



CASINOS
HARTFORD | DOWAGIAC
NEW BUFFALO | SOUTH BEND

Workforce Development Agency, State of Michigan
WOIA Title I Section
Krista Johnson Manager
201 North Washington Square, 5th Floor
Lansing, Michigan 48913



Re: Worker Adjustment and Retraining Notification Act Notice
Pokagon Gaming Authority, DBA Four Winds Casinos
Furloughed employees at Four Winds Casinos
11111 Wilson Road, New Buffalo, Michigan 49117

To Whom It May Concern:

This letter serves as an official notice that the Pokagon Gaming Authority, DBA Four Winds Casinos has implemented a temporary furlough for non-essential employees at all locations in Michigan and Indiana effective April 13th, due to the impact of COVID-19.

Due to the rapid onset of COVID-19, for the safety and well-being of the employees, the casino has suspended services and is not open to the public. This is temporary, although the date when the casino may resume operations is unknown, all employees will be recalled once a date is determined.

Four Winds Casinos is comprised of non-unionized workforce and attached is a list of the impacted job titles. Each associate who will be temporarily furloughed will receive a notification, that states:

- The effective date of the associate's temporary furlough
- The duration of the temporary layoff is unknown
- The email address to Four Winds Human Resources Department
- The letter serves as a WARN notice

Due to the unforeseen business circumstances and natural disaster precipitating this closure, prior notice could not be provided. Four Winds Casino does not anticipate using any bumping rights as there is no intention that positions will be eliminated.

Please contact Torie Winchester, Vice President of Human Resources at twinchester@fourwindscasino.com or 269-845-5366 with any questions.

Sincerely,

Frank Freedman
Chief Operating Officer
Four Winds Casinos

FWC Michigan FT Furlough	
Job Title	Count
Accounts Payable Clerk Count	5
Accounts Payable Manager Count	1
Admin Asst - Hotel Operations Count	1
Admin Asst - Restaurant Ops Count	1
Admin Asst Facilities Count	1
Admin Asst HR Count	1
Admin Asst Maintenance Count	1
Admin Asst Table Games Count	1
Assist Rest Mgr/Sommelier - CR Count	1
Assistant Executive Sous Chef Count	2
Assistant Retail Manager Count	1
Assistant Slot Shift Manager Count	4
Asst Cage/Players Club Manager Count	1
Asst Executive Housekeeper Count	1
Asst Player Development Mgr Count	1
Asst Slot Shift Mgr D/R Count	2
Bakers Apprentice Count	2
Bank Secrecy Act Officer Count	1
Banquet Attendant Count	3
Barback Count	11
Barista - White Birch Count	9
Bell Person/Door Attendant Count	4
Benefits Specialist Count	2
Beverage Server Count	26
Beverage Shift Manager Count	3
Box Office Supervisor Count	1
Buffet Stocker Count	3
Bus Person/Stocker - CR Count	2
Bus Person/Stocker - PL Count	1
Bus Person/Stocker - T Count	1
Bus Person/Stocker- HRC Count	1
Butcher Supervisor Count	1
Cage Cashier Count	16
Cage Service Representative Count	12
Cage Shift Manager Count	3
Cage Shift Supervisor Count	5
Cage/Credit Manager Count	1
Cage/Credit Operations Asst Count	1
Cage/Players Club Manager Count	1
Cage/Players Club Supervisor Count	5

