



June 30, 2020

Brian Marcotte
WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N Washington Sq - 5th Floor
Lansing, MI 48913

Dear Mr. Marcotte:

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

Detroit District Sportservice

1845 East Big Beaver Road, Troy, MI 48083

Cashier-Retail	3
Lead I-Retail	1

2645 Woodward Avenue, Detroit, MI 48201

Attendant-Guest Srvcs	3
Bartender I-Concessions-DT	2
Bartender I-Restaurant-DT	10
Busser-Restaurant	3
Busser-Restaurant-IT	3
Cashier-Concessions	13
Clerk I-Accounting	3
Clerk II-Accounting	2
Clerk II-Audit	1
Clerk II-Support	4
Cook I	66
Cook II	18
Cook III	19
Coordinator I-HR	3
Coordinator I-Payroll	1
Host-Restaurant-IT	6
Lead I-Concessions	1
Porter-Commissary	1
Prep Cook	48
Server I-Restaurant-DT	21
Supv I-Catering	6
Supv I-Concessions	18
Supv I-Kitchen	8
Supv I-Restaurant	10
Supv I-Retail	8
Technician III-IT Ops	1
Utility Worker-Kitchen	1

Detroit Sportservice, Inc

2100 Woodward Ave., Sportservice, Detroit, MI 48201

Admin Assistant I	1
Attendant-Concessions	109
Attendant-Restaurant-DT	3
Bar Back-Restaurant-IT	3

250 Delaware Avenue ♦ Buffalo, NY 14202



Delaware North

Bartender I-Catering-DT	2
Bartender I-Concessions	8
Bartender II-Restaurant-DT	2
Bartender I-Restaurant-DT	18
Busser-Restaurant-IT	5
Cashier-Commissary	6
Cashier-Retail	1
Cleaner-Maint Ops	3
Clerk I-Commissary	1
Clerk II-Accounting	2
Clerk II-Support	8
Cook I	98
Cook I-Concessions	3
Cook III	3
Coordinator I-HR	2
Coordinator I-Payroll	1
Host-Restaurant-IT	3
Lead I-Commissary	3
Lead I-Concessions	7
Lead II-Concessions	12
Lead I-Retail	1
Liquor Supervisor	1
Maintenance Worker I	3
Porter	1
Porter-Commissary	4
Porter-Warehouse	1
Prep Cook	14
Prep Cook-Concessions	3
Runner-Catering	2
Runner-Concessions	1
Runner-Restaurant-IT	24
Server I-Catering	1
Server I-Catering-DT	2
Server I-Restaurant-DT	10
Stand Attendant	1
Supervisor - Retail	1
Supv I-Catering	2
Supv I-Commissary	1
Supv I-Concessions	28
Supv I-Prem Srvc	1



Supv I-Restaurant	3
Supv I-Retail	4
Supv I-Warehouse	1
Utility Worker-Kitchen	29
Utility Worker-Maint Ops	3
Vendor-Beverage	3
Vendor-Concessions	1

Detroit District Sportservice

2645 Woodward Avenue, Detroit, MI 48201

UNITEHERE Local 24 – Nia Winston

300 River Place Dr., Suite 2700, Detroit, MI 48207

Attendant-Concessions	90
Bartender I-Catering-DT	13
Bartender I-Concessions-DT	42
Bartender I-Restaurant-DT	23
Cashier-Retail	18
Cleaner-Maint Ops	4
Gondola Attendant	4
Lead II-Concessions	39
Lead I-Retail	8
Porter-Commissary	12
Porter-Warehouse	12
Runner-Catering-IT	17
Runner-Concessions	1
Runner-Concessions-IT	1
Server I-Catering-DT	41
Server I-Restaurant-DT	28
Vendor-Beverage-DT	7
Vendor-Retail	32

Detroit Sportservice, Inc

2100 Woodward Ave., Sportservice, Detroit, MI 48201

UNITEHERE Local 24 – Nia Winston

300 River Place Dr., Suite 2700, Detroit, MI 48207

Attendant-Concessions	256
Bartender I-Restaurant-DT	32
Busser-Restaurant-IT	5
Cashier-Concessions	3
Cashier-Retail	67
Clerk I-Commissary	7



Delaware North

Host-Restaurant-IT	4
Lead I-Commissary	2
Lead I-Concessions	10
Lead II-Concessions	35
Lead I-Retail	7
Porter-Commissary	12
Runner-Catering-IT	16
Runner-Concessions	2
Runner-Restaurant-IT	1
Server I-Catering-DT	25
Server I-Restaurant-DT	43
Stand Attendant	2
Utility Worker-Maint Ops	7
Vendor-Beverage-DT	9
Vendor-Concessions	74
Vendor-Retail	3

