

NATIONAL PREPAREDNESS MONTH

National Preparedness Month (NPM) is recognized each September to promote family and community disaster planning now and throughout the year. As our nation continues to respond to COVID-19, there is no better time to be involved this September.

The 2020 NPM theme is: “Disasters Don’t Wait. Make Your Plan Today.”

• **Make A Plan:** Know how to prepare for disasters that include how you will communicate with family and friends during disasters, reviewing insurance papers, and much more.

Build A Kit: You’ll need items to survive during a disaster that includes supplies you may need at home as well as a go kit of items you may need if you must evacuate quickly to a safer location. A basic emergency supply kit could include the following recommended items:

- Water (one gallon per person per day for at least three days, for drinking and sanitation)
- Food (at least a three-day supply of non-perishable food)
- Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert
- Flashlight
- First aid kit
- Extra batteries
- Whistle (to signal for help)
- Dust mask (to help filter contaminated air)
- Plastic sheeting and duct tape (to shelter in place)
- Moist towelettes, garbage bags and plastic ties (for personal sanitation)
- Wrench or pliers (to turn off utilities)
- Manual can opener (for food)
- Local maps
- Cell phone with chargers and a backup battery

Prepare for Disasters: Find out the best way to limit the impacts a disaster may have, like having the right insurance coverage or what can you do to your home to make it stronger and more resilient.

Teach Youth About Preparedness: Take the time now and talk with your children to reassure them. Teach them lessons on preparedness. Make family preparedness a fun annual event.



WHO WANTS
A **FREE TREAT**
FROM SIPS?

GET YOUR FREE FLU SHOT
AND "PERK UP" WITH A
\$5 SIPS VOUCHER

OCTOBER 13, 14 & 16

WHO IS ELIGIBLE?

All employees (including part-time) and spouses enrolled on the health plan.

LOCATION: HR TRAINING ROOM B

Tuesday, October 13th, 2020 2pm-6pm

Wednesday, October 14th, 2020 7am-11am

Friday, October 16th, 2020 8am-noon

Voucher is only valid on Flu Shots given at Spirit Mountain Casino.

Please contact benefits if you have a question: Peggy at 879-2221, Cindy at 879-2038

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.

Luck be a LEXUS



Win a NEW 2020 Lexus!

Earn Entries: September 1 – 25

Club Members get **1 Free Entry** to win a **Lexus UX 250H**.

Earn additional entries with every 100 slot points or 200 points on all other games.

On September 25, three winners will be picked for a chance to win

\$1,000 Free Play, \$2,500 Free Play or a new Lexus!

See Coyote Club for details. Car may differ from one shown.



What's quick and easy, ready in 5 minutes, cooks delicious breakfast sandwiches in the comfort of your own home?

Pick up YOURS between 10am - 10pm with only 1,500 points earned playing any of your favorite games.



Your points can be earned between 3am - 10pm on Friday, September 11. While supplies last.

EMPLOYEES OF THE MONTH

CONGRATULATIONS HEIDI BROCK AND MEGAN ANSON



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

Name: Heidi Brock

Position: Table Games Executive Casino Host

Length of Service with Spirit Mountain Casino: 15 years

Reason for Nomination

Guest Service:

Heidi has built a very good relationship with a lot of the regulars at Spirit Mountain Casino. She makes her guests feel special and remembers them by name. Guests frequently ask if Heidi is working because they want to see her and talk to her, and update her about their lives.

Team Work:

Heidi is a very self-motivated employee and is a very big asset to the VIP Services team. She is always the first one to jump in and help, with no complaints or hesitation. She truly enjoys her job and it shows in her work and her great attitude. Heidi works well with her coworkers in her department and all other members of Spirit Mountain Casino.

Professionalism:

Heidi comes to work dressed classy and professionally, always in a presentable way that is both nice and approachable for our guests. She is a confident individual and team member, and has shown enthusiasm for her job since she was promoted to an Executive Table Games Casino Host 2.5 years ago. She quickly became an asset to the department because she has a very strong work ethic. She is always volunteering to work extra hours or extra days whenever help is needed. She is here and ready to work a half hour before her shift and usually stays late to help on busy days. It's obvious that she loves her job and her team.

Heidi has been a Spirit Mountain Casino employee for 16 years, and she deserves this nomination and to be recognized as one of the hardest working employees here at Spirit Mountain.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? I would simply tell them to give 110% to their job. Be on time and treat everyone how you would want to be treated. Most of all... be a great teammate!

What hobbies do you have outside of work? Outside of work I enjoy being with my family! But as a hobby, I like making signs and T-shirts. I have a vinyl cutter and so I spend a lot of free time putting designs on T-shirts and painting.

Name: Megan Anson

Position: Cedar Plank Buffet Cook

Length of Service with Spirit Mountain Casino: 9 years

Reason for Nomination

Guest Service:

Megan is very attentive to our guests and will get whatever they ask for. The other day when she was really busy a guest asked for calamari, which she wasn't running and didn't have stocked. She ran back to the freezer to get some and then joked with the guest and made that person smile and feel welcomed.

