



BOYDGAMING™

TEAM MEMBER HANDBOOK



**VALUE RELATIONSHIPS,
HAVE INTEGRITY,
EXCEED EXPECTATIONS,
AND WORK SMART.
THIS IS WHAT IT MEANS
TO BE A BOYD GAMING
TEAM MEMBER.**

MISSION STATEMENT:

We, as members of Boyd Gaming Corporation, operate with only the highest degree of integrity and rely on the competence and friendliness of each person in our organization to provide entertainment and service to satisfy our customers' wants.

Through teamwork, we strive to maximize shareholder value, to be among the leading companies in our industry, and to provide opportunities for all while we support and enhance our communities.

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Welcome to **Boyd Gaming Corporation**

In 2020, Boyd Gaming celebrated its 45th year in business, a track record of longevity that very few companies in our industry can match. From a single property in downtown Las Vegas—the California Hotel and Casino—Boyd Gaming has grown into one of America’s leading casino operators, with 29 properties and 24,000 team members in 10 states across the country.

From that first day in business, Boyd Gaming and its team members have been dedicated to the unique culture we call “Boyd Style.” Within its four core values—Value Relationships, Integrity, Exceed Expectations, and Work Smart—Boyd Style lays the foundation for how we treat our customers, our fellow team members, and our communities.

Boyd Style is what Boyd Gaming is all about. No matter how large our Company becomes, Boyd Style ensures every one of us consistently provides the great service and welcoming atmosphere that defines the Boyd Gaming brand, and keeps our customers coming back.

Boyd Style begins with our team members, and we are committed to providing you with a work environment that demonstrates the respect we have for you. We practice an open-door philosophy, offer competitive pay and benefits, and promote a workplace culture that is unique within our industry.

This Handbook is designed to provide some basic information so you can better understand the Company, your benefits, your responsibilities, and our expectations of you. It contains general explanations and guidelines of many Company policies, but it is not intended to provide every detail. Please do not hesitate to ask department management or Human Resources if you need more information or clarification on any of our policies, procedures, or work rules.

We are proud of what we have accomplished as a company since we were founded in 1975. But we know that our future success depends on the continued dedication and excellence of team members like you. We challenge you to commit yourself to living Boyd Style—upholding the standards of friendliness, quality service and integrity that make Boyd Gaming a special place to work and play.



Keith E. Smith
President and Chief
Executive Officer



William S. Boyd
Executive Chairman



MANAGEMENT PHILOSOPHY

10
YEARS

33%

Percentage of team members who have been with Boyd Gaming more than 10 years.

We are proud of the unique culture we share at Boyd Gaming. You're much more than an employee—you are a team member, a valued part of the Boyd Gaming team, and our mission is to create a workplace where our team members can build a fulfilling and rewarding career.

That begins with a philosophy of mutual respect and open communication. From your department management to our senior leaders, our doors are always open to you—that is just Boyd Style.

But our commitment to you goes far beyond our open-door policy:

- Each property has a member of Human Resources dedicated to serving as an advocate to management for you, and as a representative for team members during the disciplinary process.
- If you have a complaint or concern about the workplace (including safety issues) and you're uncomfortable telling your department management or notifying the Human Resources Department—you can visit [4U2TELL.ethicspoint.com](https://4u2tell.ethicspoint.com) or call **1-866-4U2-TELL** anonymously, 24 hours a day. All calls to this hotline are investigated, and a response is provided.
- Hourly, non-bargaining-unit team members have the right to appeal most terminations to EDRIK (Employment Disciplinary Review Committee), and to representation by an advocate in Human Resources during the EDRIK process.
- Each Boyd Gaming property has an active **Safety Committee**, committed to making your workplace as safe and hazard-free as possible.
- Each Boyd Gaming team member has access to the **Team Member Crisis Fund**, a resource available to help team members through times of financial need.
- Each Boyd Gaming Team Member has access to the Employee Assistance Program (EAP) to assist team members and their households with everyday problems or questions, big or small. The EAP can be reached at 855-383-7229 or anthemEAP.com.

Each of these initiatives is the result of our commitment to you.

PURPOSE AND EXPLANATION OF THE HANDBOOK

The purpose of this Handbook is to provide team members with information that will assist them while employed by Boyd Gaming Corporation or a subsidiary or affiliated company (collectively, the "Company"). This Handbook contains general statements and guidelines and is meant to provide an overview of the more common policies and procedures, as well as benefits available to team members of our Company. Details of the summarized policies and procedures described in this Handbook are included in the Company's Employment Policy Manual and in the benefit plans, which in all cases control the application of the policies and procedures and the benefits. All team members are responsible for knowing and abiding by the policies and procedures contained in this Handbook and detailed in the Company's Employment Policy

Manual. Each team member must also understand and follow all policies, rules, and instructions that apply to his or her particular job and department. Team members are encouraged to ask questions of their department management or the Human Resources Department regarding details of applicable policies and procedures and benefits.

