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September 1, 2020

SEP 01 2020

**WARN Act Notice-COVID-19**  
**Via Electronic Delivery, Facsimile or Overnight Delivery**

**WorkForce West Virginia**  
**TAA/DWGW Unit**

**Via Email [bunny.l.harper@wv.gov](mailto:bunny.l.harper@wv.gov)**

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

**Via Email [mayorsoffice@cityofcharleston.org](mailto:mayorsoffice@cityofcharleston.org)**

Mayor Amy Shuler Goodwin  
Charleston West Virginia  
501 Virginia Street East  
Charleston, WV 25301

To Whom It May Concern:

Live Nation Entertainment, Inc.'s ("Live Nation" or "Company") business relies on the live event and live event ticketing industry. As a result of the unforeseeable, dramatic changes caused by the COVID-19 pandemic and the resulting natural disaster/physical calamity and state of emergency throughout the U.S., West Virginia and throughout the world, and the impact it has had and continues to have on the live event and live event ticketing industry, the Company temporarily furloughed employees at the following location: 1000 Corporate Landing, Charleston, WV 25311 on May 1, 2020; August 1, 2020; August 2, 2020; and August 16, 2020. At that time, it was not reasonably foreseeable that the furlough would last beyond 6 months.

The initial decision to temporarily furlough employees was necessitated by the COVID-19 pandemic, which rapidly spread throughout the U.S. and the resurgence of cases several months later, dictating continued and updated stringent public health measures. The spread of COVID-19 resulted in states of emergency throughout the U.S. - instructing employers to cease operations and employees to stay at their place of residence unless they work within certain limited sectors of the economy, which did not include the live concert business. Because of these government orders the Company's ability to continue with normal operations in the live concert and ticketing business was impeded and continues to be significantly impacted. The long-term nature of these circumstances was not reasonably foreseeable until recently when the full impact of COVID-19 became more clear and shelter in place orders were extended and/or reissued and state and local governments issued orders and/or guidance restricting the operation of numerous industries, including the live concert industry. As a result, we have notified affected employees that it was only as of this month that it became somewhat foreseeable to the Company that the extension of the furlough would likely last beyond 6 months.

We have provided as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed and was not reasonably foreseeable as of the time that a notice might have been required by the federal WARN Act, 29 U.S.C §§ 2101, et seq., and any relevant state equivalent, as applicable.

We still cannot determine at this time the full impact of the COVID-19 pandemic on our business or when government officials will allow the live event industry to resume normal operations. As a result, this continued temporary furlough may be considered a "termination," "mass layoff" or "site closing" for purposes of the federal WARN Act, 29 U.S.C §§ 2101, et seq., or any relevant state equivalent, as applicable, and thus we are providing you with this notice.

The Company expects this employment loss to be temporary. For purposes of the federal WARN Act and/or any relevant state equivalent, as applicable, the separation dates are as follows:



September 1, 2020

<b>Date of Furlough/Temporary Leave</b>	<b>Date of Permanent Termination</b>	<b>Number of Employees Affected</b>
5/1/20	Undetermined as of 8-31-2020	51
8/1/20	Undetermined as of 8-31-2020	1
8/2/20	Undetermined as of 8-31-2020	42
8/16/20	Undetermined as of 8-31-2020	1

It is anticipated that 95 employees will be affected. All affected employees have been notified of their furlough and that it is expected to be temporary. Attached is a list of the impacted positions and the numbers in each position impacted by this temporary furlough. Once further information becomes known, we will provide supplemental information to the impacted employees.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this employment loss.

This notice is intended to comply with the Company's notice obligations, if any, under the federal WARN Act, 29 U.S.C. §§ 2101-2109 and any relevant state equivalent. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the federal WARN Act and/or any relevant state equivalent in the event the effects of the layoff are such that the federal WARN Act and/or any relevant state equivalent requirements do not apply.

If you have any questions or want additional information concerning this matter, please contact Liz Dyer, VP - Talent, Operations & Org Effectiveness at [LizDyer@LiveNation.com](mailto:LizDyer@LiveNation.com) or (310) 975-2358.

Sincerely,

Liz Dyer

Enclosure

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**WorkForce West Virginia  
TAA/NDWG Unit**



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**Ticketmaster-  
1000 Corporate Landing  
Charleston, WV 25311**

**TOTAL: 95**

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TAA/NDWG Unit**

<b>Position Title</b>	<b>Number of Employees in This Title</b>	<b>Furlough Date</b>
Analyst - Fraud/Loss Prevention	16	4/28/20 (6) & 7/28/20 (10)
Human Resources - Coordinator	1	4/28/20
Instructional Developer	1	7/28/20
Manager - Human Resources	1	7/28/20
Operations Project Manager, EOS Special Partners	1	4/28/20
Product Management - Associate	1	7/28/20
Project Manager III	1	4/28/20
Representative - Client Support	11	4/28/20 (6) & 7/28/20 (5)
Representative - Customer Service	19	4/28/20 (4) & 7/28/20 (15)
Representative - Ecare	4	4/28/20 (2) & 7/28/20 (2)
Representative - Fulfillment	14	4/28/20
Representative - TM Resale	9	4/28/20 (7) & 7/28/20 (2)
Senior Operations Project Manager, Special Partners	1	4/28/20
Specialist - Content	1	4/28/20
Specialist - IVR	1	4/28/20
Specialist - QA	3	4/28/20 (2) & 7/28/20 (1)
Specialist - Training	1	4/28/20
Supervisor - CC Ops	2	7/28/20
Supervisor - Customer Service	5	4/28/20 (2) & 7/28/20 (3)
Supervisor - National Fulfillment	1	4/28/20
Talent Acquisition Coordinator	1	7/28/20