Job Title	Count
Card Sorter Count	1
Carpenter Count	3
Casino Bartender Count	20
Casino Bartender - HRC Count	4
Centralized Scheduling Clerk Count	5
Centralized Scheduling Lead CI Count	1
Centralized Scheduling Ops Mgr Count	1
Chef de Cuisine Count	1
Chef Rotisseur Count	1
Coat Check Attendant Count	2
Compliance Audit Clerk Count	2
Compliance Operations Manager Count	1
Compliance/AML Investigator Count	1
Contact Center Floor Sup Count	3
Contact Center Manager Count	1
Contact Center Representative Count	17
Cook 1 Buffet Count	8
Cook 1 EDR Count	7
Cook 1 Players Lounge Count	4
Cook 2 Banquets Count	1
Cook 2 Buffet Count	2
Cook 2 Central Kitchen Count	15
Cook 2 Copper Rock Count	4
Cook 2 Players Lounge Count	3
Cook 2 Timbers Count	27
Cook 3 EDR Count	2
Cook 3 Lead Cntrl Kitchen Count	1
Cook 3 Lead Copper Rock Count	2
Cook 3 Lead Pastry Count	2
Cook 3 Lead Players Lounge Count	3
Cook 3 Lead Timbers Count	5
Cook I Hard Rock Cafe Count	2
Cook II Hard Rock Cafe Count	3
Cook III Hard Rock Cafe Count	2
Count/Drop Operations Manager Count	1
Count/Drop Supervisor Count	2
Count/Drop Team Member Count	15
Dealer Count	127
Dealer/Floorperson, D/R Count	55
Dirctor Gaming Maintenance Count	1
Digital Mrktng Production Mgr Count	1

Job Title	Count
Guest Services Representative Count	10
Guest Services Specialist Count	2
Helpdesk Supervisor Count	1
Helpdesk Technician Count	8
Host(ess) - Copper Rock Count	1
Host(ess) - HRC Count	5
Host(ess) - Players Lounge Count	3
Host(ess)/Cashier Count	9
Hotel Manager Count	1
Hotel Porter Count	17
Housekeeping Dispatcher Count	2
Housekeeping Supervisor Count	5
Houseman Count	1
HRC Operations Manager Count	1
HRIS Clerk Count	2
Human Resource Generalist Count	1
Human Resource Representative Count	3
Human Resources Manager Count	2
Info Tech Bench Technician Count	1
Information Risk Analyst Count	1
Information Security Engineer Count	2
Information Tech Project Mgr Count	1
Interactive Mktg Specialist Count	1
Inventory Control Clerk Count	2
Inventory Tech - Facilities Count	1
Inventory Tech - Slots Count	2
IT Helpdesk Manager Count	1
IT Inventory Coordinator Count	1
IT Support Manager Count	1
Kitchen Assistant Count	5
Kitchen Utility Count	14
Laundry Attendant Count	1
Lead Accounts Payable Clerk Count	1
Lead Cage Serv Representative Count	6
Lead Carpenter Count	1
Lead Count/Drop Team Member Count	5
Lead Electrician Count	1
Lead Gaming Bench Technician Count	1
Lead Gift Shop Clerk Casino Count	4
Lead Groundskeeper Count	1
Lead Houseman Count	1

Job Title	Count
Lead Machine Technician Count	1
Lead Maintenance Engineer Count	1
Lead Receiver Count	4
Lead Steward Count	2
Lead Surveillance Operator Count	1
Lead Uniform Clerk Count	3
Legal Affairs Administrator Count	1
Limo Driver Count	2
Limo/Shuttle Driver Count	4
Machine Tech Ops Manager Count	1
Machine Technician Count	2
Main Banker Count	6
Maint Engineer 1 Count	1
Maint Engineer 2 Count	2
Maintenance Engineer - Fac Count	2
Maintenance Manager Count	1
Manager Beverage Operations Count	1
Manager in Training Count	2
Manager Legal Affairs Count	1
Manager of Restaurant Ops Count	2
Marketing Database Specialist Count	3
Marketing Research Analyst Count	1
Meat Cutter Count	3
Night Auditor Count	2
Onboarding Manager Count	1
Painter Count	4
Pastry Chef Count	1
Pastry Cook 2 Count	6
Payroll Assistant Count	1
Payroll Clerk Count	2
Payroll Lead Count	1
Pit Manager Count	7
Pit Mngr/Asst Shift Mgr, D/R Count	5
Planning & Analysis Ops Mgr Count	1
Players Club Representative Count	4
Project Administrator Count	1
Project Manager Count	2
Promotions & Events Manager Count	1
Promotions and Events Coordin Count	1
Property Manager Count	5
Purchasing Agent Count	3