The Team Member Handbook applies to team members of Boyd Gaming Corporation, its subsidiaries, and affiliated companies. The Company's accumulated experience and knowledge in the hospitality industry has provided the foundation for this Handbook. The sharing of policies on certain issues, as set forth in this Handbook, is not counter to the separate corporate status of the subsidiaries. Accordingly, the Handbook and policies are subject to change by Boyd Gaming and/or subsidiary Management whenever they see fit, for whatever reasons they deem appropriate. In some instances, a newly acquired property, subsidiary, or affiliated company may operate under different programs or policies as approved by senior leadership. If you have any questions about what policies or programs apply to you, contact your Human Resources Department.

BOYD STYLE

Valuing Relationships – Integrity – Exceeding Expectations – Working Smart

Boyd Style is our own one-of-a-kind way of doing things. It is being the best at what we do. It is our commitment to excellence. It is our special flair...our unique spirit...our values...our pride...ourselves.

At Boyd Gaming we believe we **ALL** must show Boyd Style. The definition of **ALL** of us means exactly that—**ALL OF US**, including senior executives, directors, managers, supervisors, salaried, and hourly team members..

OUR SERVICE VISION

At Boyd Gaming, our Service Vision is to ensure the total satisfaction of every customer, every day, at every property—to provide experiences that will exceed expectations—to maintain a workplace with motivated team members who will unfailingly provide efficient, prompt and friendly service—to continually provide quality products, exceptional value, exciting entertainment, and above all an unforgettable experience. Ultimately—and every day—we strive to provide positive, memorable experiences to our customers and to inspire an intent to return and an intent to recommend Boyd Gaming to friends and family.

OUR SERVICE STANDARDS

Boyd Gaming Corporation and its subsidiaries are committed to providing excellent guest service with Boyd Style. Boyd Style is best captured with the word **VIEW**: Value Relationships, Integrity, Exceed Expectations, and Work Smart.

Value Relationships - Be genuinely respectful and considerate of all customers and fellow team members.

Integrity - Maintain the highest degree of honesty and integrity; be responsible and accountable for your own actions.

Exceed Expectations - Provide fast, friendly service, creating a fun experience in a fresh and clean environment to ensure the Total Satisfaction of every Boyd customer.

Work Smart - Support the efforts of your fellow team members. Be consistently on time, be technically proficient in your job, and follow Company policies.

Taking care of people is what it is all about. After all, we are in the entertainment business and it is “Showtime” the moment we enter the doors. We want our customers to have fun, and have fun ourselves in the process. This kind of atmosphere inspires customers to return more often and play longer. This is what will set us apart—Excellent Customer Service!

People return to places where they feel they are treated with warmth, dignity, and respect. We are an organization that values their business and where team members truly care about the customers and each other. We are a place where customers and coworkers feel like they are part of a family. We are a company that actively promotes this attitude, and this concept of exceptional customer service must be a consistent part of our behavior every day, in every way.

DELIVERING BOYD STYLE EVERY MOMENT OF EVERYDAY TO EVERYONE

- Brighten someone’s day with a smile that is warm, friendly, and genuine. Use eye contact to show a sincere interest and desire to help.
- Acknowledge customers and coworkers and look for ways to offer assistance or give a friendly greeting.
- Show respect for customers and coworkers by speaking to them in a positive, professional, and friendly manner. Use names whenever possible.
- Be helpful when customers or coworkers ask for assistance. Provide the information needed. If the customer or coworker needs directions to another part of the property, accompany him or her if possible. If you cannot leave your workstation, contact a department manager who can escort the customer or coworker to where assistance is available.
- Handle each situation with a fresh perspective. No matter how routine the request may seem, be sincere when you talk with customers or coworkers. Serve them one at a time so they will feel special.
- Listen closely and answer questions clearly so customers and coworkers are not confused. Remember, customers and some coworkers are not as familiar with names of places, events, and entertainment terms as you are.
- If you don’t know the answer, find out. Never say, “I don’t know” or, “It’s not my job.” Always assure the customer or coworker that you will find the answer, and then do so quickly.

