

June 30, 2020

VIA U.S. MAIL AND ELECTRONIC MAIL

Governor Steve Sisolak Grant Sawyer State Office Building 555 East Washington Ave, Suite 5100 Las Vegas, NV 89101 governor@govmail.stte.nv.us

John Lee, Mayor
City of North Las Vegas
2250 Las Vegas Boulevard North
North Las Vegas, NV 89030
[via Certified Mail only]

Debra March, Mayor City of Henderson 240 S. Water Street Henderson, NV 89015 [via Certified Mail only] Hon. Marilyn Kirkpatrick Chairperson Clark County Commission 500 S Grand Central Pkwy. 6th Floor Las Vegas, NV 89155 [e-mail: ccdistb@ClarkCountyNV.gov]

Mayor Carolyn G. Goodman
Las Vegas City Hall
495 S Main Street
Las Vegas, Nevada 89101
[officeofthemayor@lasvegasnevada.gov]

Wesley Reed Statewide Rapid Response Coordinator NV Dept of Employment, Training and Rehabilitation 500 East 3rd Street Carson City, NV 89713 wrreed@detr.nv.gov

To Whom It May Concern:

This letter is to advise you of the current environment related to the COVID-19 virus and its impact on our business. As a result of the unforeseeable business circumstances resulting from the sudden and unprecedent effects of Covid-19 pandemic and subsequently announced government ordered closures, we temporarily laid off and/or furloughed most of our workforce at the following locations: 3708 Las Vegas Boulevard South, Las Vegas, Nevada, 89109; 3773 Howard Hughes Parkway, Suite 1905, Las Vegas, Nevada 89169; and 6025 Procyon Street, Las Vegas, Nevada 89118. Specifically, pursuant to Nevada Governor Sisolak's resort closure mandate, as of March 18, 2020, The Cosmopolitan of Las Vegas closed. On March 24, 2020 and April 17, 2020, we initiated temporary furloughs and layoffs at the following locations: resort/casino at 3708 Las Vegas Boulevard South, Las Vegas, Nevada, 89109; Hughes offices at 3773 Howard Hughes Parkway, Suite 1905, Las Vegas, Nevada 89169; and warehouse at 6025 Procyon Street, Las Vegas, Nevada 89118.

During the closure, we implemented several measures to reduce the impact to our employees. For instance, we provided closure pay through April 16 to all employees who worked an average of 30 or more hours per week. We also committed to extend befits for those employees through August 31, 2020.

THE COSMOPOLITAN **

Initially, we were optimistic that the resort would reopen quickly. We could not possibly have foreseen the duration and severity of the COVID-19 pandemic, or its impact on the resort and our entire industry. Although the most recent opening announcement is promising, we are not certain what the business levels will be after re-opening. We do know that when we re-open, we will be required to follow strict health and sanitization measures that will dramatically impact our ability to operate efficiently and at full capacity.

Our sincere hope continues to be that these furloughs are temporary for almost everyone; however, given the continuing pandemic, extended closures, restrictions and decreased travel in Nevada and beyond, we are unable to say that the layoff may not last more than six months for at least some portion of our employees.

We are providing you this notice that the layoff and furloughs which began on or about March 24, 2020 and April 17, 2020, may continue beyond six months and/or could become permanent. This is a partial measure; not all employees at The Cosmopolitan will be impacted. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule.

Some of the affected employees are represented by Culinary 226, Bartenders 165, and Engineering 501 (the "unions"). The chief elected officer of each union and his/her contact information is located below. Employees represented by the unions have bumping rights which will depend on the applicable Collective Bargaining Agreement. Unrepresented employees do not have bumping rights.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding Coronavirus.

We are providing this information out of an abundance of caution based on information currently available. If you have questions or want additional information, please contact Adriana Kasunic, Vice President of People at 702.698.7811 or Adriana.kasunic@cosmopolitanlasvegas.com.

