



July 22, 2020

Workforce Development Agency, State of Michigan
WIOU Title I Section
Jimelle Howard, Manager
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Re: WARN Notice – Detroit Entertainment, L.L.C. d/b/a MotorCity Casino Hotel

Dear Ms. Howard,

MotorCity Casino Hotel (“MotorCity”) is providing the following information pursuant to the Federal Worker Adjustment and Retraining Notification Act of 1988 (“WARN Act”) which requires employers to give notice to certain persons and government officials of a pending mass layoff or plant closing.

As you know, Michigan Governor Gretchen Whitmer has issued a number of Executive Orders directing that all casinos licensed by the Michigan Gaming Control Board (“MGCB”), including MotorCity’s casino, and various related amenities, be closed to the public. These include:

- Executive Order 2020-09 (ordering casinos closed through March 30, 2020)
- Executive Order 2020-20 (ordering casinos closed through April 13, 2020)
- Executive Order 2020-43 (ordering casinos closed through April 30, 2020)
- Executive Order 2020-69 (ordering casinos closed through May 28, 2020)
- Executive Order 2020-100 (ordering casinos closed through June 12, 2020)
- Executive Order 2020-110 (ordering casinos closed indefinitely)

Based on the initial order, MotorCity’s casino and various related amenities, located at 2901 Grand River Blvd, Detroit, MI 48201, were closed, and we temporarily furloughed most of our workforce on March 16, 2020. Associates on temporary furlough status continued to be paid through March 30, 2020.

At the time of those initial furloughs, we had no advance notice and were thus unable to provide Associates or others with advance notice, and, in any event, we were optimistic that we would be able to reopen our casino and related amenities relatively quickly. We did not then (or for quite some time thereafter) reasonably foresee any likelihood of the temporary furloughs extending beyond six (6) months; thus, we did not foresee any permanent layoffs.

Following issuance of the initial Executive Order, we began discussions with City and State officials regarding re-opening of our facilities. Those discussions continued, with the expectation on our part that reopening would soon be permitted. Unfortunately, because of extensions of the

closure pursuant to a series of Executive Orders (and issuance of various Executive Orders requiring individuals to stay at home), along with the unanticipated duration and severity in Michigan of the COVID-19 pandemic, we were unable to obtain a firm reopening date.

In early June, MGCB issued reopening guidelines for casino licensees. Those guidelines impose severe restrictions on initial operations, including: the number of guests in the casino cannot exceed 15% of our permitted occupancy levels; social distancing is required in a way that will limit the number of players at table games and result in about half of our slot machines not being available for play; the poker room, valet, and coat check cannot operate; and we cannot hold events in our Sound Board theater.

In recognition of the limitations under those guidelines, we concluded that our operational levels would be seriously reduced. Thus, we reached the conclusion late last month that only about half of our Associates would be needed when we re-opened, and we had no way to predict when we would be permitted to increase operations enough to make it feasible to bring everyone else back to work. Accordingly, and out of an abundance of caution, we provided WARN Act notices with respect to the Associates we then believed would not be returned to work for our initial reopening. Because we were still optimistic that reopening would occur by early July, we committed to continuation of benefits through the end of July, 2020 for all of our qualified Associates (and their qualified dependents), whether working for us or not.

Since that time, we have continued to work with City and State officials in an effort to obtain permission to reopen. Despite our repeated expressions of commitment to very conservative guidelines designed to protect Associates and guests, we have been unable so far to reopen our casino. Given the current status of the COVID-19 pandemic in Michigan and the growth of COVID-19 cases in other areas of the country, our Governor recently retreated from her late June public comments indicating that we would soon be able to reopen and publicly indicated, instead, a reticence to permit businesses such as ours to reopen any time soon. Although we remain optimistic about reopening soon, we do not know exactly when that will occur nor do we know exactly what limitations will be imposed on our operations. We also cannot predict at this point how many Associates we will be in a position to bring back to work initially or in the weeks following our reopening. In light of this new uncertainty, and the related economic realities, we have reached the conclusion that, to protect the long-term viability of our business, we must formally lay off Associates effective at the end of the day on July 31, 2020.