- Express appreciation to the customers with statements such as, “It was my pleasure serving you,” or, “Come back and visit us again soon,” or, “I hope you enjoyed your experience while you were here.”
- Tone of voice and body language are important. Use a cheerful, pleasant voice when communicating face-to-face or by phone. Let people hear the smile in your voice. How you say things is as important as what you say. Maintain good posture and an open stance. When approaching a person, walk with energy. Show your enthusiasm, whether it is the beginning or the end of your shift. Our customers and coworkers deserve our best.
- Be actively involved. Show your active involvement and concern for our customers by asking questions such as, “What else may I do to help you enjoy your visit with us?”, “Are you having a good time?”, “How has your service been today?”, and “What else would you like?” By being actively involved, we can exceed customers’ and coworkers’ expectations and resolve problems, complaints, or any other service issues.

SERVICE RECOVERY - HOW WE HANDLE DIFFICULT SITUATIONS

Mistakes will be made. There are some decisions that do not satisfy our customers. We need to resolve the situation. This process is called Service Recovery. The key is getting the problem fixed immediately. Often it is not what you say, but how you say it, and how quickly you respond. People want recognition, respect, empathy, and assurance that someone cares about them as a person. The most loyal customers are those who have had a complaint that was resolved successfully. They walk away feeling they have established an ongoing relationship with our Company. We are totally committed to creating an atmosphere where customers feel comfortable and valued. It is also important to remember that each of us must try to “Do it right the first time.”

Listen - Pay close attention to the customer’s concern and identify the true problem. Do not interrupt. Restate the problem so you are certain you understand what the customer needs. Acknowledge their right to excellent service.

Apologize - Whether or not you are responsible for the problem, apologize to the customer for the situation he or she encountered. Empathize with the customer, showing your concern and commitment to solving the problem.

Solve - Use your knowledge and skills to resolve the issue. If it is beyond your capabilities or authority, obtain the immediate assistance of a supervisor or manager. Ensure the problem is completely resolved in a timely and appropriate manner.

Thank - The majority of customers who have concerns with our service choose not to express them. They either quietly accept the situation, or make the choice to take their business elsewhere. When you are fortunate enough to have a customer tell you of a concern, thank him or her for the opportunity to resolve the issue. Once the situation is resolved, let the customer know that if he or she needs additional assistance you or one of your coworkers will be happy to help.

GENERAL INFORMATION



150 +

number of restaurants
across the country

THE IMPORTANCE OF DIVERSITY

Diversity and inclusion are critical parts of our successful strategy to build an industry-leading gaming and entertainment company. The purpose of our diversity efforts is to utilize the similarities and differences of our many team members to accomplish our goals and objectives.

We are proud of our Company's long-standing reputation as a champion of diversity. Continuing to build this legacy is not possible without your support. Together we have embraced diversity as a core concept of our Company's philosophy. As we grow, our initiatives will continue to evolve.

SOME OF THE WAYS WE DO THIS:

- Create programs, products and services which reflect the needs of all our customers and people in the communities we serve.
- Endeavor to recruit and retain team members from all segments of our communities.
- Ensure that we have the best, most inclusive workforce to create an outstanding customer experience.
- Embrace and use the experiences and skills of all our team members to make us the best at what we do.
- Build an organization where all team members can reach their full potential and do their personal best work.
- Strive to maximize shareholder value and customer satisfaction through teamwork while supporting and enhancing our communities.

As our success reflects, an organization that embraces diversity and inclusion is seen as the best place to **work, play, and invest.**

EQUAL EMPLOYMENT OPPORTUNITY

Boyd Gaming Corporation and its subsidiaries are committed to recruiting, hiring, developing and training, promoting, compensating, and recognizing all team members solely on the basis of merit, qualifications, and abilities.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions will be made without regard to:

- Age
- Color
- Disability
- Ethnicity
- Gender
- Gender Expression
- Gender Identification
- National Origin
- Perceived Disability
- Pregnancy
- Race
- Religion
- Sexual Orientation
- Union Affiliation
- Veteran Status

Or for any other basis prohibited by local, state, or federal laws.

Any team member who has a question or concern regarding any type of discrimination or harassment in the workplace should voice his or her concern to the Human Resources Department, or department management, without fear of reprisal. Anyone found engaging in any type of unlawful discrimination, harassment, or retaliation may be subject to disciplinary action up to and including termination of employment.

CUSTOMERS AND TEAM MEMBERS WITH SPECIAL NEEDS

When you encounter individuals who need special attention, treat them with respect. Do your best to accommodate them and make them comfortable.

