



Uniquely American River Cruises

July 22, 2020

Ashely Gatlin
Dept. of Workforce Development
Program Director, Rapid Response
agatlin@dwd.in.gov

Re: Notice of Potential Layoffs

This letter is notice that American Queen Steamboat Company, primarily the vessels American Queen and American Empress, (“Company”) is taking potential job actions in relation to employees who have no fixed workplace but who were eligible to be called to work at the following port locations: New Orleans, La., Natchez, Ms., St. Francis, Ar., Memphis, Tn., Louisville, Ky., St. Louis, Mo., Davenport, Ia., Cincinnati, Oh., Pittsburgh, Pa., Chicago, Il., Vancouver, Wa., and Portland, Or.

There are approximately 250 employees total being permanently laid off from work on these two vessels. The expected date of the first permanent layoff at this worksite will occur on or near September 24, 2020.

This worksite is not being closed. There are no unions and there are no bumping rights. This action primarily affects employees of the vessels American Queen and American Empress.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, 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); and the job titles of positions to be affected, and the number of affected employees in each job classification. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because the Worker Adjustment and Retraining Notification Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company’s actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the pandemic and related governmental orders would impact our business, including protocol issued by the States of Washington and Oregon, and the “no sail order” issued by the Centers for Disease Control on July 16, 2020. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these

unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the COVID-19 pandemic, national disaster, and national emergency.

If you seek further information, please contact Christina Hobbs, Vice President of Human Resources at 812-207-2602 or chobbs@aqsc.com.

Sincerely,



Christina Hobbs
Vice President of Human Resources
American Queen Steamboat Company

