



Nevada Department of Employment,
Training and Rehabilitation
500 E. Third Street
Carson City, NV 89713
detradmn@deetr.nv.gov

LAKE TAHOE

March 26, 2020

Dear DETR,

As you are of course aware, on March 18th, 2020, the Governor of the State of Nevada mandated that we shut down our operations to help prevent the spread of COVID 19. Due to that mandate, Hard Rock Hotel Casino Lake Tahoe has been forced to lay-off 360 employees and furlough 13 effective March 27, 2020. We have provided you as much notice as we are able, as required by WARN Act. Due to the unprecedented National Medical Emergency and unforeseeable business circumstances outside of the company's control that COVID 19 has created, that notice is not 60 days.

Please know that we did the following to help mitigate the impact on our employees as best we could.

- We paid all staff for 2 weeks from the shutdown, so through April 1, 2020.
- We gave all staff that were interested and able, food from our closed restaurants on March 23, 2020. It is our belief this will help to defer some personal grocery expenses.
- We gave employees that were laid off, monies in addition to their pay, and recommended they seek health insurance through the NV Exchange. While we cannot mandate this, we provided them with the necessary information to locate the exchange and make the best decision for their families. These employees were also notified of their rights under COBRA.
- We furloughed 13 employees to enable them to stay on our benefits plan, should they pay the employee portion of the premium.
- We have kept active, working and paid, 16 people on as of this date.
- Should we be able to reinstate our employee within 90 days of this layoff, any unused balance of PTO will be reinstated to them at that time.

It would be our hope that the impact of this pandemic on our business and the hardship on all is brief. We will keep monitoring the situation and will update our staff as best we can when we get more information. We want everyone to remain safe and healthy but look forward to the day when this is all behind us.

Should you have any questions, or need any further information, please do not hesitate to reach out to me directly at 775-589-7609.

Sincerely,

A handwritten signature in black ink, appearing to read "Joelle".

Joelle Shearin
General Manager
Hard Rock Hotel Casino Lake Tahoe