



June 30, 2020

Bunny L. Harper
Director
Dislocated Worker Services Unit
1900 Kanawha Blvd E
Bldg. 3, Room 312
Charleston, WV 25305

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**WorkForce West Virginia
TAA/NDWG Unit**

Dear Sir or Madam:

The impact of the COVID-19 crisis on Delaware North Companies, Inc. and its operating subsidiaries was initially expected to be short-lived. It placed a number of its full-time associates on a temporary leave and its part-time associates on a temporary layoff beginning in March 2020, and continuing. These were intended to be less than six months. The pandemic has proved longer in duration and more devastating than anyone could have predicted. This was an unforeseen business circumstance that renders us unable to forecast the precise timeline for business to resume to a level sufficient to return all of our associates to work. Thus, it is reasonably foreseeable that many associates will not return to work within six months.

We are providing this notice to comply with federal and, if applicable, state Worker Adjustment Retraining and Notification Act ("WARN") requirements. A list containing the legal entity name of the applicable operating subsidiary, work location, job titles of the impacted associates is attached as Exhibit 1. Please note that this is an evolving situation and as business resumes, we will be recalling associates. The associates have bumping rights if allowed for by the Collective Bargaining Agreement. We continue to hope that this action is temporary, but the estimated duration cannot be determined with any certainty at this time. Impacted associates are being notified by letter dated and mailed to associates the same date as this letter.

To the extent that the above actions constitute a covered event under federal or, if applicable, state WARN, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required. Notice will be provided to all associates.

The Chief Elected Official and/or the local Workforce Investment Board have been notified of this by letter dated and mailed today.

If you have any questions or require additional information about the above, please contact Kristi Sherman, HR Operations Leader, or her team at 1-877-936-2272 or AskHR@delawarenorth.com.

Very truly yours,

A handwritten signature in black ink that reads "Eileen Morgan".

Eileen Morgan
Chief Human Resources Officer



EXHIBIT 1

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WDRA Food Service Inc

1 S Stone St, Wheeling, WV 26003

Admin Assistant I	1
Coordinator II-Catering	1
Director I-F&B	1
Mgr I-Beverage	1
Mgr I-Commissary	1
Mgr II-F&B	1
Sous Chef	3
Specialist II-Catering Sales	1
Supv I-Beverage	2
Supv I-Kitchen	3
Supv I-Restaurant	2

Wheeling Island Gaming, Inc

1 S Stone St, Wheeling, WV 26003

Admin Assistant I	2
Admin Assistant II	1
Agent-General Sales	2
Asst General Mgr III	1
Asst Mgr I-Cage	2
Asst Mgr II-Gaming Ops	2
Asst Mgr II-Table Games	4
Attendant-Player Srvcs	12
Casino Host II	2
Clerk I-Accounting	1
Clerk II-Audit	3
Coordinator I-HR	3
Coordinator II-Compliance	1
Coordinator II-Mktg	7
Coordinator I-Payroll	1
Dealer-Table Games-DT	3
Dealer-Table Games-IT	66
Director I-Front Office	1
Engineer I-IT Ops	1
Mgr I-Accounting	1
Mgr I-Front Office	1
Mgr I-HR	1

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TAANDWG Unit

Mgr III-Cage	1
Mgr II-Table Games	1
Officer I-Surveillance	1
Racing-Adoption Center	2
Racing-Announcer	2
Racing-Mgr III	1
Racing-Paddock Judge	1
Racing-Program Print Clerk	1
Racing-Racing Reporter	1
Specialist II-Accounting	1
Specialist I-Mktg	2
Specialist I-Op Ex	1
Supv II-Cage	2
Supv II-Maint Ops	3
Supv II-Security	1
Supv II-Slots	2
Supv II-Sports Bet	3
Supv II-Table Games	15
Supv I-Player Srvcs	2
Supv I-Rooms	2
Technician II-AV	8
Technician III-IT Ops	4
Technician II-Slots	4

