



PENN NATIONAL GAMING, INC.

AUGUST 11, 2020

DELIVERY VIA USPS MAIL AND EMAIL (wrreed@nvdetr.org)

PENN NATIONAL GAMING
825 BERKSHIRE BLVD
WYOMISSING, PA 19610

PENN NATIONAL GAMING
3980 HOWARD HUGHES PARKWAY
LAS VEGAS, NV 89169

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

Re: ADDITIONAL WARN Act Notice of Layoff at PENN NATIONAL GAMING, 825 BERKSHIRE BLVD, WYMOSSING, PA 19610 and PENN NATIONAL GAMING, 3980 HOWARD HUGHES PARKWAY, LAS VEGAS, NV 89169

Dear Wesley Reed:

We regret to inform you that Penn National Gaming (the “Company”) will be conducting a reduction in force at its location at 825 BERKSHIRE BLVD, WYOMSSING, PA 19610 and 3980 HOWARD HUGHES PARKWAY, LAS VEGAS, NV 89169. In addition to the two hundred and forty-one (241) employees that you were notified will be laid off beginning on 8/15/2020, or the 14-day period commencing on that date, an additional one (1) employee will be laid off beginning 10/11/2020. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Penn National Gaming are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.



PENN NATIONAL
G A M I N G , I N C .

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact Sharon Pennington, VP HR Operations, 825 Berkshire Blvd, Wyomissing, PA 19610 and 3980 Howard Hughes Parkway, Las Vegas, NV 89169, at 419-279-3787 and/or Sharon.Pennington@pngaming.com.

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

Gene Clark
SR. VP and CHRO