It is our policy, consistent with the Americans with Disabilities Act, to allow Service Animals in all public areas to which our customers have access. Contact the Human Resources Department or your department management if you have any questions or need more information regarding our responsibilities to people with disabilities, or how to assist a customer with special needs.

EMPLOYMENT STATUS CATEGORIES

Your employment status determines eligibility for Paid Time Off (PTO) or Vacation Plans, transfers, promotional opportunities, shift bids, etc. Eligibility for health benefits is also based on hours worked. Your department management and the Human Resources Department will answer any questions regarding eligibility rules for any particular benefit. The following are the categories of employment:

Introductory - First ninety (90) days of employment after being hired, promoted or transferred. In some cases, a team member's introductory period may be extended when additional time to evaluate performance is necessary.

Full-Time - Completed introductory period and regularly scheduled to work at least thirty (30) hours per week.

Part-Time - Completed introductory period and regularly scheduled to work fewer than thirty (30) hours per week. (Part-time team members are not eligible for some Company benefits.)

Temporary - Hired for a temporary, limited period, regardless of number of hours worked per week. (Temporary team members are not eligible for some Company benefits.)

Seasonal - Hired for a limited period for seasonal positions, regardless of number of hours worked per week. (Seasonal team members are not eligible for some Company benefits.)

On-Call or Extra Board - No regular work schedule, but called to work as dictated by the business needs of the Company. (On-call or extra board team members are not eligible for some Company benefits.)

Check with your department management or the Human Resources Department for information regarding eligibility for certain programs and benefits that are based on employment status.

EMPLOYMENT VERIFICATION

If you need your date of hire, current wage, job position, or prior employment history verified, visit The Work Number by accessing their website at www.theworknumber.com or calling 1-800-367-5690. Boyd Gaming's employer code is 11811.

HIRING OF RELATIVES

The Company's goal is to hire the most qualified talent available. Relatives of current team members are eligible for employment consideration if the employment will not create a direct supervisor/subordinate relationship, have a potential for creating an adverse impact on work performance, or create an actual or potential conflict of interest or security risk.

A relative is considered a husband, wife, mother, father, son, daughter, brother, sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, or sister-in-law, and includes "step" relatives.

The same criteria will be considered when assigning, transferring, or promoting a team member. You are required to notify your department management if you plan to marry another team member, or if any relationship exists which could be a potential violation of this policy or the fraternization policy. For specific information, consult your department management or the Human Resources Department.

Relatives of Director level positions are not eligible for employment at the Director's property. For purposes of this policy, Corporate offices are considered properties. Relatives of General Managers, Assistant General Managers, and Vice Presidents are not eligible for employment at any property without approval from the President and CEO.

INTRODUCTORY PERIODS

All newly hired team members are subject to a ninety (90) day introductory period. This period has been designated as a time frame supervisors should use to evaluate team member capabilities, aptitude, conduct, work habits, attendance, ability to work cooperatively, etc. Successful completion of this initial introductory period is required in order to be eligible for certain Company-provided benefits, as well as transfers and EDRICK reviews.

All rehired, promoted, transferred, or demoted team members will be subject to an additional ninety (90) day introductory period. This additional introductory period is intended for the evaluation of job performance. Your benefit programs are not affected by the additional introductory period.

In some cases, an introductory period may be extended by department management when a team member has had limited opportunity to work in the ninety (90) day period, either because of scheduling challenges or unexpected absences, or to allow further evaluation of performance, including coaching and development opportunities. Team members will be informed if their introductory period will be extended.

Team members are encouraged to review this policy with their department management or the Human Resources Department for any additional information.

LENGTH OF SERVICE

Your adjusted date of hire is typically your most recent hire date with the Company. For many acquired or purchased properties, the adjusted date of hire recognizes the team member's service with the acquired or purchased entity. The adjusted date of hire is used for many purposes, including determining eligibility for benefits and Paid Time Off (PTO) or Vacation Plans. Length of service with Boyd Gaming Corporation, also known as your "anniversary date," is used for purposes of service awards and celebrations. The anniversary date is measured from the date of acquisition with respect to properties purchased or otherwise acquired by Boyd Gaming Corporation.

LICENSING, WORK CARDS, AND AUTHORIZATIONS

Gaming is considered to be a "privileged" industry, subject to extensive regulations by various jurisdictions. The Company is committed to strict compliance with all regulatory requirements. You will be advised what licensing or certifications are necessary for your position. It is your responsibility to keep them current and on your person at all times while you are working, as required. These include, but are not limited to, health cards, alcohol awareness cards, gaming licenses, and required certifications, including Coast Guard certifications, when applicable. Team members who are unable to obtain and maintain required licenses, or who have their licenses or work authorization documents revoked, may be terminated. Any team member discharged for failure to secure a required license, or who has a license or permit revoked, is not eligible for an EDRICK Review (see the Team Member Responsibilities section for details regarding the EDRICK process).

