

J·A·C·K

ENTERTAINMENT

Received March 24, 2020 at 12:30pm

March 20, 2020

BY FIRST CLASS MAIL AND E-MAIL (Breeyn.Handberg@jfs.ohio.gov)

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

Re: Voluntary WARN Act Notice of Layoff at JACK Cleveland Casino, 100 Public Square, Cleveland, OH 44113, and JACK Thistledown Racino, 21501 Emery Rd., North Randall, OH 44128.

Dear Ms. Handberg:

As a result of the temporary suspension of operations at our gaming properties related to the COVID-19 pandemic, JACK Ohio Finance LLC d/b/a JACK Entertainment (the "Company"), will be conducting a layoff at its facilities located at 100 Public Square, Cleveland, OH 44113 ("JACK Cleveland") and 21501 Emery Rd., North Randall, OH 44128 ("JACK Thistledown"). As a consequence, fifteen hundred and sixty one (1561) employees will be temporarily laid off, of whom eleven hundred and sixty one (1144) work at JACK Cleveland, and four hundred and seventeen (417) work at JACK Thistledown. The layoffs will take place on March 31, 2020, or in the 14 day period beginning on that date. We were unable to give more advanced notice of layoff because the temporary suspension of operations related to the COVID-19 pandemic was not reasonably foreseeable until now. Bumping rights (that is, the right to avoid termination by displacing another employee) do not exist.

A list of job titles to be affected, and the number of affected employees in each job title is attached as Exhibit 1. The name of each union representing affected employees and the name and address of the designated representative of each union is attached as Exhibit 2.

Please note that, although we believe that the Company does not have a legal obligation to provide this notice, it is being provided voluntarily to meet any potential notice requirements that may arise under the Worker Adjustment Retraining and Notification Act, which encourages voluntary notice even when notice is not legally required.

The information contained in this letter is based on the best information available to the Company at this time. If there is any change in this information, we will update you as soon as practicable. If you require any further information, please contact Stacy King, Corporate VP Human Resources, at 216-297-4896 or stacyking@jackentertainment.com.

Very truly yours,

Brian Eby
President

EXHIBIT 1

Job Title	Work Location	Number of Affected Employees
Accountant	Jack Thistledown	1
Advertising Specialist	Jack Thistledown	1
Assistant Starter	Jack Thistledown	10
Baker II	Jack Thistledown	1
Banquet Bartender - OC	Jack Thistledown	3
Banquet Houseperson	Jack Thistledown	1
Banquet Sales Coordinator	Jack Thistledown	1
Bar Porter	Jack Thistledown	3
Bartender	Jack Thistledown	19
Beverage Server	Jack Thistledown	18
Breathalyzer	Jack Thistledown	2
Chef-Sous Main Kit EDR	Jack Thistledown	1
Clocker	Jack Thistledown	2
Concession Lead	Jack Thistledown	1
Cook I	Jack Thistledown	1
Cook II	Jack Thistledown	4
Cook III	Jack Thistledown	14
Count Room Rep	Jack Thistledown	7
Count Room Supervisor	Jack Thistledown	1
EVS Attendant	Jack Thistledown	28
EVS Garage Attendant	Jack Thistledown	1
EVS Manager	Jack Thistledown	1
EVS Supervisor	Jack Thistledown	4
Executive Assistant	Jack Thistledown	1
F&B Manager	Jack Thistledown	2
F&B Supervisor	Jack Thistledown	7
Gaming Systems Analyst	Jack Thistledown	1
Gap Attendant	Jack Thistledown	1
Guest Relations Attendant	Jack Thistledown	1
Guest Service Coordinator	Jack Thistledown	8
HR Generalist	Jack Thistledown	2
Internal Auditor	Jack Thistledown	1
IT Associate Engineer	Jack Thistledown	2
Jockey Room Custodian	Jack Thistledown	1
Jockey Valet	Jack Thistledown	6
Labor Analyst	Jack Thistledown	1
Ld Warehouse Attendant	Jack Thistledown	1
Lead VLT Tech	Jack Thistledown	2
Maintenance Mechanic	Jack Thistledown	5
Maitre D	Jack Thistledown	6
Marketing Coordinator	Jack Thistledown	1
Marketing Intern	Jack Thistledown	2
Marketing Manager	Jack Thistledown	1
Mutuels Clerk	Jack Thistledown	17
Mutuels Manager	Jack Thistledown	1
Outrider	Jack Thistledown	3

