

**NOTICE PURSUANT TO THE
WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

**To: Wesley Reed
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**Carolyn G. Goodman
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**Marilyn Kirkpatrick
Chairman, Clark County Commissioners
500 S Grand Central Pkwy
Las Vegas, Nevada 89155
Phone: (702) 455-3500**

**From: Freeman Audio Visual, LLC
3325 Sunset Road, Suite A
Las Vegas, NV 89118**

Date: September 18, 2020

Pursuant to the Worker Adjustment and Retraining Notification Act (the “WARN Act”), we are informing you that, between September 23, 2020, and March 1, 2021, thirty-four (34) Freeman Audio Visual, LLC employees at its facility located at 3325 Sunset Road, Suite A, Las Vegas, NV 89118, will suffer an “employment loss” due to a temporary layoff that, we now expect, will exceed six months. This action does not involve the closing of an entire facility or of any functional areas within a facility.

This action is expected to be temporary in nature. Indeed, Freeman Audio Visual, LLC (the “Company”) hopes to eventually return the furloughed employees to active employment and has been maintaining their health insurance coverage. Extending the furlough is the result of unforeseeable business circumstances caused by the continuing COVID-19 pandemic and its ongoing devastating financial impact on our business. We had expected to return furloughed employees to work within six months of their initial furlough. However, due to further unforeseen business circumstances, we now expect the furlough to extend beyond six months.

Given these unforeseeable circumstances, the Company is providing notice as soon as practicable.

1. This action will begin on September 23, 2020, and will continue through March 1, 2021.
2. The number of workers who hold affected jobs in each job classification, the job titles of the affected positions, and schedule of separations are as shown on Exhibit "A" which is attached and made a part of this notice.
3. Bumping rights do not exist.
4. The impacted employees are not union members and, therefore, union representatives have not been notified.
5. For additional information, please contact: Stephanie J. Hart, Senior Vice President and Deputy General Counsel, at (214) 445-1139.

Please note that, prior to the action described above, the Company conducted a "mass layoff" that was permanent in nature on June 30, 2020. The Company provided timely notice to those affected employees and to the appropriate governmental entities (including your office).

Exhibit A

JOB TITLE	NUMBER OF AFFECTED EMPLOYEES	SEPARATION DATE
Coordinator - Inventory Control	2	9/23/2020-3/1/2021
Coordinator - Show Services	3	9/23/2020-3/1/2021
Director – Warehouse	1	9/23/2020-3/1/2021
Dispatcher	1	9/23/2020-3/1/2021
Driver	3	9/23/2020-3/1/2021
Engineer - Sr. Audio	1	9/23/2020-3/1/2021
Engineer - Sr. Video	1	9/23/2020-3/1/2021
Labor Control Manager	1	9/23/2020-3/1/2021
Laborer – Rigging	1	9/23/2020-3/1/2021
Lead – Rigging	1	9/23/2020-3/1/2021
Lead Technician – Warehouse	1	9/23/2020-3/1/2021
Manager - Branch Accounting	1	9/23/2020-3/1/2021
Manager - Inventory Control	1	9/23/2020-3/1/2021
Manager - Production Services	1	9/23/2020-3/1/2021
Manager - Quality Control	2	9/23/2020-3/1/2021
Manager - Show Services	1	9/23/2020-3/1/2021
Operations Manager	1	9/23/2020-3/1/2021
Production Manager	1	9/23/2020-3/1/2021
Project Manager - Branch Operations	2	9/23/2020-3/1/2021
Regional Vice President – GM	1	9/23/2020-3/1/2021
Specialist – Lighting	1	9/23/2020-3/1/2021
Supervisor - Inventory Control	1	9/23/2020-3/1/2021
Supervisor – Logistics	1	9/23/2020-3/1/2021
Supervisor - Quality Control	1	9/23/2020-3/1/2021
Technician - Inventory Control	3	9/23/2020-3/1/2021