PAYMENT OF WAGES

You will be advised when your pay period begins and ends. The use of direct deposit/electronic payment is mandatory except where prohibited by state law. Direct deposit receipts (paycheck stubs) are available for review on the Company's secure Paperless Pay site, which may be accessed on the team member portal. If you are issued a paper paycheck, you will be advised where and when the check will be available for pick-up or if it will be mailed to your address on file. Electronic payment is the most convenient and safest method of payment.

You may sign up for or change your payment preferences in the Human Resources Department. If you have any questions concerning your pay, talk with your department management or the Human Resources Department.

Lost or Stolen Paychecks or Pay-Card – If you lose your paycheck or believe it to be stolen, immediately contact your department management, the Human Resources Department, or the Payroll Department. If you lose your pay-card, please contact the pay-card issuing provider immediately; the phone number is provided in your enrollment packet or may be obtained from the Human Resources Department.

Overtime Pay – All overtime must be approved. Your department management will instruct you on the proper method for documenting and approving overtime. If you are classified as a non-exempt team member and work overtime, you will be compensated for overtime in accordance with the applicable federal and state laws. Team members may not be compensated with time off instead of overtime pay for overtime worked.

PTO, vacation days, sick days, leaves of absence, personal days, or jury duty pay are NOT considered “hours worked” for purposes of calculating overtime.

PERFORMANCE EVALUATIONS

Periodic performance evaluations are completed by your department management. The performance evaluation process is an opportunity for you to receive constructive feedback regarding your individual job performance and to discuss your career and professional development goals, as well as departmental and Company goals. The performance evaluation may or may not be conducted at the same time as a compensation review. A copy of your performance evaluation will be maintained in your team member file, and may be considered for other employment decisions. Performance evaluations are not administered to temporary, seasonal, or on-call team members.

PERSONAL DATA CHANGES

It is important to keep your employment records accurate. Immediately notify your department management and your Human Resources department of any change in your mailing address, telephone number, emergency contact information, educational accomplishment, or any other change in information on file, including criminal convictions. Qualifying life events, e.g. a marriage, divorce, or new child, should be reported to Team Member Services immediately. You or your dependent’s benefit eligibility may be affected if not submitted in a timely manner (typically within 30 days of the qualifying life event).

PERSONNEL FILES

If you would like to view your personnel file, contact the Human Resources Department.

PROMOTION AND TRANSFER OPPORTUNITIES

It is our goal to have the best talent possible in each and every position. It is recommended that you keep your resume up-to-date with any classes or certifications you have taken that show your interest in succeeding in your current job, or personal development for promotional opportunities. Watch the job postings on BoydCareers.com for information regarding new opportunities, and complete the appropriate application online or in the Human Resources Department. As a general

rule, it is a good idea to discuss your career plans with your department management, and to give a courtesy notification when you have applied for another position within the Company. You must complete your introductory period before you become eligible for a promotion or transfer unless it is at the request of the Company. On-call team members are not eligible for transfer outside their property. On-call team members must resign from their current property when accepting a position at a different property.

Consideration for promotion or transfer will be based on the following criteria:

- Department Management’s evaluation of your ability to perform the duties of the new job, and of your performance in your current position.
- Your complete personnel record, including performance evaluations, discipline, and attendance.
- Your prior or related experience.
- Your documented job performance, ability to work cooperatively, and behavior toward customers and coworkers in your current position.
- Company length of service will be considered when equally qualified team members apply for the same position.
- Current job requirements.

If you are selected for a transfer, you will be required to complete a new ninety (90) day introductory period. You will retain your original date of hire for benefits and other purposes, and you will be assigned a new job classification date. You may not request a transfer to another position until you complete the additional ninety (90) day introductory period if the transfer is within the same property, or nine (9) months if the transfer is outside the property, unless the transfer is requested by the Company. Additional introductory periods may apply to supervisory positions and above; see Policy Manual for further details.

If you wish to return to your former position, you must inform the Human Resources Department and your current department management of your desire to return to your former position within five (5) shifts of your transfer date. If you are able to return to your former position, you will be ineligible for another transfer or promotion for the next six (6) months. Returning to your previous position may not be permitted if gaming regulations require licensing transfers or approvals, or in the case of unsatisfactory behavior or work performance.

