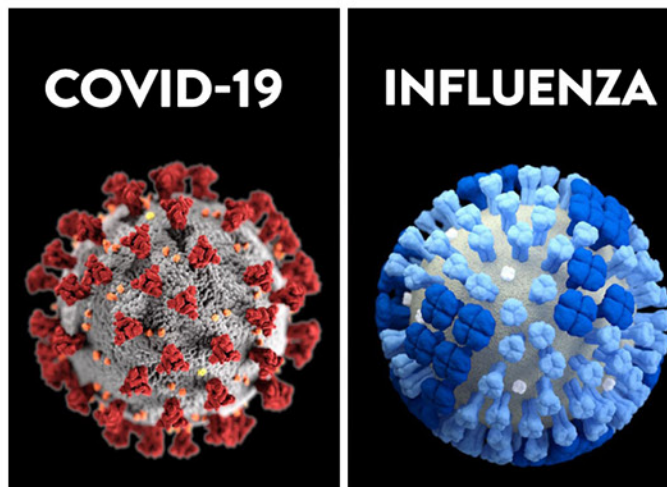


WHAT IS THE DIFFERENCE BETWEEN INFLUENZA (FLU) AND COVID-19?



Influenza (Flu) and COVID-19 are both contagious respiratory illnesses, but they are caused by different viruses. COVID-19 is caused by infection with a new coronavirus (called SARS-CoV-2) and flu is caused by infection with influenza viruses. Because some of the symptoms of flu and COVID-19 are similar, it may be hard to tell the difference between them based on symptoms alone, and testing may be needed to help confirm a diagnosis. Flu and COVID-19 share many characteristics, but there are some key differences between the two. Both COVID-19 and flu can have varying degrees of signs and symptoms, ranging from no symptoms (asymptomatic) to severe symptoms.

Similarities

- Fever or feeling feverish/chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue (tiredness)
- Sore throat
- Runny or stuffy nose
- Muscle pain or body aches
- Headache
- Some people may have vomiting and diarrhea, though this is more common in children than adults

Differences

Other signs and symptoms of COVID-19 may include change in or loss of taste or smell

While more is learned every day, there is still a lot that is unknown about COVID-19 and the virus that causes it.

AUGUST 5-YEAR ANNIVERSARIES

Mary Williams

Security

Corey Tharp

Surveillance

AUGUST 10-YEAR ANNIVERSARIES

Joseph Haller

Table Games

Justin Gwynn

Table Games

Christina Flaska

Cedar Plank Buffet

Felizardo Ledesma

Uniforms

Velma Hoskins

Lodge Housekeeping

AUGUST 15-YEAR ANNIVERSARIES

Calvin Chan

Poker

Joseph McDougal

Table Games

Lindsey Shupp

Slot

Bart Bender

Slot

Brian Gilreath

Legends

AUGUST 20-YEAR ANNIVERSARIES

Michael Mary

Maintenance

Su Chen

Poker

Ana Hernandez-Gonzalez

Rock Creek Court

Marilyn Luthe

Legends

AUGUST 25-YEAR ANNIVERSARIES

Scott Mode

Cage Operations

Fashion Handbag
GIVEAWAY

August 7, 14, 21

1993 25 2020
SPIRIT MOUNTAIN
CASINO

EMPLOYEE INCENTIVES

NOMINATIONS NEEDED!

EMPLOYEE OF THE MONTH AND SUPERVISOR OF THE QUARTER

The programs have seen quite a drop in the number of submissions. Please know that the committee is limited to what we receive from you. If your nominee isn't chosen in the month that you nominated them, please feel free to nominate them again so that they are given every opportunity to be considered. For those who have never nominated anyone, please keep an eye out for a coworker who consistently goes the extra mile, is attentive to guests' needs, is greeting and welcoming to their guests, and displays a positive attitude. For those who are submitting nominations, thank you, we really appreciate you taking the time to shower recognition on our deserving team members!

Note: employees can access the online version of the form on the SMC Intranet under "Employment & Benefits Links" and click on Employee Recognition.

Additionally, the nomination forms are located in a hanging tray by the submission box in the hall behind the Employee Dining Room.

Managers are permitted to nominate not only their department employees, but any employee who they feel should have the opportunity to be considered as a nominee.

NEWS FROM EMPLOYMENT

SMGI EMPLOYEE REFERRAL BONUS PROGRAM

The employee referrals generate a 75% successful retention rate within the first 90 days of employment.

Spirit Mountain Casino offers the opportunity for employees to participate in the Referral Bonus Program. The purpose of the program is to encourage employees to refer qualified candidates to apply for positions within Spirit Mountain Casino. The Employment Team utilizes the Referral Bonus Program as a recruitment tool to notify potential new candidates of possible employment opportunities by current employees based on 'word of mouth.'

Non-management level employees who refer qualified candidates may be eligible for a Referral Bonus. Although Human Resources/TCD and Management-level employees are not eligible for the bonus, they are encouraged to refer candidates to apply at Spirit Mountain Casino.

