

## Rules of the Road

1. Team Members will demonstrate courtesy, friendliness, an upbeat and positive attitude, appropriate greetings, initiative to assist professional language/ tone/ manner/ actions with guest, co-workers and vendors.
2. Team Members will not use obscene, profane or abusive language including gossip with the intention or desire to harm another. Team Members will refrain from lewd or obscene conduct.
3. Team Members will be honest and forthcoming in all communications, verbal and written; this includes and Company documents, communication, and participation in investigations. Team Members will not knowingly make false statements or omit pertinent information, particularly regarding investigations or reports. Team Members must report any known acts or plans of dishonestly.
4. Team Members will not possess dangerous or deadly weapons on Company premises or while off Company premises in performance of Company duties, in compliance with applicable law. Authorized Security personnel may be exempt from this statement while on duty based on Security department policies.
5. Team Members will not participate in harassment of any guest, co-worker, vendor, or others. This includes, but is not limited to, harassment based on the following legally protected characteristics: race, color, religion, creed, sex, sexual orientation, gender identity or expression, pregnancy (including childbirth and related medical conditions), age (as defined under applicable law), national origin or ancestry, physical or mental disability, veteran status or any other consideration protected by federal , state or local laws.
6. Team Members will not participate in theft, misappropriation, misuse or willful destruction of a co-worker's, guest's or Company property, or unauthorized removal of lost and found items; this includes removing items from Company dumpsters or any other property disposal facility and includes unauthorized removal of food and beverages.
7. Team Members will not violate the Company's Gambling Policy (see Handbook Section 5: Be Your Personal and Professional Best).
8. Team Members will not violate the Company's "Alcohol/ Drugs (Substance Abuse)" Policy.
9. Team Members will not violate the Company's policy regarding the use of premises while off duty.
10. Team Members will not reveal confidential Company business information to unauthorized persons.
11. Team Members will refrain from coercion, collusion, intimidation, threats, or physical force toward co-workers, vendors, guests or others.

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12. Team Members will use professional judgment and will refrain from acts of gross misjudgment, carelessness, negligence in the performance of one's job, or any conduct detrimental to the orderly and ethical operation of the business; Team Members will not intentionally obstruct surveillance system equipment.
13. Team Members will act with respect and will not demonstrate insubordination including failure to act with respect, or to refuse or fail (despite warning) to perform assigned duties in accordance with performance standards.
14. Team Members will not ask, imply or suggest in any way that guest give a tip, or that a gratuity (or lack thereof) is insufficient. Although Team Members may tip one another per customary guidelines. Team Members may not solicit or tender a gratuity to Team Members for purpose of obtaining preferential treatment.
15. Team Members will not sleep or give the appearance of sleeping while on duty except in designated break areas during designated break time.
16. Team Members will obey all Company and department policies and procedures, supervisor's instructions, regulations and/or statutes of local, state and federal governmental agencies including those prescribed by the state gaming authority.
17. Team Members will not provide, request, and/or accept a loan from a guest, vendor, supervisor, subordinate or co-worker.
18. All Team Members shall avoid acts and situations that are improper, or might give the appearance of impropriety or might impair their good judgment when acting on behalf of the Company. Team Members should not fraternize with guest, vendors, performers or regulators and should not attend guest functions as guest. Refer to the Conflicts of Interest Policy for details.
19. Socialization or distribution of any literature at any time for any reason or cause by people who are not Team Members of the Company in prohibited on Company premises. Team Members will not solicit or distribute any literature on Company premises during their working time or the working time of the Team Member(s) to whom the solicitation is directed. Team Members will not distribute literature of any description at any time in working areas or during the working time of the Team Member who is doing the distributing or the working time of the Team Member(s) to whom the distribution is directed. As used in this policy, "working time" includes all time for which Team Members is paid and/or is scheduled to be performing services for the Company; it does not include break periods, meal breaks, or other specified periods where Team Members are not performing or are not scheduled to be performing their duties. Team Members may not sell anything for any purpose on property unless it is a Company-sponsored activity (e.g. H.E.A.R.T., United Way). Team Members may not post or remove notices, signs, memoranda or writings in any form on a bulletin board or Company property.
20. You are expected to conduct your personal affairs in a manner which does not adversely affect the Company's or your own integrity, reputation or credibility. Illegal or immoral off-duty conduct which adversely affects the Company's legitimate business interests or

your ability to perform your job will not be tolerated. Team Members may not work in a position or for a company if there is any possibility that the outside employment will create a potential or actual conflict of interest, without first notifying and obtaining written approval from their manager. Our Company's schedule should be considered the primary schedule. Outside employment should not interfere with the Team Member's schedule or job duties.

21. Team Members will observe all safety, health and fire codes and practices.
22. Team Members may not use guest facilities, including but not limited to guest elevators, guest restrooms, or public phones, while on duty or in uniform unless authorized to do so. Team Members may use public phones in back of house areas while on break.
23. Personal pagers, beepers and cellphones worn by Team Members must not be visible or audible to guest and should not impact job performance. The use of cell/digital phones, iPods, Mp3, and any other personal/ digital/ electronic equipment is prohibited while on duty, but is allowed during break time in designated break areas.
24. Company phones are intended to business purposes. Team Members will use Company email, intranet according to the Computer Acceptable Usage policy.
25. Team Members will park in designated Team Member areas and will display their parking pass if passes are issued.
26. Team Members will perform all duties carefully, attentively, and with regard for giving a fair day's work for a day's pay. Team Members will clock in/out for time worked, will not clock in/out for any other Team Member, will report to work promptly, return from breaks on time, and perform assigned work until the end of the shift. Team Members will leave their assigned work areas only for approved breaks, at the end of their shift, or with a manager/ supervisor's approval. Team Members are not permitted in hotel rooms or hotel room areas at any time while on duty unless authorized or assigned to those areas.
27. Team Members who walk off the job during shift will be considered to have abandoned their job and voluntarily separated their employment, unless the reason for their departure is legally protected.
28. Team Members may smoke e-cigarettes as allowed in designated smoking areas. Team Members may not use smokeless tobacco, chewing tobacco, pipes, snuff or cigars while on shift or on property in uniform.
29. Team Members may not use the Team Member cafeteria/ Employee Dining Room (EDR) when off duty and may not bring unauthorized people into the Team Member cafeteria or any other back of house area.
30. Team Members must immediately inform Human Resources and the state gaming authority in writing of any changes in licensing information. Changes may include name, address, telephone number, divorce, arrest, convictions, etc.
31. Team Members may use the Team Member entrance when going on duty and leaving their shift, unless otherwise authorized.

32. Name tags and badges as well as gaming license badges are not transferable to any other person, cannot be altered by the Team Member, and are used for only while on duty. Team Members will return nametags and handle badges as directed upon Separation of Employment.
33. Team Members must maintain up-to-date, valid licenses, certifications and Department of Homeland Security documents required to perform the job (including but not limited to gaming license, driver's license, lifeguard certifications, special equipment licenses).
34. Team Members are prohibited from making surreptitious audio or video recordings. Cameras, camera phones, or any other type of audio visual recording equipment and/or recording devices may not be used to take photographs of confidential material, gambling, or photographs that would violate the privacy rights of guest, Team Members or vendor on Company property unless specifically authorized for business purposes (e.g. events).