

May 5, 2020

VIA U.S. MAIL and E-MAIL

Rapid Response Program Manager
Office of Workforce Development
4020 E Fifth Ave
Columbus, OH 43219
[email: rapdresp@jfs.ohio.gov]

Re: Layoff Notice for Northfield Park Associates d/b/a MGM Northfield Park

To Whom it May Concern:

I write to advise you on our updated assessment of the current environment related to the COVID-19 virus and its impact on our business. Beginning during the 14-day period from March 2, 2020 through March 15, 2020, the downturn in our business due to the COVID-19 pandemic and the subsequently announced government ordered closures of several of our facilities caused us to lay off most of our workforce at Northfield Park Associates d/b/a MGM Northfield Park. We instituted the layoffs through leaves of absences/furloughs and provided two weeks of pay for all full-time employees and employees who worked an average of 30 hours or more and were laid off as a result of the COVID-19 pandemic. We have committed to provide benefits for all eligible employees who are enrolled on our health plan through August 31, 2020.

We were optimistic at the time of the initial layoff in March that we would be able to reopen quickly. However, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects on Northfield Park Associates d/b/a MGM Northfield Park and its facility at 10777 Northfield Rd, Northfield, OH 44067. The initial government-ordered closure of non-essential business has been broadened and extended since it was initially implemented in mid-March. Moreover, the factors on which the Company's reopening depend are also beyond our control. Ohio's recently announced reopening plan provides that hotel-casinos will be among the last businesses permitted to resume operations. We will be required to institute a multitude of protective measures that will substantially delay our ability to reopen and hamper our casino, restaurant, and entertainment business. Accordingly, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects.

Due to our extended closure, the business is anticipated to continue to have a significant decrease in revenue, cancellation and non-booking of hotel, restaurant, and entertainment events, as well as significant postponements and cancellations of convention bookings. Our sincere hope continues to remain that this layoff is temporary, but in light of the continuing pandemic and our extended closure, we are unable to say that the layoff may not last more than six months for at least some portion of our employees.

Although we continue to remain hopeful that this layoff is temporary, we are unable to assess a more specific return to work date, and we are providing your agency this notice that the layoff beginning during the 14-day period from March 2, 2020 through March 15, 2020, may continue beyond six months and/or could be permanent. Accordingly, because of applicable law,

we understand we are required to provide you an expected date of separation for the employees — which will be August 31, 2020. We were unable to provide more notice of this action because the possible extension of this temporary layoff beyond six months or permanently was not reasonably foreseeable on or about March 15.

Please accept this letter as notification on behalf of the Company. The total number of employees affected by this action at this Company location is 937. A list of the job titles of the employees who will be affected by this layoff, and the number of employees within each job title, along with each employee's initial layoff date, can be provided upon request. We have also notified the employees, the applicable employees' union representatives, and other state and local officials.

Employee bumping rights during the layoffs will depend on the Collective Bargaining Agreement applicable to those employees. Employees not subject to a Collective Bargaining Agreement will not have any right to bump other employees. Employees in the following departments are covered by a collective bargaining agreement:

Food and Beverage, Housekeeping, EVS, Laundry:

- **Unite Here**

D. Taylor, President UNITE Here International
Nia Winston, President UNITE Here Local 4
300 River Place Drive
#2700
Detroit, MI 48207

Valet, Warehouse, Track Maintenance:

- **Teamsters Local 436**

Jack Fortescue, President
Fred Crow, Jr., Vice President/Business Agent, Teamsters Local 436
6051 Carey Drive
Valley View, OH 44067

Cage, EVS, VLT, Gas Station, Track, Mutual Tellers:

- **Teamsters Local 473**

Tim Laycock, President
Frank Grace, Secretary Treasurer
6511 Eastland Road, #140
Brook Park, OH 44142

Entertainment, Food & Beverage (Host Cashiers), Player's Club:

- **IATSE Local 756**

Matthew D. Loeb, International President, IATSE
Thomas Patton, President
Mike Patton, Business Agent

17157 Rabbit Run Drive
Strongsville, OH 44136

You may direct any further inquiries concerning this situation to me through HR Shared Services at (855) 464-6747.

Sincerely,
Laura Lee
MGM Resorts International
Senior Vice President of Human Resources