




Spirit Mountain Casino Employee
Winter Celebration
THURSDAY, DECEMBER 17th
7AM-5PM • IN THE EVENT CENTER

Employee only event • Badges must be worn • No spouses or children

HOLIDAY GIFT 2020




Years of Service	Gift
Up to 6 Months	\$100
6 Months (+1 day) to 10 Years	\$200
10 Years (+1 day) to 20 Years	\$300
20 Years (+1 day) to 25 Years	\$400
25 Years +	\$500

Every employee **MUST** have their badge and pick up their money in person! No other forms of ID or notes for others to pick up will be accepted. Employees not able to pick up at the Winter Celebration can pick up with their badge at the Revenue Bank by 01-01-2021.




HOLIDAY HAM & COMMEMORATIVE COIN



Employees will receive a **Kirkland Holiday Ham** and a 25 Year Commemorative **Collector's Coin**.



RANDOM DRAWINGS FOR PRIZES & PTO



Employees need not be present to win. (PTO for Full-time employees only)



SWEET TREATS PROVIDED BY OUR BAKERY TEAM



EXPANDED HOLIDAY MENU IN THE EDR

GAMING ALLOWED ON THE SLOT FLOOR ONLY



TREE OF GIVING & FOOD BANK DONATION



Employees will receive 1 drawing ticket for donating toy(s) to the Community of Giving drive, and 1 drawing ticket for donating a non-perishable food item(s) to the Food Bank. Win one of five **\$20 Cash Prize** when you donate!

(only 1 ticket per event, NOT per item)

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.

DECEMBER 5-YEAR ANNIVERSARIES

Eva Finnell

Slot

Abigail Robershaw

Arcade

Dee Miller

Table Games

Jeffrey Smith

Table Games

Emily Elledge

Deli Rock Creek

Christopher Warner

Security

DECEMBER 10-YEAR ANNIVERSARIES

Raymond Smith

Cage Operations

Ashley Mott

Retail - Outfitters

DECEMBER 15-YEAR ANNIVERSARIES

Vickie Folden

Environmental Services

Rick McMillan

Cedar Plank Buffet

Brian Willis

Security

NATIONAL HAND WASHING AWARENESS WEEK

The first week of December is National Hand Washing Awareness Week... You know what that means?! It's time to get hygienic, people! Making a habit of good hand hygiene is an easy, effective way to prevent infections and sicknesses. If you're someone that chooses to skip the hand washing once in a while, read these mind blowing statistics and you might think again next time!

- 80% of communicable diseases can be transferred by touch (person-to-person contact).
- Washing your hands a few times a day can reduce diarrhea rates by 40%.
- Touching your face with dirty hands spreads sicknesses pneumonia, a cold, and the flu.
- Pneumonia is the number one cause of childhood death, and is preventable by regular hand washing.
- The two most important times to wash your hands are before and after preparing food, and after going to the bathroom.
- Less than 75% of women and less than 50% of men wash their hands after using the bathroom
- When you flush a toilet with the seat up, a mist containing bacteria is spread over about 6 square meters. Even worse... Sinks in public bathrooms are 90% covered in this bacteria.
- The ideal amount of time to wash your hands is 30 seconds, but 15 is recommended at the very least.
- Most bacteria on our hands is under our fingernails, so when you're washing, be sure to scrub underneath them.
- Damp hands are 1,000 times more likely to spread bacteria than dry hands, yet only 20% of people dry their hands after they wash them.
- Reusable cloth towels have millions of bacteria in their fibers. Using disposable paper towels is the cleanest way to dry your hands.
- Studies show that people who wash their hands have 24% less sick days because of respiratory illness, and 51% fewer sick days due to a sick stomach.

Are you grossed out yet!? Sorry, but we had to let you know.

WWW.NationalDayCalendar.com, n.d.