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Adriana Kasunic

Vice President, People

Enclosures:

- 1) List of job titles affected, number of employees in each job title, and anticipated separation date
- 2) Unions' Contact Information

Attachment 1

Job Titles	Number Impacted	Separation Date(s)
A/R Specialist	2	31-Aug-20
Accounting Specialist	1	31-Aug-20
Accounts Payable Clerk	1	31-Aug-20
Administrative Assistant	1	31-Aug-20
Aesthetician	6	31-Aug-20
AML Analyst	2	31-Aug-20
AML Compliance Manager	1	31-Aug-20
AML Compliance Specialist	1	31-Aug-20
AML Data Analyst	1	31-Aug-20
AP Administrator	1	31-Aug-20
Application Analyst I	1	31-Aug-20
Assistant Banquet Chef	1	31-Aug~20
Assistant Director Restaurants	1	31-Aug-20
Assistant General Manager	1	31-Aug-20
Assistant Slot Shift Manager	3	31-Aug-20
Audio Visual System Technician	4	31-Aug-20
Autograph Lounge Supervisor	2	31-Aug-20
Autograph Registration Assoc	1	31-Aug-20
AV Systems Supervisor	2	31-Aug-20
Banquet Bar Porter A	3	31-Aug-20
Banquet Bar Porter B	5	31-Aug-20
Banquet Bar Porter C	14	31-Aug-20
Banquet Beverage Manager	1	31-Aug-20
Banquet Beverage Server	15	31-Aug-20
Banquet Captain	4	31-Aug-20
Banquet Chef	1	31-Aug-20
Banquet Cook	42	31-Aug-20
Banquet Function Steward	43	31-Aug-20
Banquet Function Steward Mgr	2	31-Aug-20
Banquet Linen Attendant	2	31-Aug-20
Banquet Manager	2	31-Aug-20
Banquet Mixologist	8	31-Aug-20
Banquet Mixologist B	15	31-Aug-20
Banquet Mixologist C	32	31-Aug-20
Banquet Server A	36	31-Aug-20
Banquet Server B	15	31-Aug-20
Banquet Server C	100	31-Aug-20

Banquet Setup Assistant Mgr 4 31-Aug-20 Banquet Setup Manager 1 31-Aug-20 Bar Porter/Apprentice 36 31-Aug-20 Bartech Systems Coordinator 3 31-Aug-20 Bell Dispatcher 6 31-Aug-20 Bell Dispatcher 6 31-Aug-20 Bell Dispatcher 1 31-Aug-20 Bell Dispatcher 6 31-Aug-20 Bell Dispatcher 1 31-Aug-20 Beverage Manager 1 31-Aug-20 Beverage Server Talon 6 31-Aug-20 Beverage Server Talon 6 31-Aug-20 Box Office Manager 1 31-Aug-20 Box Office Manager 1 31-Aug-20 Brand Marketing Coordinator 1 31-Aug-20 Busher Kerice Socratinator 1 31-Aug-20 Busher Services Development Manager 1 31-Aug-20 Butler Apprentice 1 31-Aug-20 Butler Services Coordinator 3 31-Aug-20 Butler Services Coordinator 3 </th <th></th> <th>of LAS VEGAS</th> <th></th>		of LAS VEGAS	
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Catering/Conf Svc Admin Asst 4 31-Aug-20 Catering/Conf Svc Manager 4 31-Aug-20 Celebration Sales Coordinator 1 31-Aug-20 Celebration Sales Manager 2 31-Aug-20 Chef Concierge 1 31-Aug-20 Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20			31-Aug-20
Catering/Conf Svc Manager 4 31-Aug-20 Celebration Sales Coordinator 1 31-Aug-20 Celebration Sales Manager 2 31-Aug-20 Chef Concierge 1 31-Aug-20 Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20		3	31-Aug-20
Celebration Sales Coordinator 1 31-Aug-20 Celebration Sales Manager 2 31-Aug-20 Chef Concierge 1 31-Aug-20 Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20		4	31-Aug-20
Celebration Sales Manager 2 31-Aug-20 Chef Concierge 1 31-Aug-20 Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20	1	4	31-Aug-20
Chef Concierge 1 31-Aug-20 Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20		1	i -
Chef De Cuisine 2 31-Aug-20 Chef Mixologist Property 1 31-Aug-20		2	_
Chef Mixologist Property 1 31-Aug-20	_	1	31-Aug-20
		2	_
Chelsea Asst Pool Manager 1 31-Aug-20	1	1	_
	Chelsea Asst Pool Manager	1	31-Aug-20

