. Lana Loebig is the chief elected official of Bartenders Union, Local 165 and can be contacted at 4825 W. Nevso Drive, Las Vegas, NV 89103.

Boyd Gaming is giving as much notice as is practicable, however, we were unable to provide 60-days's notice because of the pandemic's sudden, unforeseeable and dramatic impact on our business.

The pandemic's effects on our business remain unpredictable. Guidance issued by public health authorities and government agencies regarding requirements and precautions that will be necessary to protect our team members, customers and communities as we re-open remain subject to constant updates and modifications as officials learn more about the pandemic. We will provide additional information as we learn more.

For further information or questions pertaining to the layoff, please contact me at (702) 692-4153.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Smith", with a long horizontal flourish extending to the right.

Chris Smith
Vice President Corporate Human Resources
Boyd Gaming Corporation

EXHIBIT A
JOB CLASSIFICATIONS

JOB TITLE	Count of EMPLOYEE
AGENT BINGO	5
ASST SHIFT SUPERVISOR CAGE	1
ATTENDANT COUNT ROOM	1
ATTENDANT CUSTOMER SVC SLOT	1
BAR BACK	1
BARTENDER	1
BUSPERSON	4
CASHIER CAGE	2
CASHIER FOOD	1
COCKTAIL SERVER	4
COOK LINE	5
COORDINATOR MARKETING	1
DUAL CASHIER CAGE S/U SUPERVIS	1
ENGINEER MAINTENANCE	1
FOOD SERVER	2
HOST PERSON	2
KITCHEN HELPER I	4
MANAGER SAFETY	1
PORTER/HOUSEPERSON	1
SECRETARY II	1
SHIFT SUPERVISOR BINGO	1
SHIFT SUPERVISOR F&B	1
SLOT TECHNICIAN	1
TELLER R&S	6
Grand Total	49