



June 30, 2020

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219

Dear Ms. Handberg:

The impact of the COVID-19 crisis on Delaware North Companies, Inc. and its operating subsidiaries was initially expected to be short-lived. It placed a number of its full-time associates on a temporary leave and its part-time associates on a temporary layoff beginning in March 2020, and continuing. These were intended to be less than six months. The pandemic has proved longer in duration and more devastating than anyone could have predicted. This was an unforeseen business circumstance that renders us unable to forecast the precise timeline for business to resume to a level sufficient to return all of our associates to work. Thus, it is reasonably foreseeable that many associates will not return to work within six months.

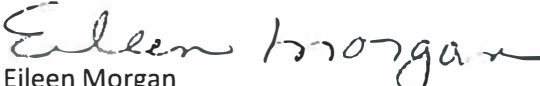
We are providing this notice to comply with federal and, if applicable, state Worker Adjustment Retraining and Notification Act ("WARN") requirements. A list containing the legal entity name of the applicable operating subsidiary, work location, job titles of the impacted associates is attached as Exhibit 1. Please note that this is an evolving situation and as business resumes, we will be recalling associates. The associates have bumping rights if allowed for by the Collective Bargaining Agreement. We continue to hope that this action is temporary, but the estimated duration cannot be determined with any certainty at this time. Impacted associates are being notified by letter dated and mailed to associates the same date as this letter.

To the extent that the above actions constitute a covered event under federal or, if applicable, state WARN, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required. Notice will be provided to all associates.

The Chief Elected Official and/or the local Workforce Investment Board have been notified of this by letter dated and mailed today.

If you have any questions or require additional information about the above, please contact Kristi Sherman, HR Operations Leader, or her team at 1-877-936-2272 or AskHR@delawarenorth.com.

Very truly yours,

  
Eileen Morgan  
Chief Human Resources Officer

**EXHIBIT 1**
**Cincinnati Sportservice, LLC**


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*100 Joe Nuxhall Way, Sportservice, Cincinnati, OH 45202*

Administrative Assistant	2
Bartender	5
Bartender-Banquet	7
Bus Person	9
Cashier – Food	4
Catering	1
Catering Server	11
Club Attendant	66
Club Bartender	9
Club Bartender TIPPED	9
Club Server	14
Cocktail Server	22
Commissary Porter Supervisor	3
Cook 1	26
Cook 2	7
Dessert Cart	2
Dishwasher	5
Food Vendor	10
Host Person	1
HR Clerk	1
In-Seat Cashier	1
In-Seat Runner	9
In-Seat Wait Staff	3
Intern	1
IT Administrator	2
Kitchen Supervisor	3
Laundry Worker	4
Lead Cook	9
Maintenance	1
Office/Admin	2
Payroll Clerk	1
Police Officer	14
Porter – Game Day	2
Porter – Retail	3
Press Room Attendant	1



Program Vendor	1
Retail Cashier I	26
Retail Cashier II	36
Retail Worker Lead	1
Stand Attendant	1
Suite Attendant	18
Suite Runner – TIPPED	25
Supervisor	65
Supervisor – Retail	4
Supervisor – Retail Warehouse	1
Trainer	1
Utility Worker	28
Vending Cashier	1
Vending Commissary Leader	8
Vendor Commissary Worker	1

**Chicago Midwest Regional Joint Board Workers United –  
Kathy Hanshew**

*333 S. Ashland Avenue, Chicago, IL 60607*

**Cincinnati Sportservice, LLC**

*100 Joe Nuxhall Way, Sportservice, Cincinnati, OH 45202*

Catering	64
Commis Work/Vending	9
Commissary Day Porter	19
Food Vendor	46
Porter – Game Day	46
Stand Attendant	136

**Columbus Sportservice, LLC**

*200 West Nationwide Blvd., Sportservice, Columbus, OH 43215*

Administrative Assistant	3
Bartender-Public	50
Bus Person	20
Cash Room Attendant	3
Catering	13
Commis Work/Vending	2
Cook 1	42
Host Person	10

**250 Delaware Avenue ♦ Buffalo, NY 14202**



In-Seat Runner	25
In-Seat Wait Staff	17
Office/Admin	1
Payroll Clerk	1
Police Officer	14
Porter	15
Retail Cashier I	1
Retail Cashier II	48
Server – Restaurant	15
Stand Attendant	4
Suite Attendant	16
Suite Runner	26
Supervisor	23
Utility Worker	13

**Cleveland Sportservice, Inc**

*2401 Ontario Street, Sportservice, Cleveland, OH 44115*

Accounting Clerk	1
Auditor	13
Bus Person	30
Cashroom Clerk	3
Club Bartender TIPPED	27
Club Server	4
Commissary Porter Supervisor	4
Cook	21
Dessert Cart	6
Food & Beverage Supervisor	8
Guestpath Coordinator	1
Host Person	5
HR Representative	1
In-Seat Runner	20
Intern	19
IT Administrator	8
Kitchen Supervisor	15
Laundry Worker	4
Lead Cook	1
Lead Dishwasher	2
Maintenance	3



Non Profit Org Coordinator	1
Office/Admin	9
Prep Cook	32
Press Room Attendant	1
Server - Restaurant	8
Suite Attendant	31
Suite Runner	24
Suites Super	9
Supervisor	10
Utility Worker	22

**Chicago Midwest Regional Joint Board Workers United  
Kathy Hanshew**

*333 S. Ashland Avenue, Chicago, Il 60607*

**Cleveland Sportservice, Inc**

*2401 Ontario Street, Sportservice, Cleveland, OH 44115*

Bartender-Public	30
Buffeteria Attendant	7
Cashier - Food	7
Food Vendor	76
Porter	35
Stand Attendant	37
Vending Commissary Leader	5
Vendor Commissary Worker	15

**DNC PandR Geneva Canopy Tours**

*4888 N Broadway, Geneva, OH 44041-7755*

Guest Recreation Cashier	1
Guide / Packer 1	21
Supervisor	2

**DNC P&R at Geneva State Park**

*4888 N Broadway, Geneva, OH 44041-7755*

Administrative Assistant	1
Banquet Captain	3
Banquet Server	14
Bartender	1
Bartender-Banquet	1
Bus Person	2
Concierge	1

**250 Delaware Avenue ♦ Buffalo, NY 14202**



Cook 1	1
Dishwasher	5
Front Desk Clerk	6
Gift Shop Porter	3
Housekeeper	4
Houseperson	2
Maintenance	1
Payroll Clerk	1
Recreation Person	7
Restaurant Server	4