



September 28, 2020

Via Courier

Carolyn G. Goodman
Mayor of Las Vegas
495 S. Main Street
Las Vegas, NV 89101

Wesley Reed
Statewide Rapid Response Coordinator
✓ Nevada Dep't of Employment, Training and Rehabilitation
500 E 3rd Street
Carson City, NV 89713

Re: Worker Adjustment and Retraining Act Notice
Bright Horizons at MGM: Government Notification

Dear Mayor Goodman and Mr. Reed:

This letter is notice that Bright Horizons Children's Centers LLC ("Company" or "Bright Horizons") is taking a job action in relation to employees who work at a childcare center located at Bright Horizons at MGM, 3799 S. Las Vegas Blvd., Las Vegas, NV 89109. The childcare center is permanently closed. A total of seventy-four (74) employees were placed on furlough on March 20, 2020 and provided two weeks' additional pay. All of these employees were advised at the time of Bright Horizons' expectations the furlough would last less than six (6) months and the location would reopen.

As the pandemic continued, Bright Horizons made the decision to transition the Center and on July 23, 2020, we notified the child care center staff and families of the plan to sell the Center to a new provider. The hope was to retain the staff with the new provider and a new provider signed a letter of intent with the casino—the property owner—to take over the child care center site. Unfortunately, at the time of this writing, the transition has not concluded yet and the employees remain on furlough. For these reasons as well as the Covid-19 pandemic, Bright Horizons has concluded it will be unable to reopen the daycare center and is permanently laying off these employees on September 30, 2020. Due to unforeseen circumstances and the natural disaster, the Company is unable to send you and the employees notice of this disappointing development sixty (60) days in advance of the six (6) month milestone, which occurred on September 20, 2020.

To the extent that Bright Horizons' constitute a covered action for purposes of the federal WARN Act, this letter is intended to fulfill any notice requirements. As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The job titles of positions to be affected; the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; and the name of each union representing affected employees, if any.

Bright Horizons is taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. Bright Horizons did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders, including orders regulating the reopening and operations of daycare centers, would affect the center's operations and the transition to a new provider. It was impossible to foresee that these events would gravely impact the center's business beyond a short period, but instead for the long term. The Company is notifying you of this layoff as soon as it was practicable to do so, taking into account the great difficulties we faced in projecting if the center will be in a position to reopen, transition promptly, and projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic disaster and ongoing national emergency.

Should you wish further information, please contact me at (617) 673-8083.

Sincerely,

Matthew E. Christoph
Corporate Counsel
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