Chelsea Pool Manager	1	31-Aug-20
Collections Account Rep	1	31-Aug-20
Concierge	12	31-Aug-20
Concierge Supervisor	1	31-Aug-20
Cook	149	31-Aug-20
Cook Helper	14	31-Aug-20
Cook Pastry	29	31-Aug-20
Cook Pizza	6	31-Aug-20
Cook Specialty	22	31-Aug-20
Cook Sushi	2	31-Aug-20
Coordinator	1	31-Aug-20
Corporate Accountant	1	31-Aug-20
Count Room Clerk	2	31-Aug-20
Credit Analyst	3	31-Aug-20
Credit Clerk	2	31-Aug-20
CRM Strategist	1	31-Aug-20
Dealer	212	31-Aug-20
Delphi/Conv Inventory Adm Asst	1	31-Aug-20
Development Controller	1	31-Aug-20
Digital Content Designer	1	31-Aug-20
Digital Guest Svc Specialist	2	31-Aug-20
Dir Front Service Operations	1	31-Aug-20
Director Butlers	1	31-Aug-20
Director Casino Accounting	1 **	31-Aug-20
Director Far East Marketing	1	31-Aug-20
Dispatch/Order Taker/Cashi	16	31-Aug-20
Dispatcher	2	31-Aug-20
Driver	3	31-Aug-20
ECR Host	2	31-Aug-20
Electric Shop Engineer	4	31-Aug-20
Entertainment Specialist	1	31-Aug-20
Entertainment/Cabana Sales Age	3	31-Aug-20
Exec Assistant Consumer Mrktng	1	31-Aug-20
Executive Dir, International M	1	31-Aug-20
Executive Sous Chef	1	31-Aug-20
F & B Kitchen Maintenance	1	31-Aug-20
Facilities Helper	1	31-Aug-20
Facilities Manager Casino Shop	1	31-Aug-20
Far East Executive Assistant	1	31-Aug-20
Far East Marketing Exec Host	3	31-Aug-20
Fashion Associate Buyer	1	31-Aug-20
FF&E Inventory Control Clerk	1	31-Aug-20

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Fitness Host Trainer	1	31-Aug-20
Floor Stylist	69	31-Aug-20
Food Runner	8	31-Aug-20
Food Server	113	31-Aug-20
Food Service Manager	1	31-Aug-20
Fountain Worker	40	31-Aug-20
Fountain Worker District	2	31-Aug-20
Fountain Worker Tekka	4	31-Aug-20
Front Desk Agent	50	31-Aug-20
Front Services Manager	3	31-Aug-20
Gaming Intell & Fraud Analyst	1	31-Aug-20
Gaming Relations Director	1	31-Aug-20
General Manager Chandelier	1	31-Aug-20
Group Billing Specialist	3	31-Aug-20
Group Operations Manager	1	31-Aug-20
Groups Manager	5	31-Aug-20
Guest Services Lead Specialist	2	31-Aug-20
Guest Services Specialist	25	31-Aug-20
Hair Stylist	3	31-Aug-20
Host - Pool	11	31-Aug-20
Host Person	6	31-Aug-20
Hotel Shop Engineer	12	31-Aug-20
Housekeeping Dispatch	3	31-Aug-20
Housekeeping Manager	23	31-Aug-20
Housekeeping Operations Admin	2	31-Aug-20
Intern Information Technology	2	31-Aug-20
Inventory Control Supervisor	1	31-Aug-20
IT Application Manager	1	31-Aug-20
IT Finance Administrator	1	31-Aug-20
IT InfoSec Application Manager	1	31-Aug-20
Key Control Engineer	2	31-Aug-20
Kitchen Shop Engineer	3	31-Aug-20
Kitchen Steward	100	31-Aug-20
Kitchen Steward - Talon	1	31-Aug-20
Laborer	4	31-Aug-20
Lead Butler	2	31-Aug-20
Lead Convention Porter	7	31-Aug-20
Lead Fraud Investigator	1	31-Aug-20
Lead Make-Up Artist	1	31-Aug-20
Lead Sommelier	1	31-Aug-20
Learning/Development Manager	1	31-Aug-20
Leisure Reservations Agent	1	31-Aug-20

