



BRYAN J COHEN
Vice President, Legal – Labor and Employment

Direct Dial: (702) 770 2116
Fax: (702) 770 1518
Email: Bryan.Cohen@WynnLasVegas.com

August 14, 2020

Via U.S. Certified Mail

Marilyn Kirkpatrick, Chairperson
Clark County Commission
500 South Grand Central Parkway, 6th Floor
Las Vegas, Nevada 89155

**Via U.S. Certified Mail and
Email: wrreed@detr.nv.gov**

Wesley Reed
Statewide Rapid Response Coordinator
Nevada Department of Employment,
Training & Rehabilitation
Employment Security Division
500 East Third Street
Carson City, Nevada 89713

Re: Notice Pursuant to Worker Adjustment and Retraining Notification Act

Dear Sir and Madam:

This letter shall serve as notice pursuant to the Worker Adjustment Notification and Retaining Act of 1988, 29 U.S.C. § 2100, et. seq. Please be advised that Wynn Las Vegas, LLC and Wynn Show Performers, LLC (collectively referred to as “the Company”) are closing their production of *Le Rêve – the Dream* at Wynn Las Vegas (“the Show”), located at 3131 Las Vegas Boulevard South, Las Vegas, Nevada 89109.

On March 12, 2020, the Governor of Nevada, Steve Sisolak, issued a Declaration of Emergency in response to the COVID-19 pandemic. Subsequently, on March 17, 2020, Governor Sisolak issued the Risk Mitigation Initiatives (“RMI”), requiring social distancing and limiting gatherings, specifically noting the avoidance of activities such as concerts and theater outings. The RMI was followed by Emergency Directive 002, which required the closure of all gaming establishments. The volatile nature of the COVID-19 pandemic escalated, such that on March 20, 2020, Governor Sisolak issued Emergency Directive 003, further ordering the closure of non-essential businesses, including live entertainment venues, and imposing possible criminal prosecution and civil penalties for violating the Emergency Directive. The Governor further issued Emergency Directive 007 on March 24, 2020, prohibiting groups of ten or more to gather indoors or outdoors, on public or private property, and requiring social distancing of at least six feet between persons in public spaces whether privately or publicly owned. On April 1, 2020, the Governor issued Emergency Directive 010 extending stay-at-home directives to the end of April, which were subsequently extended through May 15, 2020 pursuant to Emergency Directive 016.

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On May 13, 2020, Governor Sisolak issued general guidance for reopening businesses under Phase One of the Nevada United: Roadmap to Recovery plan. Specifically, the guidance noted that live entertainment venues would remain closed during Phase One of the reopening. On May 28, 2020, the Governor issued Emergency Directive 021 setting forth the parameters for reopening businesses under Phase Two of the Nevada United: Roadmap to Recovery plan. The Directive noted that musical performances, live entertainment, and concerts would remain closed to public attendance.

More recently, the Governor issued Emergency Directive 026, extending Phase Two of the Nevada United: Roadmap to Recovery plan to July 31, 2020. Through Emergency Directive 029, issued July 31, 2020, the Governor subsequently extended the directives set forth in Emergency Directive 026 indefinitely.

As a direct result of the COVID-19 pandemic, its sudden nature, its unforeseen duration/severity, and the government's evolving restrictions to combat COVID-19, including shelter and closure orders, the Company had to furlough a majority of the Show employees. The furloughs were effective after the Show's final performances on March 13, 2020. Despite the furlough, the Company continued to provide full pay to the Show employees through June 3, 2020, and full benefits through August 31, 2020, well in excess of 60 days. Although the Company initially intended for the furloughs to be temporary, the continued extension of the government restrictions on live entertainment has made it apparent that the Company will be unable to commence performances of the Show anytime in the near future. These sudden and unexpected circumstances and the dramatic economic downturn suffered by Las Vegas and this industry are conditions outside of the Company's control. The COVID-19 pandemic is an unprecedented natural disaster, the full effects of which remain to be determined.

Due to these unforeseen business circumstances and the rapidly changing consequences of the COVID-19 pandemic outside of the Company's control, as well as the unanticipated and dramatic economic downturn, the Company is unable to provide a 60-day notice period for this employment separation, and is instead providing notice "as soon as practicable."

With respect to this Notice, we are providing the following information:

1. The expected date of the first employment separation related to the Show's closure is expected to occur on August 31, 2020.
2. Any employment separations that do not occur on August 31, 2020 will subsequently occur on September 30, 2020.
3. The closure of the Show is permanent.
4. The affected employees are not represented by a union.
5. No bumping rights exist.
6. The job classifications and number of affected employees in each such job classification are as follows:


<u>Classification</u>	<u>No. of Employees</u>
Admin – Wardrobe	1
Assistant Director – Technical Ops	1
Assistant Head – Aquatics	1
Assistant Head – Audio	1
Assistant Head – Automation	1
Assistant Head – Fluid Systems	1
Assistant Head – Lighting	1
Assistant Head – Rigger	1
Assistant Head – Wardrobe	1
Assistant Manager – Stage	1
Attendant – Wardrobe (Full-Time)	10
Attendant – Wardrobe (Steady Extra)	3
Carpenter – Showroom (Full-Time)	11
Carpenter – Showroom (Steady Extra)	2
Coach – Strength & Conditioning	1
Counselor – Cast Relations	1
Director – Art Implementation/Cast	1
Electrician – Lighting (Full-Time)	5
Electrician – Lighting (Steady Extra)	5
Executive Director – Cast Relations	1
Executive Director – Technical Ops	1
General Manager – Aqua – Stage Mgmt	1
Head – Aquatics	1
Head – Audio	1
Head – Automation & Control	1
Head – Carpentry & Props	1
Head – Fluid Systems	1
Head – Health Services	1
Head – Lighting	1
Head – Rigger	1
Head – Wardrobe	1
Lead – Tech – Audio – Showroom	1
Massage Therapist	2
Manager – Company	1
Manager – Stage	3
Musical Director	1
Operator – Followspot	6
Operator – Moving Lights	1
Operator – Projection	1
Performer – Character	1
Performer – Dancer (Full-Time)	9
Performer – Dancer (Steady Extra)	4
Performer – Generalist (Full-Time)	50
Performer – Generalist (Steady Extra)	3
Performer – Musician	6
Performer – Swimmer (Full-Time)	14
Performer – Swimmer (Steady Extra)	1
Repetiteur – Acrobatic & Gymnastic	1

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Repetiteur – Aquatic	1
Repetiteur – Choreography	1
Rigger (Full-Time)	14
Rigger (Steady Extra)	6
Senior Attendant – Wardrobe	1
Tech – Audio (Full-Time)	2
Tech – Audio (Steady Extra)	1
Tech – Diver (Full-Time)	23
Tech – Diver (Steady Extra)	6
Tech – Fluid Systems	5
Tech – Showroom Automation (Full-Time)	8
Tech – Showroom Automation (Steady Extra)	2
Tech – Wardrobe	12
Trainer – Athletic/Phys Therapy (Full-Time)	1
Trainer – Athletic/Phys Therapy (Steady Extra)	1

We are saddened to have to take this step and hope that this crisis will soon pass. Should your office have any questions or comments regarding this Notice, or the circumstances prompting such Notice, please do not hesitate to contact me at (702) 770-2116.

Sincerely,



Bryan J. Cohen
Vice President, Legal
Labor and Employment