Provide your name and badge number to the potential new candidate and ask them to place the information on the Referral Source section of the employment application when they apply. To qualify, the candidate must not be a previous employee.

If after 91 days, you and the referred employee are still employed, you are eligible for the designated referral amount listed on the job posting at the time the referred employee applied.

The minimum referral bonus is \$100.00

For further information, employees can contact the Human Resources Employment Team at extension 2109. The Referral Bonus Program may be revised or terminated at any time by SMGI.

LUCKY WHEEL *Kiosk Game*

MONDAYS IN AUGUST • 12 AM - 11:59 PM

Earn 250 points playing any of your favorite games you will get to play the Lucky Wheel Kiosk game where you can win surprise merchandise, free play, food coupons or \$1,000 Free Play!



THE HEARTSHIP HAS CHANGED



HEARTSHIP FUND

friends helping friends

MEMBERSHIP PERIOD:

JANUARY – JUNE

JULY - DECEMBER

***A MINIMUM OF 5 PTO DONATED HOURS
FOR EACH MEMBERSHIP PERIOD***

We are no longer friends helping friends but rather employees helping other employees! Through the years this fund of donated hours has had to keep up with the changing environment of the work place. Where the Heartship Fund was established to assist Full Time employees is still true, and that the program was intended to provide paid time off to employees who suffer (or whose family member suffers) a medical emergency and the employee has exhausted their personal PTO hours could apply is still true also. However, that is no longer just the case. Now the intent is to provide the same benefits to employees or employees with family members who have a medically necessary procedure and have or will have had exhausted their personal PTO hours is more the norm.

Where there was a committee that could/would decide who and what procedures' qualified, now it has a committee that has a blind vote. They only have many eyes looking at just the facts, and that all documentation is in order and the time line of waiting week all meet the criteria for approval. If not then the case is pushed back until more documentation is received before the approval is given.

By Donating to the Heartship Fund, you not only become a member, and eligible to receive funds, but you are also helping a lot of other co-workers too.

Your PTO contributions are whole-heartedly appreciated.

EMPLOYEES OF THE MONTH

CONGRATULATIONS TIFFANY HUTCHISON AND SUSAN STEVENS



Thank you for providing excellent guest service for our internal and external guests!

Name: Tiffany Hutchison

Position: Cedar Plank Buffet Waitstaff

Length of Service with Spirit Mountain Casino: 21 years

Reason for Nomination

Guest Service:

Tiffany has incredible guest service: she's a friendly person who is always polite and outgoing, and her smiling and welcoming nature makes people feel right at home when they come into Cedar Plank Buffet. She's a natural server when she greets her guests and she ensures that the guests at her tables have everything they could need so they're comfortable and happy when they're enjoying a family meal, especially during this time of "plated menus" when they can't get up and get their own drink refills or extra salad.

Team Work:

Tiffany is a great team worker who is always willing to help others with side work and she helps to seat tables when not tending to her own. She's very friendly and helpful; she's ready and willing to do what needs to be done to help the department run smoothly.

Professionalism:

Tiffany is always dressed professionally in a clean and pressed uniform, with her hair nicely done so she looks great for our guests who she interacts with all day long. She follows proper procedures for greeting and interacting with guests (especially the new policies put in place since our reopening) and is always incredibly welcoming to our guests, which makes her a favorite server among many internal and external guests who request to sit in her section! Our guests know they're going to receive excellent guest service when Tiffany is their server.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? Attitude is key! Always come to work with a positive attitude.

What hobbies do you have outside of work? I enjoy reading, going hiking, and spending time with my family — especially my three kids.

Name: Susan Stevens

Position: Outlet Kitchen Prep Cook

Length of Service with Spirit Mountain Casino: 1 year, 3 months

Reason for Nomination

Guest Service:

Susan has always been helpful, but her amazing guest service has been even more apparent since we reopened last month. She always has a huge smile on her face, spreading happiness to everyone she meets. She greets each person as they come up to get food, and she's always polite and courteous. Susan has a great disposition and everyone who has the opportunity to interact with her can expect to have a better day because of it.

Team Work:

Susan is an excellent Prep Cook who is always communicating with her teammates about what the next thing to do or put out is. Her communication with her coworkers and team helps keep the kitchen running smoothly and without issue. She is always respectful and works in a collaborative manner. In fact, she will go out of her way to find the answer to a question someone may have. Simply put, she is an example of what on-brand service looks like.

Professionalism:

Her uniform always looks nice, and she is always properly dressed for her kitchen work. It can be difficult to keep uniforms clean and bright when you work in the kitchen, but Susan manages to keep hers sparkling and she always looks professional. She does a great job of greeting internal guests and looking people in the eye when she's speaking to them. Overall Susan is incredibly friendly and helpful.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? Always do your best and ask for help when you have questions.

What hobbies do you have outside of work? Gardening, quilting, hiking, and traveling.

For their excellent service and dedication to Spirit Mountain Casino, Tiffany and Susan each received a \$100 check, a recognition pin, a reserved parking space in the Orange Lot and a plaque with their name and photo that hangs in the employee entrance.