	of LAS VEGAS	
Lifeguard	43	31-Aug-20
Light Duty - CUL Banquets	1	31-Aug-20
Light Duty - CUL Housekeeping	5	31-Aug-20
Light Duty - NVP	9	31-Aug-20
Linen Attendant	35	31-Aug-20
Linen Operations Manager	1	31-Aug-20
Linen Services Manager	1	31-Aug-20
Lobby Ambassador	4	31-Aug-20
Logistics Clerk	1	31-Aug-20
Logistics Operations Manager	1	31-Aug-20
Lost & Found Clerk	1	31-Aug-20
Luggage Attendant	3	31-Aug-20
Mailroom Attendant	1	31-Aug-20
Make-Up Artist	3	31-Aug-20
Manager System Engineering	1	31-Aug-20
Marketing Executive Far East	1	31-Aug-20
Massage Therapist	41	31-Aug-20
Master Cook	11	31-Aug-20
Meeting Concierge	6	31-Aug-20
Membership Representative	3	31-Aug-20
Mini Bar Attendant	20	31-Aug-20
Mini Bar Runner/Stocker	2	31-Aug-20
Mini Bar Technician	1	31-Aug-20
Mixologist	106	31-Aug-20
Nail Technician	5	31-Aug-20
Non Gaming Revenue Accountant	1	31-Aug-20
Non Gaming Revenue Auditor	8	31-Aug-20
Office Administrator	1	31-Aug-20
Office Manager	1	31-Aug-20
Office Manager NCM	1	31-Aug-20
Office Manager PD	1	31-Aug-20
Overnight Stewarding Manager	2	31-Aug-20
Paint Shop Engineer	4	31-Aug-20
Parking Attendant	22	31-Aug-20
Parking Operations Agent	5	31-Aug-20
Pit Manager	5	31-Aug-20
Pit Supervisor	88	31-Aug-20
Pool Coordinator	1	31-Aug-20
Pool Engineer	1	31-Aug-20
Pool Laborer	1	31-Aug-20
Production Manager	1	31-Aug-20
Public Area Ops Administrator	1	31-Aug-20

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Purchasing Clerk	1	31-Aug-20
Receiver	10	31-Aug-20
Resort Manager	5	31-Aug-20
Resort Operations Cashier	2	31-Aug-20
Resort Services Manager	3	31-Aug-20
Resort Services Ops Manager	1	31-Aug-20
Resort Training Manager	1	31-Aug-20
Restaurant Manager	10	31-Aug-20
Retail Sales Associate	6	31-Aug-20
Revenue Management Analyst	1	31-Aug-20
RGS Manager, Account Executive	3	31-Aug-20
Room Reservations Agent	8	31-Aug-20
Room Stylist	455	31-Aug-20
Rooms Coordinator	5	31-Aug-20
Runner/Stocker	1	31-Aug-20
Sales Admin Asst	3	31-Aug-20
Sales Manager	3	31-Aug-20
Salon Host	1	31-Aug-20
Seamstress/Tailor	4	31-Aug-20
Security Bike Officer	1	31-Aug-20
Security Floor Manager	1	31-Aug-20
Security Fraud Analyst	1	31-Aug-20
Security Officer	38	31-Aug-20
Self-Park Attendant	10	31-Aug-20
Senior Corporate Accountant	1	31-Aug-20
Senior Entertainment Manager	1	31-Aug-20
Senior Executive Host	1	31-Aug-20
Senior FF&E Buyer	1	31-Aug-20
Senior Guest Services Manager	1	31-Aug-20
Senior L&D Specialist	1	31-Aug-20
Senior Lifeguard	1	31-Aug-20
Shoe Shine Associate	1	31-Aug-20
Shuttle Bus Driver	4	31-Aug-20
Shuttle Bus Supervisor	1	31-Aug-20
Slot Guest Service Rep	7	31-Aug-20
Slot Marketing Asst Manager	1	31-Aug-20
Slot Technician	1	31-Aug-20
Sommelier	2	31-Aug-20
Sous Chef	18	31-Aug-20
Sous Chef Pastry	2	31-Aug-20
Spa Concierge	7	31-Aug-20
Spa Host	6	31-Aug-20