Paddock Judge	Jack Thistledown	1
Paramedic	Jack Thistledown	7
Pasta Bar Attendant	Jack Thistledown	2
Player Services Rep	Jack Thistledown	5
Player Services Rep.	Jack Thistledown	13
Player Services Shift Mgr	Jack Thistledown	1
Player Services Supv	Jack Thistledown	4
Program Seller	Jack Thistledown	1
Programs Coordinator	Jack Thistledown	1
Promotions & Events Rep	Jack Thistledown	5
Publicity Coordinator	Jack Thistledown	1
Racing Asst Secretary	Jack Thistledown	1
Racing Steward	Jack Thistledown	2
Racino Controller	Jack Thistledown	1
Regional Buyer	Jack Thistledown	1
Restaurant Bartender	Jack Thistledown	3
Retail Cashier	Jack Thistledown	1
Risk & Safety Specialist	Jack Thistledown	1
Sec & Valet Train Instrc.	Jack Thistledown	1
Security Officer	Jack Thistledown	44
Security Supervisor	Jack Thistledown	2
Senior Internal Auditor	Jack Thistledown	1
Senior Recruiter	Jack Thistledown	1
Slot E-Tech	Jack Thistledown	1
Snack Bar Attendant	Jack Thistledown	8
Specimen Collector	Jack Thistledown	3
Sr. Accounting Clerk	Jack Thistledown	3
Stall Allocation Admin	Jack Thistledown	1
Starter	Jack Thistledown	1
Steward	Jack Thistledown	11
Stewarding Supervisor	Jack Thistledown	1
Surveillance Operator	Jack Thistledown	7
Track Announcer	Jack Thistledown	1
Track Maintenance	Jack Thistledown	9
Upscale Dining Server	Jack Thistledown	12
Valet Attendant	Jack Thistledown	4
VIP Bartender - FT	Jack Thistledown	2
VIP Host	Jack Thistledown	3
VLT Attendant	Jack Thistledown	30
VLT Shift Manager	Jack Thistledown	2
VLT Supervisor	Jack Thistledown	7
VLT Tech	Jack Thistledown	5
VLT Tech Supervisor	Jack Thistledown	2
Wardrobe Clerk	Jack Thistledown	3
Wardrobe Supervisor	Jack Thistledown	1
Warehouse Attendant	Jack Thistledown	1
Workforce Specialist	Jack Thistledown	1
Sr. Accounting Clerk	Jack Thistledown	1
Stall Allocation Admin	Jack Thistledown	1
Starter	Jack Thistledown	10
Steward	Jack Thistledown	1

Stewarding Supervisor	Jack Thistledown	3
Surveillance Operator	Jack Thistledown	1
Track Announcer	Jack Thistledown	1
Track Maintenance	Jack Thistledown	3
Upscale Dining Server	Jack Thistledown	19
Valet Attendant	Jack Thistledown	18
VIP Bartender - FT	Jack Thistledown	2
VIP Host	Jack Thistledown	1
VLT Attendant	Jack Thistledown	2
VLT Shift Manager	Jack Thistledown	1
VLT Supervisor	Jack Thistledown	1
VLT Tech	Jack Thistledown	4
VLT Tech Supervisor	Jack Thistledown	14
Wardrobe Clerk	Jack Thistledown	7
Wardrobe Supervisor	Jack Thistledown	1
Warehouse Attendant	Jack Thistledown	28
Workforce Specialist	Jack Thistledown	1
Job Title	Work Location	Number of Affected Employees
Accounting Clerk	Jack Cleveland	2
Administrative Assistant	Jack Cleveland	1
Advertising Specialist	Jack Cleveland	1
Assistant Buyer	Jack Cleveland	1
Baker I	Jack Cleveland	2
Baker II	Jack Cleveland	1
Bakery Sous Chef	Jack Cleveland	1
Bar Porter	Jack Cleveland	5
Bartender	Jack Cleveland	26
Benefits Specialist	Jack Cleveland	1
Beverage Server	Jack Cleveland	44
Beverage Supervisor	Jack Cleveland	4
Buffet Stocker	Jack Cleveland	8
Cage & Credit Supervisor	Jack Cleveland	1
Cage Cashier I	Jack Cleveland	21
Cage Cashier II	Jack Cleveland	5
Cage Cashier III	Jack Cleveland	8
Cage Shift Manager	Jack Cleveland	2
Cage Supervisor	Jack Cleveland	5
Casino Ambassador	Jack Cleveland	1
Casino Controller	Jack Cleveland	1
ClubJACK Manager	Jack Cleveland	1
ClubJACK Representative	Jack Cleveland	6
ClubJACK Supervisor	Jack Cleveland	1
Cook I	Jack Cleveland	4
Cook II	Jack Cleveland	11