DRIVING IN ICY CONDITIONS



Bridges and overpasses are the most dangerous parts of the road in the winter. They are the first to freeze and the last to thaw because they're built of concrete, which doesn't retain as much heat as other materials. Be safe while driving on icy roads by remembering the following:

- Turn off your cruise control, be alert and drive cautiously.
- Roads that are wet or have fresh snow, packed snow, or ice have varying degrees of traction. Adjust your speed to match road conditions accordingly.
- Increase your distance from vehicles in front of you. Allow about three times as much space as usual.
- If your vehicle suddenly feels like it's floating, gradually slow down. Tap on your brakes gently; don't slam on them.
- Changes in elevation can drastically affect road and weather conditions. Watch for icy spots, especially in shaded corners.
- Avoid driving through snowdrifts — they may cause your vehicle to spin out of control.
- Blowing powder or dry snow can limit your visibility, especially when approaching or following trucks or snowplows. Keep your distance to avoid being blinded by blowing snow.
- Look for signs of ice on windshield wipers, side view mirrors, road signs, trees or fences. If ice has formed on any of these things, it may be on the road as well.

Source: [Oregon.Gov/ODOT](https://www.oregon.gov/ODOT)

COUGHING & SNEEZING

Coughing & Sneezing

Hygiene etiquette involves practices that prevent the spread of illness and disease. A critical time to practice good hygiene etiquette is when you are sick, especially when coughing or sneezing. Serious respiratory illnesses like influenza, respiratory syncytial virus (RSV), whooping cough, and severe acute respiratory syndrome (SARS) are spread by:

- Coughing or sneezing
- Unclean hands
 - Touching your face after touching contaminated objects
 - Touching objects after contaminating your hands

To help stop the spread of germs:

- **Cover your mouth and nose** with a tissue when you cough or sneeze.
- Put your used tissue in a wastebasket.
- If you do not have a tissue, cough or sneeze into your upper sleeve, not your hands.

Remember to wash your hands after coughing or sneezing:

- Wash with soap and water, or
- Keeping hands clean through improved hand hygiene is one of the most important steps we can take to avoid getting sick and spreading germs to others. Many diseases and conditions are spread by not washing hands with soap and clean, running water. If clean, running water is not accessible, as is common in many parts of the world, use soap and available water. If soap and water are unavailable, use an alcohol-based hand sanitizer that contains at least 60% alcohol to clean hands.

One final practice that helps prevent the spread of respiratory disease is avoiding close contact with people who are sick. If you are ill, you should try to distance yourself from others so you do not spread your germs. Distancing includes staying home from work or school when possible.

For more information on stopping the spread of germs, please visit CDC's Good Health Habits for Preventing Seasonal Flu pages.

Content source: Centers for Disease Control and Prevention

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.



EMPLOYEES OF THE MONTH

CONGRATULATIONS KYLA-DAWN MCKENZIE AND MEGHAN BANSEN



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

Name: Kyla-Dawn McKenzie

Position: Cage Cashier

Length of Service with Spirit Mountain Casino: 6 years, 7 month

Reason for Nomination

Guest Service:

Kyla is always helping both internal and external guests whenever she can. She will adjust her break schedule or stay past her scheduled shift if it will help the department to provide excellent guest service. She will stop and help guests on the floor if and when they need assistance by either giving directions or helping them with the machine they are on.

Team Work:

Kyla is dedicated to being the best team member she can for the cage and her coworkers. She will switch shifts or work for her coworkers when she is able. If she can she will stay late to help the other shifts and to make the change-over go quickly. If management needs her to do a project she is always willing and enthusiastic – she always gives her best! It's easy to say that she pulls more than her fair share of the workload. She can work every window in the Cage, including Main Bank. Kyla has a great sense of humor and when something tickles her, her laugh is infectious. She is fun to work with and she brightens up the room.

Professionalism:

Kyla tries to stay professional at all times, especially with our guests, but she still knows how to have fun. She has gotten to know some of our guests by name and has fun talking with them and building a rapport. Kyla is a dual-rate Lead and presents herself in a competent manner when dealing with guests and coworkers. She answers calls in a very timely manner and when she's working the frontline she responds promptly to waiting guests.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? I would say that you have to show up with a positive attitude, because your attitude is contagious.

What hobbies do you have outside of work? I love the beach and spending time with family.