If you see a coworker going above and beyond to provide excellent guest service, please feel free to nominate them for Employee of the Month or Supervisor of the Quarter. If you nominate someone who is not selected, you can resubmit your nomination in the following months.

Nomination forms are located in the hallway behind the employee dining room, next to the submission box. Nomination forms can also be found on the Spirit Mountain Casino Intranet Portal under the "Employee Recognition" tab. Managers are permitted to nominate ANY employee who they feel should be recognized.

Do you ever see one of your co-workers creating the Spirit of Excellence experience and wish you could recognize them for their efforts? Spirit Got It Pins and Charms are just the solution.



Simply fill out a Spirit Got It recognition form (located in any of the mail rooms or ask your admin), and send it to Vickie Hernandez in HR.

For more information, to request a form if you can't find one, or to check on the status of a form you have submitted, please call Vickie Hernandez at ext. 3828.



Platinum Has Its Privileges

This exclusive Platinum only promotion is our way to say *Thank You* to our Platinum players!

WE'RE GIVING AWAY A 2020 MERCEDES C300

As a valued member of our elite platinum group, you're invited to participate in a special promotion designed *exclusively* for platinum players like you! Of the five winners drawn, four will receive *Free Play* and one will drive away in a brand new *Mercedes Benz!*

Increase your odds of winning by playing all your favorite games July 15 – August 28, 2020.
Earn **Double Entries** every Tuesday during the promotion period!*



Drawings August 28 at 5pm

Earn Entries July 15 – August 28

*Earn additional entries July 15 – August 28, 2020 by playing all your favorite games; one entry for every 1,000 slot points or 2,000 points on any other game. Increase your odds even more with earning DOUBLE ENTRIES every Tuesday during the promotional period. Be sure to activate your entries on August 28 by swiping your Club Card at a kiosk. Must be present to win. Car may differ from one shown.



BETMGM

Guests will soon be able to bet on their favorite sports and teams at Spirit Mountain Casino!

Spirit Mountain Casino has partnered with MGM which will bring a world class sports betting offering to Oregon. We're excited to launch this partnership, which will allow us to extend our established position as the Northwest's premier entertainment destination.

CEDAR



PLANK

BRUNCH

Every Day • 8am – 3pm • \$10

Breakfast Entrées

*Ham or Bacon & Cheese Omelet,
Denver Omelet, Spinach & Mushroom Omelet
Cinnamon French Toast, Cheese Blintzes
3-Egg Breakfast Platter,
Chicken-Fried-Steak & Eggs*

Served with Banana Nut or Pumpkin Bread and side of Biscuits & Gravy

Lunch Entrées

*Baked Lasagna, Salisbury Steak, Fish & Chips,
Roasted Turkey Breast, Rolled Fried Tacos,
Orange Chicken, Beef Broccoli, Indian Taco*

Served with Unlimited House Salad, Garlic Bread and an Ice Cream Sundae

ALL-YOU-CAN-EAT

Pancakes \$10

Personal Pizzas \$10

For more details, go to spiritmountain.com
to view our full menu. Or scan this QR code:



DINNER

Sun-Thurs • 3pm – 8pm | Fri-Sat • 3pm – 10pm

DUNGENESS CRAB



ALL-YOU-CAN-EAT

Served with mixed garden vegetables and
your choice of loaded baked potato or mashed potato.

Prime Rib & Loaded Baked Potato \$16

Fried Breaded Shrimp \$16

Dungeness Crab \$30

For more dinner options, go to spiritmountain.com
to view our full menu. Or scan this QR code:





Win a share of \$6,000 in Free Play!

It's Easy To Win, Automatic Entry!

Earn one entry for every \$1,200 or greater jackpot.

Earn entries NOW for the drawings taking place on September 4.

**Qualified Jackpot Winners from June 1 – August 31
are eligible for the drawings on September 4, 2020.**

No need to check-in your entry or be present to win.

The winners will be posted at the Coyote Club desk by Noon on September 4.

Winners have until 11:59pm Sunday, September 6 to claim their prize. Once claimed, Free Play prizes will be loaded onto the winner's account and remain active for 30 days.

Coyote Club card must be in use and active at the time of Jackpot to receive entries. See Coyote Club desk for details.

AUGUST

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Color Key

- Promotions
- Entertainment
- Hosted Events
- Direct Mail
- Tournaments
- Non-Smoking Stage
- Events in Mountain View Sports Bar
- Sponsorships

2	3	4	5	6	7	8	1	
	• Lucky Wheel Kiosk Promo				• Handbag Giveaway			
9	10	11	12	13	14	15		
	• Lucky Wheel Kiosk Promo				• Handbag Giveaway			
16	17	18	19	20	21	22		
	• Lucky Wheel Kiosk Promo				• Handbag Giveaway			
23	24	25	26	27	28	29		
	• Lucky Wheel Kiosk Promo		• \$10K Slot Tournament		• Bucks & Benz Drawing			
30	31							
	• Lucky Wheel Kiosk Promo							