

# BENEFITS

<b>Benefit</b>	<b>Eligibility</b>	<b>Waiting Period</b>	<b>Description of Benefit</b>	<b>Employee Cost</b>	<b>Comments</b>
Bereavement	All employees	After 3 months of continuous service	Up to 3 days paid leave due to the death of a qualified relative. One day must be the day of service. Employee must have been scheduled to work.	None	Refer to full bereavement policy for definition of relative
Birthday Benefit	All employees	After 6 months of continuous service	Dinner invitation to Mr. Lester's, Café Delphine, Loco, Mabel's Kitchen or fresh or a purchase at Bizzute's	None	Employee must have no written corrective action or higher within 3 months prior to birthday
Birthday Pay	All non-exempt employees	After 6 months of continuous service	1.5 times the base rate of pay if employee works on his/her birthday	None	Employees who do not work on their birthday will not receive this pay
Bizzute's Gift Shop Discount	All employees	None	10% discount on most items in the gift shop	None	Excludes candy, lottery, cigarettes, gift cards and sundries. Discount does not apply to items already on sale
Trading Post Gas Discount	All employees	90 days	\$.10 off per gallon	None	Limit of 100 gallons per month. Discount applies to gasoline purchases only
Hotel Discount	All employees	None	30% off rack rate	None	Rack rate varies, excludes Saturday nights, see full policy for other limitations
Restaurant Discount (Café Delphine, Fresh, Loco, Mr. Lester's and Mabel's)	All employees	None	<b>15% discount on all menu items</b>	None	Employee must present badge. Mr. Lester's discount not available on Saturdays
Dental Insurance	Full-time or part-time employee	First of the month after 60 days of continuous service	Current provider will provide dental services according to the plan	Employee is responsible for paying the insurance premiums	See Human Resources for more detailed information
Cell Phone Discount through AT&T	All employees	None	10% discount	None	See Human Resources for more detailed information
Employee Assistance Program	All employees and qualified dependents	None	Provide assistance to employees and their dependents with a variety of personal and workplace issues	None	See Human Resources for more detailed information

Educational, Leadership & Development	All employees	None	Casino sponsored training programs designed to provide employees with ongoing training and development	None	
Family & Medical Leave	All eligible employees	After 12 continuous months & 1,250 hours of service	Job protected time off without pay due to employee's serious health condition or to care for a dependent	Employee is responsible for paying insurance premiums while on leave of absence	Refer to separate document for details. Human Resources can provide further information
401(k)	All eligible employees	FT: 1 <sup>st</sup> of the month following 6 continuous months  PT: 1 <sup>st</sup> of the month following 12 months & 1,000 hours of service *See footnote*	Employees may enroll in a traditional 401(k) and/or Roth 401(k) plan  The Tribe will match \$.50 on each \$1.00 of the first 6% contributed by an employee	Employee chooses the type of plan and the amount they would like to defer	When employee becomes eligible, they will be automatically enrolled at 1%. *Employee must opt out to stop making contributions  See Human Resources for details
Health Club	All employees	None	Employees receive reduced rates from specific health club(s) in the area	Employee pays reduced rate	See Human Resources for names and locations of participating health club(s)
Holiday Pay	All non-exempt employees	None	1.5 times the base rate of pay if employee works on a company recognized holiday	None	Refer to full policy for a listing of company recognized holidays
Jury Duty Pay	All employees	None	Employee is paid the difference between regular base pay and jury duty pay from the court	None	Employee must provide proof of jury duty selection and pay
Leave of Absence	All employees	First of the month after 90 days of continuous service	Approved time off for employee to take care of medical, personal, or civil obligations	Employee is responsible for paying insurance premiums while on leave of absence	See Human Resources for details
Life Insurance provided by the casino	Full-time employees	First of the month after 90 days of continuous service	Coverage for employee only	None	Employee does not have to elect group coverage but must sign up for Life Insurance
Lock & Locker Facilities	All employees	None	Lockers are available on a first-come, first-serve basis. All lockers are located at the employee entrance	None	Locks and lockers are property of the casino and subject to search
Meals	All employees	None	Employees are entitled to 1 hot meal per day, when scheduled six or more hours, plus unlimited consumption of beverages, fruits, vegetables, soup and desserts during breaks	None	Chat Room is not available for off duty employees
Medical Insurance	All employees	Within 60 days of continuous employment	Employees may enroll in group coverage through the Federal Employee Health Benefits Program	Employer pays a portion of the employee's premium	Refer to separate documents for details
Notary Services	All employees	None	Employees may receive notary services at no charge for company business only	None	Notary services provided by Human Resources

Overtime Pay	All non-exempt employees	None	1.5 times base pay rate when required to work over 40 hours in a work week	None	
Paid Time-Off (PTO)	All employees	None	PTO accrual is based on hours worked in the prior year and full-time/part-time status	None	See complete policy in the PTO section of this guidebook for rates of accrual
Social Security	All employees	None	Company matches employee contribution 100% to the Social Security Fund. Social Security provides retirement income, disability, Medicare and death benefits	7.65% of income	Annotated on check stub as FICA
Unemployment Compensation	All employees	None	State determines whether a person is entitled to unemployment benefits	None	Company pays the premium to the state
Uniforms	Employees who are required to wear uniforms	None	Employees required to wear uniforms are issued an appropriate number of uniforms on a yearly basis according to departmental guidelines	None. Unless additional uniforms are purchased or uniforms are not maintained	
Worker's Compensation	All employees	None	Medical care and lost-time for on-the-job injuries in accordance with state laws	None	Report all injuries to the department supervisor and Security immediately

\*Effective July 1, 2017.