In light of those unanticipated circumstances, although we continue to be optimistic that these layoffs will just be temporary, we are no longer able to say with confidence that the loss of employment will not last more than six months. Accordingly, although we remain hopeful that all of our Associates will be returned to work in the very near future, for the reasons set forth above, as well as other reasons, it is now reasonably foreseeable that the temporary furloughs that occurred in March of 2020, and these newly scheduled corresponding layoffs as of the end of the day on July 31, 2020, may result in loss of employment beyond six (6) months and/or could become permanent for certain Associates. Because of that, this situation may constitute a covered event under the WARN Act. Thus, we are providing you with this notice. Please note that we are not conceding that the WARN Act applies or that notice is required.

A list of the job titles of positions affected and the number of affected Associates in each job classification is attached. Consistent with the forgoing explanation, the layoffs are currently

scheduled to be effective at the end of the day on July 31, 2020. Associates who are represented by unions may have recall and/or bumping rights under the collective bargaining agreement that covers them, and we will, of course, honor those rights. Those Associates who are not represented by unions do not have bumping rights.

There are seven (7) separate unions representing various employees at MotorCity. UNITE HERE Local 24, International Union of Operating Engineers Local 324, United Auto Workers Local 7777, and International Brotherhood of Teamsters Local 1038 represent employees as part of the Detroit Casino Council. Security Officers are represented by Security, Police and Fire Professionals of America (SPFPA) Local 1212. Surveillance Hardware Technicians and Surveillance Operators are represented by the United Government Security Officers of America (UGSOA), Local 265. On call employees who perform services for MotorCity within its theatre and convention center are represented by I.A.T.S.E. Local 38.

Contact information for the unions is as follows:

UNITE HERE Local 24
Nia Winston, President
300 River Place Drive, Suite 2700
Detroit, MI 48207-4265

International Union of Operating Engineers Local 324
Douglas W. Stockwell, Business Manager
500 Hulet Drive, Suite 100
Bloomfield Township, MI 48302

United Auto Workers Local 7777
Bradley Willett, President
1924 Rosa Parks Blvd
Detroit, MI 48216

International Brotherhood of Teamsters Local 1038
Greg Nowak, President
2741 Trumbull Avenue
Detroit, MI 48216

Security, Police and Fire Professionals of America Local 1212
Marvella Smith, President
25510 Kelly Road
Roseville, MI 48066

I.A.T.S.E. Local 38
E. Joseph Miller, Business Representative
900 Pallister Avenue
Detroit, MI 48202

United Government Security Officers of America
Ruark Deveroux, President

P.O. Box 32220
Detroit, MI 48216

If you have any questions, feel free to contact me at (313) 237-5279.

Very truly yours,

A handwritten signature in black ink that reads "David Turner". The signature is written in a cursive, flowing style.

David Turner
Vice President of Human Resources
MotorCity Casino Hotel

Enclosure

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Job Title	Number of Associates
Accountant	1
Accounting Clerk II	5
Accounting Clerk III	7
Accounting Supervisor II	2
ADR Manager	1
Application Support Analyst	3
Assistant Project Manager	1
Asst. Casino Shift Manager	8
Asst. Dir of Conf & Cat Sales	1
Asst. Production Manager	1
Asst.Surveillance Shift Mgr	3
AV Engineer	1
AV Manager	1
AV Technician Level I	6
AV Technician Level II	6
AV Technician Level III	5
Baker	8
Banquet Bartender	9
Banquet Captain	4
Banquet Chef	1
Banquet Manager	1
Banquet Server	21
Banquet Shift Manager	2
Bar Back	27
Bar Shift Manager	8
Bartender	41
Bellman/Doorman	8
Benefits Representative	2
Beverage Manager	1
Box Office Supervisor	4
Buffet Busperson	36
Buffet Host(ess)	10
Buffet Manager	1
Busser	10
Cage Cashier	56
Cage Manager	1
Cage Shift Manager	4
Cage Supervisor	9
Cage/Count Room Technician	6
Casino Administrator	1
Casino Analyst	1
Casino Shift Manager	5
Cocktail Server	46
Compliance Analyst	1
Compliance Supervisor	1
Concierge	3