Spa Sales Manager	1	31-Aug-20
Spa Shift Manager	2	31-Aug-20
Special Events Clerk	9	31-Aug-20
Special Events Coordinator	2	31-Aug-20
Special Events Manager	1	31-Aug-20
Specialty Steward	30	31-Aug-20
Sr Catering/Conf Svc Acct Exec	1	31-Aug-20
Sr Destination Sales Executive	1	31-Aug-20
Sr Dir National Marketing	1	31-Aug-20
Sr Director Food and Beverage	1	31-Aug-20
Sr Executive Slot Host	2	31-Aug-20
Sr Far East Marketing Exec CA	1	31-Aug-20
Sr Far East Mktng Executive	4	31-Aug-20
Sr Leisure Sales Manager	3	31-Aug-20
Sr Special Events Manager	1	31-Aug-20
Stewarding Admin	1	31-Aug-20
Stewarding Outlet Manager	4	31-Aug-20
Surv Investigative Analyst	1	31-Aug-20
Surveillance Tech I	1	31-Aug-20
System Support Specialist	1	31-Aug-20
Systems Administrator III	1	31-Aug-20
Talent Coordinator	3	31-Aug-20
Transportation Chauffeur	14	31-Aug-20
Transportation Dispatcher	5	31-Aug-20
Transportation Supervisor	1	31-Aug-20
Treasury Coordinator	1	31-Aug-20
Utility Floor Specialist	2	31-Aug-20
Utility Floor Stylist	5	31-Aug-20
Utility Porter - C	37	31-Aug-20
Utility Porter - Casino	47	31-Aug-20
Valet Stacker	2	31-Aug-20
Valet Supervisor	2	31-Aug-20
Vendor Programs/Bid Analyst	1	31-Aug-20
VIP Lobby Ambassador	1	31-Aug-20
VIP Registration Associate	8	31-Aug-20
VIP Supervisor	1	31-Aug-20
VP Construction	1	31-Aug-20
Wardrobe Inventory Coordinator	1	31-Aug-20
Wardrobe Representative	10	31-Aug-20
Wardrobe Supervisor	1	31-Aug-20
Warehouse Attendant	28	31-Aug-20
Warehouse Ops Supervisor	2	31-Aug-20

THE COSMOPOLITAN™ of LAS VEGAS

Wedding Asst Sales Manager	1	31-Aug-20
Wedding Sales Manager	1	31-Aug-20
Welcome Ambassador	13	31-Aug-20
Welcome Ambassador Supervisor	4	31-Aug-20

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Total: 3,128

Attachment 2 Union Contact Information

Culinary 226

Address: 1630 S. Commerce Street Las Vegas, NV 89102

Geoconda Arguello-Kline - Secretary Treasurer Ted Pappageorge - President Leain Vashon - Vice President

Bartenders 165

Address: 4825 Neso Drive Las Vegas, NV 89103

Terry Greenwald – Secretary Treasurer Lana Loebig – President and Staff Director Greg Venezia – Vice President

Engineering 501

Address: 301 Deaville Street Las Vegas, NV 89103

Thomas O'Mahr – President Kenneth Capehart – Vice President Ed Curly – Business Manager