Name: Meghan Bansen

Position: Lodge Administrative Assistant II

Length of Service with Spirit Mountain Casino: 8 years, 10 months

Reason for Nomination

Guest Service:

Meghan always provides the best guest service, both internally and externally. She does everything she can to make sure a guest's needs are met, and she always goes above and beyond to ensure our guests enjoy staying with us at Spirit Mountain Lodge. She truly believes in excellent guest service, and that shows in her interactions with our guests.

Team Work:

Meghan is a team player, both in her work as an admin and as a dual-rated Supervisor. She does a lot for us and ensures we are all on track and have the supplies we need to get our work done. If we're in need of supplies she does her best to get them for us in a timely fashion, which helps us, and in turn, our guests. When we were still having concerts at the casino Meghan could be found helping to set up/numbering chairs, scanning guests' tickets for admittance to the show, telling guests where they could buy food and beverages, and helping them find their seats. She was always kind and patient with the guests, and had a great attitude about working a busy event with thousands of people rushing about the casino.

Professionalism:

Meghan is always professional when it comes to work. She never speaks ill of anyone and is always courteous and neat when it comes to her job. Most recently, she has been helping her team members get up to speed with PayCom and the intricacies of the new system.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? Keep a positive attitude and be willing to help out and learn new things that may be outside your day-to-day job duties.

What hobbies do you have outside of work? I love traveling and learning about other cultures, including art, music, and food. I enjoy being outdoors and spending time with my family, especially my six nephews.

For their excellent service and dedication to Spirit Mountain Casino, Kyla-Dawn and Meghan 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.

Ornament PICK



KIOSK GAME



**SUNDAYS IN
DECEMBER**

Earn 250 points on any game to play! Prizes include warehouse merchandise, free play, food coupons and

\$1,000 CASH!



WINE

LOVERS

GIFT COLLECTION

WEDNESDAYS IN DECEMBER

WEEK
1

WINE
RACK



WEEK
2

WINE
COOLER



WEEK
3

WINE
TUMBLERS



WEEK
4

WINE
OPENER



EARN 1000 POINTS EACH WEEK TO CLAIM YOUR GIFT!

WEEK
5

Claim all four gifts to be entered to win one of five wine refrigerators. Winners posted by Noon on December 30, 2020.



\$100,000 CHRISTMAS CASH

NOVEMBER 15 – DECEMBER 18

Do your holiday shopping on us with **CHRISTMAS CASH!**

DRAWINGS: 7-8PM

DECEMBER 4, 11 AND 18, 2020

All club members will receive one free entry. Earn additional entries during the promotional period.

Earn 1 entry for every 100 slot points earned or 200 points on all other games.

On each drawing day beginning at 7:00pm, five (5) winners will be selected to go on stage, select a ceramic Christmas tree and drop it down the chimney shoot to reveal their prize.

Prizes range from \$1,000 Free Play - \$15,000 cash.

See Coyote Club for details.



Join us for a

Ham Giveaway

Monday, December 21

Earn 1000 points on any game between 3am – 10pm. Then, swipe your Coyote Club card at a kiosk and head to the redemption area 10am – 10pm to pick up your free spiral sliced Holiday Ham!

\$20 Free Play will be awarded if supply is completely exhausted.

DECEMBER

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
			• Wine Lovers Giveaway		• Christmas Cash Drawing	• VIP Robe & Candy Giveaway
6	7	8	9	10	11	12
• Ornament Pick Kiosk Game			• Wine Lovers Giveaway		• Christmas Cash Drawing	
13	14	15	16	17	18	19
• Ornament Pick Kiosk Game			• Wine Lovers Giveaway		• Christmas Cash Drawing	
20	21	22	23	24	25	26
• Ornament Pick Kiosk Game	• Ham Giveaway		• Wine Lovers Giveaway			
27	28	29	30	31	Color Key <ul style="list-style-type: none"> • Promotions • Entertainment • Hosted Events • Direct Mail • Tournaments • Non-Smoking Stage • Events in Mountain View Sports Bar • Sponsorships 	
• Ornament Pick Kiosk Game			• Wine Refrigerator Drawings	• New Year's Eve		

