



Belterra Casino Resort  
777 Belterra Dr.  
Florence, IN 47020

May 22, 2020

**VIA EMAIL ([Warn-notice@dwd.in.gov](mailto:Warn-notice@dwd.in.gov))  
AND OVERNIGHT MAIL**

Indiana Department of Workforce Development  
Dislocated Worker Unit  
10 N. Senate Ave  
SE311  
Indianapolis, IN 46204

Re: *WARN Act Notice*

Dear Sir or Madam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2102, *et seq.*, which requires employers to give official notice to certain government units or officials of a pending layoff that triggers statutory notice requirements.

Like many businesses across the country and in our industry, Boyd Gaming has been significantly affected by COVID-19 and the mandatory closures of all of our properties since mid-March.

Because of mandatory closures, guest limitations imposed by various regulatory authorities, and overall economic conditions due to the pandemic, Boyd Gaming anticipates that it will conduct permanent layoffs that may impact between 25% and 60% of team members at Belterra Casino Resort located at 777 Belterra Drive, Florence, Indiana 47020. For some team members who are not laid off, we now reasonably expect the current furlough may last longer than six months from the date it began.

We anticipate that the layoff will take place between July 1 and July 14, 2020. Due to evolving guidance from public health authorities and government agencies, we cannot currently determine exactly how many team members will be laid off, or which individual team members will be

impacted. Our best estimate of the job titles to be affected as well as the number of affected team members in each classification is attached. Affected team members do not have bumping rights and are not represented by a union.

Boyd Gaming is giving as much notice as is practicable, however, we were unable to provide 60-days's notice because of the pandemic's sudden, unforeseeable and dramatic impact on our business.

The pandemic's effects on our business remain unpredictable. Guidance issued by public health authorities and government agencies regarding requirements and precautions that will be necessary to protect our team members, customers and communities as we re-open remain subject to constant updates and modifications as officials learn more about the pandemic. We will provide additional information as we learn more.

For further information or questions pertaining to the layoff, please contact me at (702) 692-4153.

Sincerely,

A handwritten signature in black ink, appearing to read "CSmith", with a long horizontal flourish extending to the right.

**Chris Smith**  
**Vice President Corporate Human Resources**  
**Boyd Gaming Corporation**

EXHIBIT A  
JOB CLASSIFICATIONS

JOB TITLE	Count of EMPLOYEE
ACCTG CLERK	1
ADMINISTRATIVE ASST	1
ASST CAGE & PLAYERS CLUB MGR	1
ASST COOK-BUFFET	2
ASST EXEC HOUSEKEEPER	1
BAKER	2
BANQUET BARTENDER	2
BANQUET PORTER	1
BANQUET SERVER	7
BANQUET SERVER-NG	2
BARBACK	3
BARISTA	6
BARTENDER	10
BARTENDER-OUT OF BOUNDS	1
BARTENDER-SKHS FINE	3
BARTENDER-STADIUM	5
BELL ATTENDANT	1
BELL CAPTAIN	1
BEVERAGE MGR	1
BEVERAGE SERVER	9
BUSINESS DEVELOPMENT MGR	2
BUSPERSON-STADIUM	3
CAGE & PLAYERS CLUB CASHIER	14
CAGE & PLAYERS CLUB SUPV	1
CASINO HOST	5
CASINO OPS COORD	1
CHEF DE CUISINE	1
CONV SVCS PLANNER	2
COOK-BANQUET	1
COOK-BUFFET	6
COOK-EDR	5
COOK-NG	1
COOK-SKHS FINE	3
COOK-STADIUM	6
COUNT TEAM MEMBER	3
DEALER - DAY	6
DEALER - NIGHT	50
DELI ATTENDANT	4

DIR F&B	1
DIR SLOT OPS	1
EMT	1
ENGINEER II	10
ENGINEER III	3
EQUIPMENT MECHANIC	1
EXEC PASTRY CHEF	1
EXEC STEWARD	1
EXECUTIVE CASINO HOST-H	1
F&B ASST MGR	8
F&B CLERK	1
FACILITIES SUPV	2
FOOD SERVER-BUFFET	4
FOOD SERVER-SKHS FINE	10
FOOD SERVER-STADIUM	18
FRONT DESK ASST MGR	1
FRONT DESK CLERK	10
GOLF COURSE ATTENDANT	2
GOLF MAINTENANCE ATTENDANT	6
GUEST ROOM ATTENDANT - DAY	16
GUEST ROOM ATTENDANT - NIGHT	2
HAIR STYLIST	2
HEAVY DUTY PORTER	1
HEAVY DUTY PORTER-NG	2
HOST/CASHIER-BUFFET	14
HOST/CASHIER-SKHS FINE	3
HOST/CASHIER-STADIUM	6
HOTEL VIP SVCS REP	1
HOUSEPERSON - DAY	6
HOUSEPERSON - NIGHT	1
HR BUSINESS PARTNER	2
HR COORD	2
INTERN	1
KITCHEN STEWARD-NG	19
L&D SPLST	1
LAUNDRY ROOM ATTENDANT	10
LEAD BAKER	2
LEAD BARISTA	1
LEAD COOK-BUFFET	1
LEAD COOK-SKHS FINE	1
LEAD COOK-STADIUM	1
LEAD COUNT TEAM MEMBER	1

LEAD DELI ATTENDANT	1
LEAD ENGINEER	1
LEAD FOOD SERVER - SKHS FINE	1
LEAD FOOD SERVER - STADIUM	1
LEAD FRONT DESK CLERK	2
LEAD GUEST ROOM QUALITY	7
LEAD PORTER	4
LEAD RETAIL CLERK	1
LEAD RETAIL SALES ASSOCIATE	2
LEAD REVENUE AUDITOR	1
LEAD STEWARD	1
LEAD SURVEILLANCE AGENT	2
LEAD VALET ATTENDANT	1
LIMO DRIVER	1
MASSAGE THERAPIST	1
MKTG COORD	1
MKTG SUPV	1
NIGHT AUDITOR	2
PBX OPERATOR	4
PORTER SUPV	1
RESTAURANT MGR	1
RETAIL CLERK	3
RETAIL SALES ASSOC	4
RETAIL SALES ASSOCIATE	1
REVENUE AUDIT SUPV	1
REVENUE AUDITOR	5
RISK & SAFETY MGR	1
SALES COORD	1
SALES MGR	2
SCHEDULE SPLST	1
SEAMSTRESS	1
SECURITY OFFICER	21
SERVER ASSISTANT - SKHS FINE	6
SERVER-RM SVC	4
SLOT FLOOR PERSON	8
SLOT TECH I	2
SLOT TECH II	3
SLOT UTILITY TECH	2
SOUS CHEF	6
SPA ATTENDANT	2
SPORTSBOOK CASHIER	2
SPORTSBOOK SUPERVISOR	1
STARTER GOLF	1

SURVEILLANCE AGENT	8
SYSTEMS ANALYST	3
TABLE GAMES ASSOCIATE	2
TABLE GAMES ASST MGR	1
TABLE GAMES FLOOR SUPV	14
TALENT RECRUITER	2
UTILITY PORTER	11
VALET ATTENDANT	3
VIP SVCS REP	1
VP CASINO OPS	1
WAREHOUSE SUPV	1
WAREHOUSE WORKER	2
<b>Grand Total</b>	<b>516</b>