

March 19, 2020

Carolyn G. Goodman
Mayor, City of Las Vegas
officeofthemayor@lasvegasnevada.gov

Rapid Response Department
detrinfo@detr.nv.gov

Re: WARN Act Notice – Renaissance Las Vegas Hotel

To Whom It May Concern:

The escalating COVID-19 public health crisis continues to have a profound and sustained impact on the global economy and has created unprecedented challenges for the lodging industry. The COVID-19 pandemic has caused our hotel to suffer an enormous loss of business, resulting in the loss of work opportunities, temporary layoffs, and possible temporary closing of our hotel.

We do not believe that the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§ 2101-09 (the “WARN Act”) is applicable to this situation. However, out of an abundance of caution, Highgate Hotels, L.P., as the employer of the employees at the Renaissance Las Vegas Hotel (“Hotel”), 3400 Paradise Road, Las Vegas, NV 89169 is providing this notice to comply with any obligations it may have under the WARN Act.

The actions being taken by the Hotel were caused by COVID-19-related business circumstances that were not reasonably foreseeable as of the time that notice would have been required. As you are probably aware, the COVID-19 pandemic prompted numerous restrictions on travel and group meetings. This led to the recent cancelation of most guest reservations and other anticipated Hotel business for the next two to three months. We are providing this notice at the earliest possible time in light of rapidly changing developments.

Affected employees have been or will be placed on temporary layoff status effective during the 14-day period beginning March 17 and ending March 31. No bumping rights exist. No employees are represented by a union.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Please contact me at 702-784-5700 or nclark@renaissancelasvegas.com if you have any questions.

Sincerely,

Nick Clark
General Manager

Enclosure

Positions	Count
Asst. Front Office Manager	1
Catering Sales Manager	1
Director of Housekeeping	1
Executive Sous Chef	1
Executive Steward	1
F&B - Director	1
General Cashier	1
Group Sales Manager	1
Guest Services Mgr	1
HR Manager	1
Income Auditor	1
Outlet 1 Supervisor	1
Painter	1
Reservations Agent	1
Rooms Control Agent	1
Sous Chef	1
Account Receivable Specialist	2
Bartender	2
Cafeteria Attendant	2
Concierge	2
Engineer 1	2
Engineer 2	2
Group Sales Coordinator	2
Night Auditor	2
Sales Coordinator	2
Sales Manager	2
Senior Group Sales Manager	2
Banquet Captain	3
Club Floor Attendant	3
Convention Svcs Mgr	3
Host/Hostess	3
Housekeeping Supervisor	3
Outlet Manager	3
PublicArea Attendant	3
Telecom Attendant	3
Engineer 3	4
Outlet 3 Server	4
Room Service Server	4
Outlet 1 Busser	5
House Attendant	6
Cashier	7
Security Officer	7
Cook 2	8
Outlet 3 Bar	8
Steward	8
Front Desk Agent	9
Banquet Houseperson	10
Outlet 1 Server	11
Cook 1	18
Room Attendant	41
Banquet Server	49
	261