



Belterra Park Gaming & Entertainment Center
6301 Kellogg Avenue
Cincinnati, OH 45230

May 22, 2020

VIA EMAIL (rapdresp@jfs.ohio.gov)

Office of Workforce Development
Ohio Department of Job and Family Services
4020 E Fifth Ave
Columbus, OH 43219

Re: *WARN Act Notice*

Dear Sir or Madam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2102, *et seq.*, which requires employers to give official notice to certain government units or officials of a pending layoff that triggers statutory notice requirements.

Like many businesses across the country and in our industry, Boyd Gaming has been significantly affected by COVID-19 and the mandatory closures of all of our properties since mid-March.

Because of mandatory closures, guest limitations imposed by various regulatory authorities, and overall economic conditions due to the pandemic, Boyd Gaming anticipates that it will conduct permanent layoffs that may impact between 25% and 60% of team members at the Belterra Park Gaming & Entertainment Center located at 6301 Kellogg Avenue, Cincinnati, OH 45230. For some team members who are not laid off, we now reasonably expect the current furlough may last longer than six months from the date it began.

We anticipate that the layoff will take place between July 1 and July 14, 2020. Due to evolving guidance from public health authorities and government agencies, we cannot currently determine

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exactly how many team members will be laid off, or which individual team members will be impacted. Our best estimate of the job titles to be affected as well as the number of affected team members in each classification is attached. Affected team members do not have bumping rights.

The Admissions, Ticket Sellers, and Service Employees Local B754 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC (“IATSE”) represents some of the potentially affected the non-mutual clerks at Belterra Park. Sandra Holstein is the union’s chief elected official and can be contacted at 3930 Beverly Drive, Cincinnati, OH 45245.

Boyd Gaming is giving as much notice as is practicable, however, we were unable to provide 60-days’s notice because of the pandemic’s sudden, unforeseeable and dramatic impact on our business.

The pandemic’s effects on our business remain unpredictable. Guidance issued by public health authorities and government agencies regarding requirements and precautions that will be necessary to protect our team members, customers and communities as we re-open remain subject to constant updates and modifications as officials learn more about the pandemic. We will provide additional information as we learn more.

For further information or questions pertaining to the layoff, please contact me at (702) 692-4153.

Sincerely,

A handwritten signature in black ink, appearing to read 'CSmith', with a long horizontal flourish extending to the right.

Chris Smith
Vice President Corporate Human Resources
Boyd Gaming Corporation

EXHIBIT A
JOB CLASSIFICATIONS

JOB TITLE	Count of EMPLOYEE
ACCTG CLERK	1
ASST BAKER	2
ASST COOK	1
BAKER	3
BANQUET CAPTAIN	1
BANQUET SERVER	3
BANQUET SET UP PERSON	2
BAR PORTER-CASINO BAR NON TIP	2
BARBACK	3
BARBACK-STADIUM	2
BARTENDER	2
BARTENDER-MSB	1
BARTENDER-OTB	8
BARTENDER-STADIUM	1
BEVERAGE ASST MGR	2
BEVERAGE SERVER	14
BUSPERSON	1
BUSPERSON-STADIUM	2
CAGE & PLAYERS CLUB CASHIER	9
CATRNG SALES MGR	1
CHEF DE CUISINE	1
COMPLIANCE SPECIALIST	1
CONCESSION WORKER	3
COOK	37
COOK-PRODUCTION	2
COUNT TEAM MEMBER	3
EDR ATTENDANT	2
ENGINEER II	5
ENGINEER III	2
EVS ATTENDANT	14
EVS SUPV	1
EXEC KITCHEN STEWARD	1
F&B ASST MGR-MULTI	2
FOOD RUNNER	1
FOOD SERVER	4
FOOD SERVER-BUFFET	2
FOOD SERVER-STADIUM	19
GAMING FLOOR PERSON	9
GAMING SUPV	1

GAMING TECH I	3
GAMING TECH SUPV	1
HEAVY DUTY CLEANER	3
HEAVY DUTY PORTER	9
HORSEMEN BOOKKEEPER	1
HOST/CASHIER	2
HOST/CASHIER STADIUM	6
HOST/CASHIER-BUFFET	12
KITCHEN STEWARD	12
KITCHEN STEWARD SUPV	1
LEAD BAKER	3
LEAD COOK	5
LEAD COUNT TEAM MEMBER	1
LEAD EVS ATTENDANT	2
LEAD F&B	2
LEAD F&B - STEAKHOUSE	1
LEAD FOOD SERVER	1
LEAD FOOD SERVER - STADIUM	1
LEAD KITCHEN STEWARD	3
LEAD VALET ATTENDANT	3
MAIN CASHIER	3
MKTG COORD	3
MKTG MGR	1
MUTUEL CLERK	16
MUTUEL LEAD	1
MY CHOICE GROUP COORD	1
NON-MUTUEL CLERK	3
PAINTER	2
PASTRY CHEF	1
PBX OPERATOR	3
PLAYER DEVELOPMENT COORD	1
PLAYER DEVELOPMENT MGR	1
RACING ASST SECRTY	1
RESTAURANT ASST MGR	2
RESTAURANT MGR - FAVORITES	1
RETAIL CLERK	3
REVENUE AUDIT SUPV	1
REVENUE AUDITOR	4
SCALES CLERK	1
SECURITY OFFICER	31
SECURITY SHIFT MGR	1
SECURITY SHIFT SUPV	1
SOUS CHEF	3

SOUS CHEF PASTRY	1
SURVEILLANCE AGENT	6
SURVEILLANCE SUPV	1
SURVEILLANCE TECH	1
SYSTEMS ANALYST	1
TALENT RECRUITER	2
TRACK MAINTENANCE	5
VALET PARKING ATTENDANT	8
VALET SUPV	2
VIP HOST	1
VIP LOUNGE ATTENDANT	1
WAREHOUSE PERSON	3
WAREHOUSE SUPV	1
Grand Total	361