



JULY 20, 2020

**DELIVERY VIA USPS MAIL AND EMAIL ([lisa.marshall@dhewd.mo.gov](mailto:lisa.marshall@dhewd.mo.gov))**

HEARTLAND POKER TOUR  
777 RIVER CITY CASINO BLVD.  
ST. LOUIS, MO 63125

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at HEARTLAND POKER TOUR, 777 RIVER CITY CASINO BLVD., ST. LOUIS, MO 63125

Dear Lisa Marshall:

We regret to inform you that Heartland Poker Tour (the “Company”) will be conducting a reduction in force at its location at 777 RIVER CITY CASINO BLVD., ST. LOUIS, MO 63125. Three (3) employees will be laid off beginning on 9/20/20, or the 14-day period commencing on that date. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Heartland Poker Tour are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.



The information contained in this letter is based on the best information available to the Company at this time.