Job Title	Count
Purchasing Expediter Count	3
Purchasing Manager Count	2
Receiving Clerk Count	10
Receiving Coordinator Count	1
Receptionist Count	1
Records Clerk Count	3
Records Mgmt Coord Finance Count	1
Recruiter Count	2
Rest Sous Chef - Cntrl Kitchen Count	1
Restaurant Bartender - CR Count	2
Restaurant Chef - Copper Rock Count	1
Restaurant Chef - HRC Count	1
Restaurant Chef - Timbers Count	3
Restaurant Chef-Players Lounge Count	1
Restaurant Expeditor Count	1
Restaurant Manager - Buffet Count	1
Restaurant Manager - CR Count	1
Restaurant Manager - PL Count	1
Restaurant Manager - Timbers Count	1
Restaurant Sous Chef - CR Count	1
Restaurant Sous Chef - HRC Count	2
Restaurant Sous Chef - Timbers Count	2
Retail Manager Count	1
Retail Supervisor Count	3
Revenue Accounting Ops Manager Count	1
Revenue Audit Clerk Count	14
Risk/Safety Coordinator Count	1
Room Attendant Count	46
Room Srvc Cashier/Order Taker Count	1
Sales and Catering Manager Count	1
Sales and Event Specialist Count	2
Sales Coordinator Count	1
Seamstress - Wardrobe Count	2
Security Dispatcher Count	1
Security Floor Supervisor Count	3
Security Officer Count	26
Security Officer II Count	2
Security Officer - 1st Respond Count	7
Security Shift Lead Count	5
Security Support Technician Count	1

Job Title	Count
Security/First Responder Lead Count	2
Senior Investigative Analyst Count	1
Senior Revenue Auditor Count	4
Senior Staff Accountant Count	1
Senior Support Technician Count	3
Slot Floor Person Count	55
Slot Preventative Maint &Admin Count	4
Slot Shift Manager Count	3
Slot Supervisor Count	18
Sound & Lighting Specialist Count	2
Sound and Lighting Supervisor Count	1
Sous Chef - Buffet Count	4
Sous Chef - EDR Count	1
Specialty Cook 2 Count	5
Specialty Cook III Count	1
Specialty Exec Sous Chef Count	1
Specialty Sous Chef Count	1
Steward Count	25
Steward HRC Count	1
Stewarding Shift Manager Count	3
Stewarding Supervisor Count	4
Support Services Attendant Count	3
Support Services Clerk Count	1
Support Services Lead Count	3
Support Technician Count	10
Surveillance Investig Analyst Count	1
Surveillance Operator Count	15
Surveillance Shift Supervisor Count	3
Surveillance Systems Supvr Count	1
Surveillance Systms Engineer 1 Count	4
Systems Administrator Count	3
Systems Coordinator Count	1
Systems Engineer Count	1
Table Games Operations Manager Count	1
Table Games Shift Manager Count	3
Talent Acquisition Manager Count	1
Traffic Coordinator Count	1
Training Coordinator Count	1
Training Manager Count	2
Training Specialist Count	3

Job Title	Count
Transportation Manager Count	1
Transportation Shift Superviso Count	5
Treasury Accountant Count	1
Treasury Controller Count	1
Tribal Placement and Dev Mgr Count	2
Uniform Attendant Count	3
Upholsterer Count	1
Utility Maintenance Count	8
Valet Attendant Count	12
Valet Greeter Count	7
Vice Pres Cage/Credit/Count -Count	1
Vice Pres Restaurant & Bev Ops Count	1
Vice President Hotel Count	1
Vice President Slots Count	1
Vice President Table Games Count	1
Wardrobe Supervisor Count	1
Wardrobe/Inventory Control Mgr Count	1
Warehouse/Receiving Supervisor Count	1
Yield Analyst Count	1
Grand Count	1489