Team Work:

Megan will stay late, come in early or welcome an extra day of work. She came in on Christmas Eve, Christmas, New Year's Eve, and New Year's Day, which would have been her days off. She is a team player who is always willing to help coworkers when she can. She usually works the seafood station alone even though it is a 1.5 - 2 person station. Megan can handle more than her fair share of work and she willingly and enthusiastically takes on hard and time-consuming tasks!

Professionalism:

Megan is a true professional in the Buffet because she always cleans and sets up her station correctly every day. She does what she is supposed to do, regardless of what other shifts have done and how they have impacted her shift and job duties. She is extremely dependable and has adapted well with the new structure that has been implemented over the past few months in Cedar Plank.

If a new employee were to ask you how to succeed at Spirit Mountain Casino, what would you tell them? I would tell them to stay out of the gossip that travels in the kitchen, and to listen to their leads.

What hobbies do you have outside of work? I work on quilting and embroidery, and I go fishing and hunting with my husband when I have time.

For their excellent service and dedication to Spirit Mountain Casino, Heidi and Megan 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.





LABOR DAY

HOT SEAT DRAWINGS



PLAY WITH YOUR COYOTE CLUB CARD TO
WIN \$100 CASH!

20 hot seat winners will be randomly
selected between 12pm – 5pm.

Each winner will be given **\$100 cash!**

PLUS: Everyone playing with their Coyote Club card on the
same bank as the winners will receive **\$20!**



MONDAY, SEPTEMBER 7

MEMBERS ONLY

\$10,000

SLOT TOURNAMENT

**We had such an outstanding response last month,
we are doing it again!**

WEDNESDAY, SEPTEMBER 30

The tournament play is 10am – 2pm,

**The top 50 scores will be awarded as follows,
plus 3 random winners drawn from remaining players:**

1st: \$2,500 Free Play

2nd: \$1,500 Free Play

3rd: \$1,000 Free Play

4th: \$750 Free Play

5th: \$500 Free Play

6th: \$400 Free Play

7th: \$300 Free Play

8th: \$200 Free Play

9th - 16th: \$100 Free Play

17th - 30th: \$50 Free Play

31st - 50th: \$25 Free Play

Drawn: \$100-\$500 Free Play

SEPTEMBER 5-YEAR ANNIVERSARIES

Christopher Butler

Slot

Tyler Hayes

Cedar Plank Buffet

SEPTEMBER 10-YEAR ANNIVERSARIES

Tami Emmons

Environmental Services

Lisa Lloyd

Cage Operations

SEPTEMBER 20-YEAR ANNIVERSARIES

Jeannette Varay

Casino Beverage

SEPTEMBER 25-YEAR ANNIVERSARIES

Jannie Tharp

Executive

Robert Jones

Wastewater Plant

Rebecca Thomas

Casino Audit

Andrea Burt

Casino Audit

Christine Slade

Table Games

Patrick Castanon

Slot

Veronica Dahl

Table Games

Richard Haller

Executive

EXERCISE AND DIABETES

Regular physical activity can lower your risk for pre-diabetes and type 2 diabetes. Staying fit and active throughout life can help your blood sugars stay in a healthy range. Exercise is also essential to preventing long-term complications that can result from diabetes such as nerve pain, heart disease or kidney disease.

Exercise Includes:

- Continuous activity – walking, taking stairs, and moving around throughout the day. To help reduce time spent sitting, try setting an alarm to alert you every 30 minutes as a reminder to stand, stretch, and walk around during the day.
- Aerobic exercise – brisk walking, swimming, biking or dancing. Aim for 30 minutes/day, at least 5 days/week. If you are new to activity, start with 5-10 minutes and gradually work up, OR try brisk 10-minute walks, three times each day.
- Strength training – lifting weights, your own body weight, or even items at home. It's best to do these exercises 2-3 times/week. Try joining a class that uses weights or elastic bands. If you travel, book hotels with fitness centers or bring resistance bands with you.
- Flexibility exercises – basic stretching, yoga, Pilates or tai chi. Keep your joints limber and reduce the risk of injury by stretching 5-10 minutes/day. Benefit your muscles by adding a stretching routine to your aerobic and strength building workouts.

Resources: American Diabetes Association; EndocrineWeb

Suzanne Toon, MS, CPT, Health Coach



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.

SEPTEMBER

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

6	7	8	9	10	11	12
	• Hot Seat Drawings			• Double Lexus Tickets	• Breakfast Sandwich Gift Day	
13	14	15	16	17	18	19
				• Double Lexus Tickets		
20	21	22	23	24	25	26
				• Double Lexus Tickets	• Luck Be a Lexus Drawing	
27	28	29	30	• \$10K Slot Tournament		