

TEAM MEMBER BENEFITS

TUITION REIMBURSEMENT PROGRAM

EFF: 01/01/2020

The Tuition Reimbursement Program is designed to assist team members employed by Boyd Gaming Corporation with improving their skills, knowledge, and abilities through continued education. Through this program, the Company encourages team members to attend continuing education and accredited degree programs for the purposes of professional development and improvement.

POLICY

Boyd Gaming provides tuition reimbursement to assist team members in the pursuit of credit courses offered by accredited colleges or universities that will enhance the team member's ability to fulfill their present position or to better prepare them to assume responsibilities of a new position within the Company.

The Company will reimburse the team member for education costs when all of the following criteria are met:

- The courses are related to the gaming industry or hospitality management, or to a degree program in these fields;
- The educational courses are provided by an accredited institution (or pre-approved by the Senior Director of Human Resources); and
- The program and specific courses are approved in advance by the department head, Human Resources Manager or above, and VP/General Manager (or appropriate Corporate Vice President).

GENERAL EXPECTATIONS

Team members are expected to attend class and complete assignments outside of regular working hours. It is expected that educational activities will not interfere with the team member's performance or work schedule. Unsatisfactory job performance during the enrollment or completion of a course may result in the forfeiture of educational assistance reimbursement monies.

Team members who are unable to complete an approved course because of a mandated move within the Company will be reimbursed for the costs or cancellation fees incurred up to their move date.

In the event that the team member resigns from the Company within 6 months of receipt of tuition reimbursement, the team member agrees to reimburse the Company in full for the amount of tuition assistance/reimbursement paid by the Company to the team member

or on the team member's behalf.

Team members who take courses at the specific request or direction of management may have all costs paid in advance.

Records of all educational assistance programs and requests completed by each team member will be maintained in Company records.

Boyd Gaming is an equal opportunity employer and does not discriminate in the application of educational assistance benefits for team members.

Team members are not guaranteed employment or promotion as a result of using this program.

ELIGIBILITY

To be eligible for tuition reimbursement, the following criteria must be met:

- Active full-time, part-time, or on-call status with an average of at least 20 hours worked per week. The average hours worked will be determined in the semi-annual lookback process.
- One year of continuous service with Boyd Gaming Corporation.
- A rating of "Meets Expectations" or higher on most recent performance evaluation.
- Disciplinary action will be reviewed and may be a factor in determining eligibility.

This policy does not apply to team members who are represented by a collective bargaining agreement.

ELIGIBLE REIMBURSEMENTS

Eligible team members may be reimbursed only for courses of study that the Company determines are related to the gaming industry or hospitality management, or to a degree program within these fields. For example, Math, English, or similar courses as required for a degree program in Business or Hospitality would qualify. However, some electives such as Art, Interior Decorating, etc. would not qualify unless directly related to the individual's current job or to a degree program in a relevant field, such as Hospitality.

For purposes of this program, "reimbursable costs" means amounts actually incurred or expended by the team member for tuition, textbooks, and course-related laboratory fees. Reimbursement will be disbursed based upon the following:

- Course must be compatible with or related to the gaming industry or hospitality management.
- Approval will be predicated on the team member meeting all eligibility requirements,

- Team members pursuing an undergraduate degree will be eligible for reimbursement up to \$2,500 per calendar year.
- Team members pursuing a Graduate degree will be eligible for reimbursement up to \$3,000 per calendar year.
- Final grade must be equivalent to an “A”, “B”, “C”, “Pass” or completion certificate.
 - For a grade of “A” – 100% of reimbursable costs
 - For a grade of “B” – 80% of reimbursable costs
 - For a grade of “C” – 50% of reimbursable costs
 - For a grade of below “C” – 0% reimbursement
 - If the approved course is pass/fail, 75% of reimbursable costs will be paid for passing a “pass/fail” course.
 - No reimbursement will be made for a grade of “D” or lower, for classes that are audited, or for classes the team member does not complete.
- Reimbursement consideration will be made for GED’s, citizenship preparation, and ESL (English as a Second Language) courses if pre-approved and within the guidelines provided above

Team members who receive reimbursement from outside sources, such as the Department of Veterans Affairs or scholarships, may still receive reimbursement from the Company per the above formula. However, the total of the amounts to be reimbursed by the Company will not exceed 100% of the team member’s annual related expenses.

PROCEDURES

- Team members requesting tuition reimbursement must complete the application and submit to Team Member Services via [ServiceNow](#) or to education@boydgaming.com. The application should be accompanied with supporting documentation to include course descriptions and evidence of registration.
- Team Member Services will review the application for completeness and eligibility before forwarding the application to the appropriate HR Manager or HR Director.
- The HR Manager or Director will review the application and obtain any and all appropriate approvals, including the Department Head and the VP/GM or appropriate Corporate Vice President.
- The HR Manager or Director will return the fully approved application to Team Member Services.
- Once all approvals are obtained, the Team Member Services Specialist will notify the team member that the application is approved. If the application is denied, Team Member Services will provide notification to the team member of the denial and a general reason (eligibility requirements not met, etc.).
- The approved application will be logged in a tracking system and await final supporting documentation from the team member regarding course completion and final grades.
- Upon course completion, team members must submit an original transcript of their grades and any receipts not previously submitted for expenses incurred to Team Member Services via [ServiceNow](#) or to education@boydgaming.com.

