



July 17, 2020

VIA EMAIL

Dear Steven Gustafson, State Trade and Rapid Response Coordinator:

As you are aware, we are in the middle of a global pandemic caused by COVID-19 that is causing wide reaching and unforeseeable effects, including the order from the Miami-Dade County Mayor requiring casinos to close after being permitted to reopen. Although we did not anticipate the furloughs in connection with the Calder Casino closure on March 16, 2020 would last longer than six (6) months, because of the uncertainty of this situation, regrettably we must notify you that we now anticipate that the furloughs may last at least six (6) months. We anticipate that approximately 254 Team Members, including Part-Time Team Members, may have their furloughs continued at least six (6) months. This number includes Team Members who were recalled to work while Calder was reopened between June 12, 2020 – July 2, 2020, but subsequently furloughed again because of the closure order. We do not anticipate at this time that these furloughs will be permanent.

Some of the affected Team Members are represented by unions and notice has been provided to:

Roce Simpson, Assistant Manager
IBEW Local Union 349
1657 NW Seventeenth Avenue
Miami, FL 33125

Wendi Walsh, Secretary-Treasurer
Unite HERE! Local 355
871 NW 167 Street
Miami Gardens, FL 33169

Accompanying this notice as Attachment 1 is a list reflecting the job titles of positions to be affected, and the number of affected Team Members in each job classification. Bumping rights, if any, for union-represented Team Members are governed by our collective bargaining agreement. Affected non-union Team Members do not have bumping rights.

We were unable to provide this notice to you earlier because the length and severity of the detrimental impacts of the COVID-19 pandemic were not reasonably foreseeable earlier, and are outside of our control. We were permitted to reopen on June 12, 2020 and we reasonably anticipated that we would have been able to stay open and even expand our business in a safe manner while allowing us to recall additional Team Members. However, the recent reclosure orders have created more uncertainty.

If you have any questions, if we can provide any additional information, or if you would like to discuss the impact of these actions upon our Team Members, please do not hesitate to contact myself, or Paulina Lopez, Sr. Director of Human Resources at 786-860-4056 or Paulina.Lopez@caldercasino.com

Sincerely,

Richard Sukhu, President and General Manager
Richard.Sukhu@caldercasino.com 305-625-1311 ext. 3246



ATTACHMENT 1

As described in the accompanying notice, the following is a list reflecting job titles of positions to be affected, and the number of affected Team Members in each job classification.

JOB CLASSIFICATION	NUMBER OF TEAM MEMBERS IN CLASSIFICATION
Advertising/PR Manager	1
Bartender	6
Bench Technician	1
Beverage Manager	1
Beverage Server	8
Buffet Attendant	2
Cage Cashier	10
Carpenter	1
Cash Operations Shift Manager	2
Cash Operations Supervisor	5
Communications Coordinator	1
Concessions	14
Cook	26
Count Room Manager	1
Count Room Supervisor	1
Count Team Member	7
Director of Cash Operations	1
Director of Player Services	1
Electrician	2
Exec. Casino Host	4
F&B BOH Supervisor	1
F&B FOH Supervisor	2
Facilities General Maintenance	3
Food Server	7
Heavy Duty Steward	11
Host	4
HR Business Partner	2
HVAC Technician	1
Intern	1
IT Technician	2
Kitchen Steward	2
Main Banker	7
Manager Food and Beverage	1
Manager of Procurement/Materials	1
Marketing Graphics Specialist	1
Marketing Specialist	1
Office Manager	1
Operations Analyst	1
Outlet Manager	3
Players Club Representative	5



Plumber	1
Porter	2
Promos/Special Events Manager	1
Promotions Coordinator	2
Revenue Audit Manager	1
Revenue Audit Supervisor	1
Revenue Auditor	4
Security Officer	44
Slot Attendant	14
Slot Dispatcher	3
Slot Manager	1
Slot Performance Lead Supervisor	1
Slot Performance Manager	1
Slot Performance Supervisor	2
Slot Shift Manager	6
Slot Technician	6
Sr. Director Food & Beverage	1
Steward Supervisor	1
Supervisor Player Services	1
Surveillance Operator	8
Warehouse Receiver	1
Grand Count	254