PROPERTY APPEARANCE

It is everyone’s responsibility to keep the buildings and grounds around the property clean, neat, and safe. Please dispose of any trash promptly and properly. Report all damage and disrepair to your department management or to the appropriate Facilities Department.

SEPARATION OF EMPLOYMENT

Team members terminating their employment relationship with the Company should notify their department manager at least two (2) weeks in advance, when possible, and preferably in writing. A team member's notice of resignation may be accepted immediately or at another date prior to the team member's intended last day.

SALARY ADVANCES

Under extenuating circumstances, a minimal salary advance may be available for emergencies if you have worked enough hours in the pay period to have earned the amount of money you are requesting, after taxes and other deductions. Your request must be made in writing, and the advance will be deducted from your next paycheck(s). If you need further information, please see your department management or the Human Resources Department.

CLAIMS AGAINST SALARY

The Company is required by law to accept legal assignments, wage deduction orders, and garnishments which are properly filed against your compensation.

SAFE HARBOR

Boyd Gaming is committed to ensuring proper deductions, in compliance with all applicable federal and state laws. If you believe that you have had an improper deduction applied, Boyd Gaming will make a good faith effort to investigate and resolve any complaints or inquiries in a timely fashion. Please reach out to the Human Resources Department if you believe that an improper deduction against your salary or wages has been made. Unless there is evidence of a willful violation by continuing the improper deductions after receiving a team member complaint, an improper deduction will not result in a loss of exemption status for the team member.

MEDIA RELATIONS

Only the Chief Executive Officer, President, Chief Financial Officer, Corporate Communications senior staff, General Counsel, and those team members designated by them (collectively, the "authorized spokesperson(s)"), are authorized to speak publicly on behalf of the Company. Any team member who is asked to make a presentation on behalf of the Company to a gathering outside of the Company, including analyst, investor, or industry conferences, must first receive approval from one of the authorized spokespersons. This policy applies to all public speaking events, such as invitations to appear before trade shows, conventions, or professional or civic organizations. In addition, this policy applies to interviews which will appear in print, as in an article, or as an opinion piece over your signature as a representative of the Company.

This limitation on your speech and obligation that you clearly identify that you are not speaking as a representative of the Company applies to all requests for comments, whether you are asked to give a verbal interview or submit something in writing.

BENEFITS



31,000+

number of slot machines
across the country.

Boyd Gaming Corporation and its subsidiary properties offer eligible team members a comprehensive and competitive team member benefits program. The Boyd Benefits Department can provide you with specific information. Each team member will receive a benefits packet once they are eligible to enroll.

The following brief description of team member benefits is intended only as a summary. The terms and details of the Benefit Plans, which are subject to change periodically, are contained in the Plan Documents and are summarized in the Summary Plan Descriptions.

HEALTH, DISABILITY, AND LIFE INSURANCE PLANS

The Company's Benefit Plans generally offer medical/pharmacy, dental, and vision benefits, as well as term life insurance coverage for you and your eligible dependents. You may also elect voluntary term life, short-term disability, and long-term disability insurance. In addition, supplemental Critical Illness, Accident, and Hospital Indemnity coverages are also available. Team member contribution rates for our health plans vary and are based on personal and dependent coverage elected, and annual income. Specific coverage information and contribution rates will be provided to you when you become eligible to enroll.

Full-time salaried team members are eligible to enroll in benefits effective the first of the month following the start date of employment. Full-time hourly team members are eligible on their 89th day of employment. Once you become eligible, you must work an average of 30 hours per week in order to maintain benefits, according to federal law. The hours are reviewed twice a year through lookback calculation: from April—October for eligibility effective January 1, and from October—April for eligibility effective July 1. Team members will be notified via mail of any change to their benefits eligibility. The lookback calculation is used to determine eligibility for all hourly team members, including on-call and part-time team members.

Eligibility for voluntary benefit programs such as life insurance, hospital indemnity, and critical illness insurance may have different minimum hour requirements than those required for medical coverage. Please reference the Benefits website or the annual open enrollment packet for further details.

Team members whose terms and condition of employment are governed by a collective bargaining agreement may or may not be eligible for some or all of these benefits, based upon the negotiated collective bargaining agreement.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is available to all team members. To obtain information about the Employee Assistance Program, please contact your Human Resources Department or Team Member Services. The EAP can assist you with concerns regarding marital, family and/or child difficulties, work, stress, alcohol and/or drug abuse, gambling, or other behavioral or psychological concerns which can be detrimental to your quality of life or job performance. You are strongly encouraged to utilize this subsidized program with the assurance that any request for assistance will be held in strictest confidence to the maximum possible extent.