- Team Member Services will review the final documentation and submit for the reimbursement through Accounts Payable.
- Copies of all documents will be placed in the team member's personnel file.
- The reimbursement will generally be processed within two weeks of final submission and will not be subject to taxes.

STUDENT LOAN REPAYMENT BENEFIT

EFF: 01/01/2020

Boyd Gaming is proud to support team members in their development and academic goals. The Student Loan Repayment benefit is an opportunity to help individuals with their obligations to make loan payments.

POLICY

Boyd Gaming will provide a matching payment, up to \$1,000 per calendar year, to team members who are currently making payments on student loans for a completed degree of associates, bachelors, masters, or doctorate. Payments will generally be issued in December, and not later than December 31 of the current year. Eligible team members can utilize this benefit on an annual basis.

ELIGIBILITY

To be eligible for student loan repayment, the following criteria must be met:

- Team members must be full-time and not working in a temporary, part-time, or on-call status.
- Team members must work an average of 30 or more hours per week, as calculated in the semi-annual lookback process.
- At least three years of continuous service with the Company.
- Received a “Meets Expectations” or higher rating on their most recent performance evaluation.
- Loan status cannot be in default.
- Disciplinary action will be reviewed and may be a factor in determining eligibility.
- The team member must be actively employed with Boyd Gaming on the date that the payment is issued; team members who have separated from the Company will not be eligible to receive a payment for which they previously applied.

This policy does not apply to team members who are represented by a collective bargaining agreement.

PROCEDURE

Application Process:

- Team member completes the Student Loan Repayment Request Form and provides supporting documentation, to include a current loan statement and a copy of the diploma for the degree that was awarded.
- Completed form is submitted to Team Member Services via [ServiceNow](#) or to education@boydgaming.com.

- Team Member Services will perform an initial validation review, then send the request form to the appropriate HR Manager or HR Director.
- Human Resources and the Property VP/General Manager will make the determination of the team member's eligibility and whether the request will be approved or denied.
- Human Resources Manager or Director and Property VP/General Manager will send approved/denied request form back to Team Member Services.
- Team Member Services will notify the team member of the decision to approve or deny the request for payment. If denied, the team member will be provided a general explanation.
- All documentation submitted with the application will be scanned and saved in the team member's personnel file.

ADDITIONAL

- Application deadline is October 1 of the current year in which the team member is requesting payment.
- Payment will be made in one payment up to \$1,000 directly to the team member.
- The payment cannot exceed the amount owed on the loan.
- The payment will be issued to the team member by December 31.
- Student Loan Repayment benefits are considered taxable income and are not tax assisted.

COLLEGE SCHOLARSHIP PROGRAM

EFF: 01/01/2020

Boyd Gaming is proud to encourage children of Company team members to attend college to pursue a degree. The College Scholarship Program is an opportunity for children of Boyd Gaming team members to apply for a one-time \$2,500 college scholarship, and up to three (3) subsequent annual awards of \$1,500 each.

POLICY

The Boyd Gaming College Scholarship Program will distribute up to 25 one-time scholarships to eligible children of Boyd Gaming team members. College students of current team members who were previously awarded the one-time scholarship may apply for continued scholarships up to \$1,500 annually for three years. Boyd Gaming will engage an independent organization to facilitate the program for the Company.

ELIGIBILITY

To be eligible for a team member's child to apply, the team member must:

- Have at least one year of continuous service with the Company
- Work as a full-time team member at the time of application for the scholarship award. Full-time status will be determined by the semi-annual lookback calculation. Team members must average a minimum of 30 hours per week over the defined lookback period in order to be considered full-time for the purposes of this policy
- Earn less than \$90,000 annually
- This policy does not apply to team members who are represented by a collective bargaining agreement

To be eligible to apply for the scholarship as a child of a current Boyd Gaming team member, the child must:

- Be defined as a natural, adopted, or stepchild who is 21 years old or younger at the time of the initial award
- Be a senior in high school or current undergraduate college student
- For continued scholarships:
 - Be enrolled as a full-time college student
 - Have a minimum GPA of 2.5

PROCEDURE

Electronic applications for the Boyd Gaming Scholarship Program will be available each spring, with the deadline in mid-May. Further details will be available on Boyd.net and Boydstyle.com.

Applicants must submit:

- A completed, signed application with the applicant's name and contact information
- Official transcripts from high school
- Official SAT and/or ACT test scores
- A signed letter of recommendation from a teacher or college professor
- A personal statement detailing why the scholarship is important, personal goals, and ambitions during and after college

An independent Scholarship Selection Committee administered by the independent organization, Scholarship America, will consider each applicant for respective ability, academic merit, educational goals and career ambitions. All applicants will be notified via email regarding the selection committee's decision.

Payments will be made directly to the school where the team member's child will be attending prior to the semester for which the scholarship is awarded.

Boyd Gaming is an equal opportunity employer and does not discriminate in the application of the college scholarship program for team members and their children.