Conf. & Catering Sales Coord.	1
Conf. & Catering Sales Mgr.	3
Count Room Supervisor	3
Count Team Member	20
Credit Collections Clerk	1
Culinary Administrative Asst	1
Dealer 1	112
Dealer 2	95
Dealer 3	127
Dealer 4	15
Dealer Trainee	28
Digital Marketing Manager	1
Dining Room Attendant	25
Direct Marketing Manager	1
Drop Team Member	8
Dual Rate Theat Evnt Staff Sup	1
Electronic Technician	3
Employee Relations Advisor	1
Employee Services/Comm Coordin	1
Engineer I	18
Engineer II	9
Engineer III	14
Engineering Admin Asst.	1
Engineering Operator	6
Engineering Supervisor	1
Entertainment Manager I	1
Entertainment Manager II	1
Event Person	15
Event Supervisor-S	2
Events & Promotions Manager	1
Events & Promotions Supervisor	1
Executive Administrative Assist	1
Executive Casino Host	5
Executive Meetings Manager	1
Executive Pastry Chef	1
Executive Sous Chef	2
F & B Systems Administrator	1
Financial Analyst	1
Fine Dining Busser	5
Fine Dining Host(ess)	3
Fine Dining Manager	1
Fine Dining Server	8
First Line Cook	11
Floor & Facility Supervisor	4
Food Cashier	16
Food Court Manager	1
Food Runner	39

Gardener	2
General Server	24
Graphic Designer	2
Group Sales Coordinator	1
Group Sales Manager	2
Guest Service Agent Front Desk	12
Guest Srvc. Agt Resv/Pbx	14
Host/Hostess	5
Human Resources Representative	2
Internal Auditor	3
Internal Maintenance Admin.Ast	1
Internal Maintenance Shift Mgr	5
InternalMaintenance Supervisor	9
Iridescence Bartender	5
Iridescence Chef de Cuisine	1
IT Technician I	2
IT Technician II	5
IT/AV Senior Project Manager	2
IT/AV Shift Manager	4
Lead Valet Attendant	1
Legal Administrative Assistant	1
Line Cook	76
Linen & Facility Houseperson	15
Lodge Diner Manager	1
Main Banker	21
Mgr of Valet/Transportation	1
Mktg & Media Relations Special	1
Network Engineer	2
Parking and Fleet Manager	1
Parts Manager	1
Payroll Manager	1
Pit Card & Dice Clerk	2
Pit Technician Level I	2
Pit Technician Level II	1
Pit Technician Trainee LVL II	1
Players Club Clerk	32
Players Club Manager	1
Players Club Supervisor	6
Poker Brush	3
Poker Dealer	64
Poker Room Manager	1
Poker Tournament Manager	1
Porter	128
Prep Cook	81
Production Manager	1
Project Crew Porter	19
Project Manager	1

Purchasing Clerk	1
Purchasing Coordinator	3
Purchasing Manager	1
Receiver	17
Recruiter	1
Retail Manager	2
Retail Sales Host	13
Retail Supervisor	4
Room Attendant	54
Room Service Server	13
Seamstress	3
Security Administrative Assist	1
Security Officer	190
Security Shift Manager	2
Security Supervisor	3
Security Training Manager	1
Senior Internal Auditor	1
Senior Network Engineer	2
Service Quality Analyst	1
Shift Supervisor	14
Shuttle Driver	12
Signature Lounge Supervisor	2
Slot Clerk	1
Slot Floorperson	55
Slot Manager	4
Slot Supervisor	13
Slot Technician I	1
Slot Technician II	7
Slot Technician III	14
Slot Technician Trainee I	1
Sound Board Bartender	17
Sous Chef	14
Spa & Fitness Guide	6
Spa & Fitness Manager	1
Spa & Fitness Supervisor	1
Spa Technician - Esthetician	2
Spa Technician - Massage	9
Spa Technician - Nail Tech	3
Sportsbook Cashier	12
Sportsbook Lead Supervisor	1
Sportsbook Manager	1
Sportsbook Supervisor	6
Staffing Coordinator	1
Stewarding Manager	1
Stewarding Shift Manager	4
Stewarding Supervisor	4
Surveillance Hardware Technicia	3

Surveillance Operator Level 1	14
Surveillance Operator Level II	2
Table Games Supervisor	92
Theater Event Staff	45
Theater Event Staff Supervisor	7
Theater/Enter Technician	71
Title 31 Analyst	1
Training Instructor	1
Training Manager	1
Uniform Control Clerk	14
Utility Person	82
Valet Attendant	84
Valet Cashier	21
Valet Shift Manager	6
VIP Representative	7
VIP Server	10
Warehouse Receiving Manager	1
Warehouse Receiving Supervisor	1
Workforce Optimization Manager	3
Workforce Optimization Sup	1
Workforce Scheduler	3
Grand Total	2554