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UFCW Local 1776 – Tony Helfer
345 Southpointe Blvd., Suite 200, Canonsburg, PA 15317

WDRA Food Service Inc
1 S Stone St, Wheeling, WV 26003

Attendant-Concessions	11
Bartender I-Concessions-DT	11
Busser-Restaurant-IT	20
Cashier-Restaurant	6
Cook I	25
Porter-Commissary	5
Prep Cook	16
Server I-Beverage-DT	16
Server I-Catering-DT	4
Server I-Restaurant-DT	4
Utility Worker-Kitchen	16



UNITEHERE Local 24 – Nia Winston
 300 River Place Dr., Suite 2700, Detroit, MI 48207

Wheeling Island Gaming, Inc

1 S Stone St, Wheeling, WV 26003

Agent-Sports Bet	4
Attendant-Slots-DT	5
Cage Cashier-DT	4
Cashier-Retail	4
Cleaner-Maint Ops	6
Drop/Count	5
Main Banker	4
Maintenance Worker I	7
Officer I-Security	7
Porter-Front Office	12
Racing-Leadout	18
Racing-Teller	5
Roomskeeper	13
Utility Worker-Rooms	6
Valet-Transport-DT	6

Cross Lanes Food Service Inc

1 Greyhound Dr, Cross Lanes, WV 25313

Analyst I-Finance	1
Buyer	1
Commissary Stock	1
Director I-F&B	1
Executive Chef I	1
Mgr I-Commissary	1
Sous Chef	1

Cross Lanes Gaming & Entmt Inc

1 Greyhound Dr, Cross Lanes, WV 25313

Adoption Center	1
Analyst I-Communications	1
Analyst I-Compliance	1
Asst Mgr I-Cage	1
Asst Mgr II-Table Games	6
Asst Mgr I-Maint Ops	1
Cage Supervisor	9

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**WorkForce West Virginia
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Casino Host I	1
Commissary Stock	4
Compliance Auditor	1
Count Team Supervisor	1
Director I-Front Office	1
Director I-HR	1
Director I-Mktg	1
EVS Supervisor	3
Executive Admin Assistant	2
Hotel Front Desk Supervisor	4
Hotel Housekeeping Supervisor	2
Human Resources Assistant	1
IT Computer Support Tech	1
Maintenance Supervisor	5
Marketing	1
Marketing Assistant	2
Mgr I-HR	1
Mgr II-Accounting	1
Mgr II-Cage	1
Mgr II-Table Games	1
Mgr I-Player Srvc	1
Mgr I-Rooms	1
Night Auditor	1
Payroll Clerk	1
PBX Operator	3
Player Rewards Rep	3
Player Rewards Supervisor	2
Poker Supervisor	5
Racing-Mgr II	1
Receiving Clerk	2
Receptionist	1
Revenue Audit Clerk	3
Security Officer	9
Slot Drop/Count Rm Supervisor	1
Slot Supervisor	4
Specialist II-Catering Sales	1
Specialist II-HR	1
Specialist II-IT Ops	2
Specialist I-Op Ex	1
Surveillance Officer	1

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Surveillance Technician	1
Table Games Supervisor	21
Uniform Coordinator / Trailor	1

United Steelworkers Local 14614 – Ron Brady
*United Steelworkers Local 14614, 501 Main Ave.,
 Nitro, WV 25143*

Cross Lanes Gaming & Entmt Inc
1 Greyhound Dr, Cross Lanes, WV 25313

Bell Attendant	2
Cage Cashier	14
Dealers	100
EVS Attendant	1
Floor Attendant	4
Front Desk Clerk	3
Housekeeper	12
Maintenance	7
Money Room	5
Parking Attendant/Valet	3
Patrol Judge	1
Poker Dealer - TIPPED	24
Shuttle Bus Driver	1
Slot Technician	6
Track Maintenance	2
Veterinarian's Assistant	1

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