

June 5, 2020
Via Email

Wesley Reed, Rapid Response Coordinator
Rapid Response Unit
Employment Security Division
Nevada Department of Employment
Training and Rehabilitation
500 E. Third Street
Carson City, NV 89713

Dear Mr. Reed,

SP+ provides parking management services, including valet parking operations, to the MGM Resorts International subsidiaries (“Las Vegas Properties”) listed below. Pursuant to the Worker Adjustment and Retraining Act of 1988 (the “WARN Act”), this letter is to inform you that the seven hundred SP+ employees who were temporarily laid off during the fourteen day period beginning on March 15, 2020, and ending on March 28, 2020, are being permanently separated, effective today. 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 by location, is attached. The employees worked at the following locations:

Bellagio Hotel and Casino 3600 S Las Vegas Blvd Las Vegas, NV 89109	Aria Resort and Casino 3730 S Las Vegas Blvd Las Vegas, NV 89158	MGM Grand 3799 S Las Vegas Blvd Las Vegas, NV 89109
Excalibur 3850 S Las Vegas Blvd Las Vegas, NV 89109	Vdara 2600 W Harmon Ave Las Vegas, NV 89158	Delano 3940 S Las Vegas Blvd Las Vegas, NV 89119
The Mirage 3400 S Las Vegas Blvd Las Vegas, NV 89109	Mandalay Bay 3950 S Las Vegas Blvd Las Vegas, NV 89119	New York-New York 3790 S Las Vegas Blvd Las Vegas, NV 89109
Park MGM 3770 S Las Vegas Blvd Las Vegas, NV 89109	Luxor Hotel and Casino 3900 S Las Vegas Blvd Las Vegas, NV 89119	Showcase Mall Garage 3785 S Las Vegas Blvd Las Vegas, NY 89109

The Company also maintained an office at 3705 Sammy Davis Jr. Drive, Las Vegas NV 89109 to provide logistical and other support services to operations at the above-referenced locations. The employees working at that office are also being separated. Their job titles and the number of employees in each job title are also attached.

We expected the layoffs to be temporary and last less than six months. To that end, we provided all employees with two weeks of pay at the time of their layoff and continued health benefits for all employees through June 30, 2020 at no cost to employees. Since that time, however, the duration and severity of the COVID-19 pandemic, the government ordered closure of non-essential businesses, and the cumulative effect those matters have had on operations at the Las Vegas Properties have required us to reassess our outlook. Most recently, we were informed by the Las Vegas Properties that the reopening and safety plans which were provided to and

approved by the Nevada Gaming Control Board provide for neither valet nor paid parking services. We do not know when, if ever, those services will resume. The Las Vegas Properties have also informed us that the contracts under which we provide services are being terminated. We have no replacement work available at this time. Accordingly, although we had believed that the layoffs which took place during the fourteen day period from March 15, 2020 through March 28, 2020 would be temporary, we must now conclude that those layoffs will be permanent and the employees who worked at the above-referenced locations will be separated from SP+ effective today. We were unable to provide more notice of this action because the events set forth above, all of which are outside of our control, were not reasonably foreseeable.

There are a number of impacted employees who are represented by Teamsters Local 986, including employees in valet and cashier classifications, and any rights that these union represented employees may have to bump or displace other employees are governed by the Union's collective bargaining with the Company. Notice has been provided to the Union c/o Chris Griswold, Secretary-Treasurer (via e-mail at: cgriz009@teamsters986.org) and Sean Harren, President (via e-mail at: sean@teamsters986.org).

The other impacted employees who are not subject to a Collective Bargaining Agreement will not have any right to bump other employees.

You may direct further inquiries about this matter to Colleen Kozak, Vice President of Human Resources via e-mail: ckozak@spplus.com or phone: (312) 274-2000.

Sincerely,

SP+ Corporation

Attachment.

Bellagio Hotel and Casino	Ambassador	8
	Ambassador Lead	2
	Assistant Facility Manager	3
	Facility Manager	1
	Lead Valet	9
	Valet Cashier	13
	Valet Runner	41
Aria Resort and Casino	Administrative Assistant	1
	Ambassador	5
	Ambassador Lead	1
	Assistant Facility Manager	5
	Director, Operations	1
	Event Cashier	3
	Event Flagger	105
	Facility Manager	2
	Lead Valet	9
	Supervisor	15
	Valet Cashier	14
	Valet Runner	47
MGM Grand	Ambassador	8
	Ambassador Lead	4
	Assistant Facility Manager	3
	Director, Operations	1
	Facility Manager	1
	Lead Valet	7
	Valet Cashier	8
	Valet Runner	32
Excalibur	Ambassador	11
	Ambassador Lead	4
	Assistant Facility Manager	1
	Facility Manager	2
	Lead Valet	4
	Valet Cashier	6
	Valet Runner	15
Vdara	Lead Valet	4
	Valet Cashier	4
	Valet Runner	11
Delano	Assistant Facility Manager	1
	Lead Valet	5
	Valet Cashier	3
	Valet Runner	7
The Mirage	Ambassador	5
	Ambassador Lead	2
	Assistant Facility Manager	2
	Director, Operations	1

	Facility Manager	1
	Lead Valet	8
	Valet Cashier	10
	Valet Runner	23
Mandalay Bay	Ambassador	9
	Ambassador lead	4
	Assistant Facility Manager	3
	Director, Operations	1
	Facility Manager	1
	Lead Valet	5
	Valet Cashier	8
	Valet Runner	36
New York-New York	Ambassador	7
	Assistant Facility Manager	2
	Director, Operations	1
	Facility Manager	1
	Lead Valet	5
	Valet Cashier	6
	Valet Runner	13
Park MGM	Ambassador	4
	Ambassador Lead	1
	Assistant Facility Manager	2
	Facility Manager	1
	Lead Valet	5
	Valet Cashier	5
	Valet Runner	23
Luxor Hotel and Casino	Ambassador	1
	Ambassador Lead	5
	Assistant Facility Manager	2
	Facility Manager	1
	Lead Valet	4
	Valet Cashier	7
	Valet Runner	22
Showcase Mall Garage	Event Cashier	6
	Facility Manager	1
	Valet	4
Office Support Staff	Bookkeeper	2
	Director, Parking Operations	1
	HR Manager Field	1
	Lead Bookkeeper	1
	Remote Management Services (RMS) - Customer Service Rep	14
	Remote Management Services (RMS) - Manager	1
	Remote Management Services (RMS) - Supervisor	4
	Training Manager	1