COBRA (HEALTH BENEFITS CONTINUATION)

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives eligible team members and qualified beneficiaries the opportunity to continue health insurance coverage by paying a monthly premium when their Company benefits eligibility ends due to a qualifying event. Some common qualifying events are resignation, termination of employment, death of a team member, a reduction in a team member's hours, leave of absence, a team member's divorce or legal separation, or a dependent child no longer meeting eligibility requirements. It is important to notify a representative of Boyd Benefits when any qualifying COBRA event occurs. Upon proper notification of a qualifying event, information will be sent to you and/or your dependents, if applicable, describing the rights and obligations granted under COBRA.

BOYD GAMING CORPORATION 401(k) PLAN

The Company offers a 401(k) Plan (the Plan), which allows you to invest for your future by saving for retirement. Under the Plan you can set aside a portion of your income to help provide for a comfortable future retirement.

You can use the Plan to defer a portion of your earnings before taxes. Newly eligible team members will be automatically enrolled at a 3% deduction rate upon completion of the eligibility period (an opt-out provision is available). There is no federal income tax on the amount you defer until you take money out of the Plan. The Company may add money to your 401(k) account by "matching" a given percentage of the amount you choose to defer.

Plan details including eligibility information will be included in your benefits packet.

In addition to the tax-advantaged savings opportunity, the 401(k) Plan also has a loan provision, in the event that you should need this option.

Team members whose terms and conditions of employment are governed by a collective bargaining agreement may or may not be eligible to participate in the Plan, based upon the negotiated collective bargaining agreement.

TEAM MEMBER CRISIS FUND

The Company has implemented a Team Member Crisis Fund (the Fund) in partnership with the United Way to provide aid to team members in need. The Fund is not meant to replace the many community-based programs, but to enhance them and directly assist our team members. The Fund is intended to assist team members who meet all eligibility requirements and who are experiencing a financial hardship or crisis, through no fault of their own, due to a family emergency or disaster such as fire, accident, illness, death in the family, or other life-altering event. Team members who meet all eligibility requirements may apply for assistance for themselves and their families (as defined by the Internal Revenue Service Code). Applications are typically reviewed by the local United Way chapter, or in some cases a Property Committee. Assistance is paid directly to the agency or business providing the service to the team member, not directly

to the team member. Team members may apply for crisis assistance through their local United Way chapter or by contacting their property Human Resources Department.

TEAM MEMBER ACTIVITIES AND APPRECIATION PROGRAMS

Boyd Gaming appreciates and rewards outstanding performance. To demonstrate this, various appreciation programs have been and will continue to be developed and implemented to recognize team members. Current examples include: Company Service Awards, Team Member of the Month, Quarter, and Year programs, and other special activities. Please take advantage of the activities and events planned for you.

If you have an idea or suggestion, get in touch with your Human Resources Department. We want to hear from you!

BOYD ADVANTAGE

Volunteer Day – Part of living Boyd Style is giving back to our community. To support our commitment to the places we live and work, team members may receive up to eight (8) paid hours per calendar year for volunteering for the charity of their choice. Full-time hourly and salaried team members may take one paid eight (8) hour increment or two (2) paid four (4) hour increments to volunteer per year. Eligible part-time and on-call team members may use one paid four (4) hour increment per year.

Property Discounts – Team members can receive up to a 20% discount on hotel rooms, a 20% discount on restaurants, a 25% discount on gift, jewelry and fashion merchandise, and a 30% discount on logo merchandise at the retail outlets. Some exclusions may apply.

Tuition Reimbursement – Team members are eligible to receive up to \$2,500 reimbursement for college courses each year toward an undergraduate degree, or \$3,000 each year toward a graduate degree. To qualify, team members must have at least one year of continuous service, work at least twenty (20) hours a week, and have received a performance rating of “proficient,” “meets expectations,” or the equivalent on their last review. Please note you must apply and receive prior approval from Team Member Services before you begin coursework in order to qualify for reimbursement.

Student Loan Repayment – Full-time team members with at least three (3) years of continuous service can apply for up to \$1,000 in student loan repayment assistance each year. Applications are due **October 1**, and approved payments will be disbursed by **December 31**.

College Scholarships – Children of full-time team members can apply for a \$2,500 scholarship to the college of their choice. Twenty (20) scholarships will be awarded annually based on academic merit, with the option for students to renew for up to three (3) subsequent scholarships of \$1,500 per year. Scholarship applications are

due in May; see your property HR for further details.