Cook III	Jack Cleveland	25
Count Room Lead	Jack Cleveland	1
Count Room Rep	Jack Cleveland	6
Count Room Supervisor	Jack Cleveland	1
Database Administrator	Jack Cleveland	1
Database Analyst	Jack Cleveland	1
Database Cagn Coordinator	Jack Cleveland	2
Dir of Internal Audit	Jack Cleveland	1
EVS Attendant	Jack Cleveland	31
EVS Manager	Jack Cleveland	1
EVS Supervisor	Jack Cleveland	3
Executive Assistant	Jack Cleveland	2
F&B Cashier	Jack Cleveland	18
F&B Supervisor	Jack Cleveland	1
Facilities Mechanic	Jack Cleveland	2
Food Server	Jack Cleveland	18
Greeter	Jack Cleveland	4
Guest Experience Manager	Jack Cleveland	1
Hospitality Ambassador	Jack Cleveland	1
Host VIP Lounge	Jack Cleveland	1
HR Generalist	Jack Cleveland	2
Internal Auditor	Jack Cleveland	1
IT Associate Engineer	Jack Cleveland	3
IT Engineer	Jack Cleveland	1
Labor Analyst	Jack Cleveland	1
Ld Retail/Wardrobe Cashier	Jack Cleveland	2
Ld Security Investigator	Jack Cleveland	1
Ld Surveillance Operator	Jack Cleveland	3
Ld Warehouse Attendant	Jack Cleveland	2
Lead EVS Attendant	Jack Cleveland	1
Locksmith	Jack Cleveland	2
Parking Garage Attendant	Jack Cleveland	5
Parking Ops Manager	Jack Cleveland	1
Poker Clerk	Jack Cleveland	5
Poker Dealer I	Jack Cleveland	43
Poker Dealer II	Jack Cleveland	44
Poker Manager	Jack Cleveland	1
Poker Shift Manager	Jack Cleveland	1
Poker Supervisor	Jack Cleveland	11
Project Accountant	Jack Cleveland	1
Project Manager	Jack Cleveland	1
Promotions & Events Assoc	Jack Cleveland	2

Promotions & Events Coord	Jack Cleveland	1
Promotions & Events Mgr	Jack Cleveland	1
Promotions & Events Supv	Jack Cleveland	1
Reg Compliance Spec	Jack Cleveland	2
Reg. Marketing Manager	Jack Cleveland	1
Regional Buyer	Jack Cleveland	1
Regionl Surveillance Tech	Jack Cleveland	2
Restaurant Supervisor	Jack Cleveland	3
Retail Cashier	Jack Cleveland	2
Risk & Safety Manager	Jack Cleveland	1
Security Officer	Jack Cleveland	46
Security Supervisor	Jack Cleveland	6
Senior Labor Analyst	Jack Cleveland	1
Senior Network Engineer	Jack Cleveland	1
Slot Attendant	Jack Cleveland	22
Slot E-Tech	Jack Cleveland	1
Slot Shift Manager	Jack Cleveland	3
Slot Supervisor	Jack Cleveland	4
Slot Tech	Jack Cleveland	7
Slot Tech Manager	Jack Cleveland	1
Slot Tech Supervisor	Jack Cleveland	3
Snack Bar Attendant	Jack Cleveland	1
Sous Chef	Jack Cleveland	6
Sr. Accountant	Jack Cleveland	1
Sr. Accounting Clerk	Jack Cleveland	1
Sr. Reg. Marketing Mgr	Jack Cleveland	1
Sr. Team Relations Spec.	Jack Cleveland	2
Staff Accountant	Jack Cleveland	4
Steward	Jack Cleveland	20
Stewarding Supervisor	Jack Cleveland	2
Surveillance Operator	Jack Cleveland	11
Systems Analyst	Jack Cleveland	1
Table Games Asst Shft Mgr	Jack Cleveland	4
Table Games Dealer I	Jack Cleveland	116
Table Games Dealer II	Jack Cleveland	162
Table Games Dealer III	Jack Cleveland	68
Table Games Dealer IV	Jack Cleveland	52
Table Games Instructor	Jack Cleveland	2
Table Games Shift Mgr	Jack Cleveland	3
Table Games Supervisor	Jack Cleveland	97
Team Relations Specialist	Jack Cleveland	1
Train'g & Eng. Specialist	Jack Cleveland	2

Valet Cashier	Jack Cleveland	18
Valet Runner	Jack Cleveland	16
Valet Supervisor	Jack Cleveland	5
VIP Host	Jack Cleveland	1
VIP Lounge Bartender	Jack Cleveland	4
VIP Lounge Server	Jack Cleveland	1
Wardrobe Clerk	Jack Cleveland	4
Warehouse Attendant	Jack Cleveland	5
Workforce Specialist	Jack Cleveland	4

EXHIBIT 2

Union	Representative	Address
UAW Region 2B	Steve Frammartino	1691 Woodlands Drive, Maumee, OH 43537
IBT Local 436	Sal Alioto	6051 Carey Drive Valley View, OH 44125
USW District 1	Patrick Gallagher	25111 Miles Road, Suite H Warrensville Heights, OH 44128
Unite HERE Local 24	Patrick Boyd	300 River Place Drive, Suite 2700 Detroit, MI 48207
IATSE Local 756	Mike Patton	18770 Rocky River Oval, Rocky River, OH 44116
CMJRB, affiliated with Workers United and SEIU	Mark Milko	2530 Superior Ave, Ste 304, Cleveland, OH 44114
SPFPA	Mark Crawford	25510 Kelly Road, Roseville, MI 48066