For more information on Boyd Advantage please contact Team Member Services (1-833-BOYD-TMS or TeamMemberServices@BoydGaming.com), or see the complete policies and forms on Boyd.net under Boyd Advantage.

AMERICANS WITH DISABILITIES ACT (ADA)

The Company is committed to full compliance with the Americans with Disabilities Act, and to providing equal employment opportunities to all qualified individuals. In accordance with the ADA, the Company will provide reasonable accommodations for qualified individuals with disabilities, unless doing so would result in an undue hardship. If you have any questions or you need to request an accommodation, please contact Team Member Services at 833-Boyd-TMS (833-269-3867) or TeamMemberServices@boydgaming.com.

LEAVES OF ABSENCE (LOA)

Circumstances beyond your control may arise which force you to be away from work for an extended period. To accommodate these needs, unpaid leaves of absence may be granted under certain circumstances. Any team member who is absent from work more than five (5) consecutive working shifts must either be placed on leave of absence, or the time off will be unexcused, which may result in disciplinary action up to and including termination pursuant to the Company's attendance policy. Team members with five (5) or more consecutive days of unplanned absence must provide a doctor's release in order to return to work.

You may be required to use all or a portion of your accrued PTO hours or vacation days while on or before using certain types of leaves. You will not continue to accrue PTO hours while on an unpaid leave of absence. All leaves require an expected date of return and, depending on the type of leave, may require written certification from your doctor or the appropriate military authority. Team members are expected to follow all LOA procedures. Failure to do so may result in delay or denial of leave.

BENEFITS WHILE YOU ARE ON A LEAVE OF ABSENCE

While you are on a Leave of Absence, you are still required to pay for your medical or other insurance premiums if you wish to maintain coverage. Because your premiums are automatically deducted from your paycheck, you will need to make arrangements to continue these payments when you are on a leave of absence. Contact Team Member Services to address your premium payments and any arrears that you might have accrued. Should you return to work and have benefit arrears that remain unpaid, up to one additional premium payment (beyond the current payment) per benefit type may be taken from each subsequent paycheck until your arrears are eliminated. Please note that failure to pay your premiums or an arrears of 60 days or more can result in loss of benefit coverage due to lack of payment.

Should you lose benefit eligibility while on leave, you will be sent a packet regarding your benefit options, such as COBRA or plan conversion. If you lose benefits eligibility because of a leave of absence (not for non-payment), you will be re-instated to your former benefit coverage levels on the first of the month following your return to work.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

All team members who have worked for the Company for at least one year and have worked at least 1,250 hours in the twelve (12) months before the leave request will be allowed to take up to twelve (12) weeks of unpaid FMLA leave in any rolling twelve (12) month period for the following reasons:

- The birth of a child and/or in order to care for a newborn child of the team member;
- The placement with the team member of a child for adoption or foster care;
- To care for the team member's immediate family member (spouse, child, or parent) with a serious health condition;
- A serious health condition of the team member which renders the team member unable to perform the functions of his/her job;
- A covered family member's active duty or call to active duty in the U.S. Armed Forces;
- To care for an immediate family member who is an injured or ill military service member (for this type of leave only, up to twenty-six (26) weeks may be taken).

A serious health condition generally refers to an illness, injury, impairment, or physical or mental condition that involves inpatient care, incapacity for more than three (3) consecutive calendar days, or treatment two (2) or more times by a health care provider. Team members should consult with Team Member Services for assistance if they are unsure as to whether they have a serious health condition. Family Medical Leave Act requests and medical certification forms are available from our third-party administrator. These forms must be used when requesting FMLA Leave. Contact Team Member Services at 833-Boyd-TMS (833-269-3867).

FAMILY AND MEDICAL LEAVE ACT EMPLOYER RESPONSIBILITIES

Eligible team members seeking to use FMLA leave may be required to provide:

- Thirty (30) days advanced notice of the need to take FMLA leave when the need is foreseeable;
- Notice "as soon as practicable" when the need to take FMLA leave is not foreseeable ("as soon as practicable" generally means at least verbal notice to the employer within one (1) or two (2) business days of learning of the need to take FMLA leave);
- Sufficient information (the team member need not mention FMLA leave when requesting leave to meet this requirement, but may only explain why the leave is needed); and,
- Where the employer was not made aware that a team member was absent for FMLA reasons, and the team member wants the leave counted as FMLA leave, timely notice (generally within two (2) business days of returning to work) that leave was taken for an FMLA-qualifying reason.

Failure to provide such information may result in a delay or denial of FMLA leave.

The Company follows steps required by covered employers to provide information to team members with the appropriate information about FMLA:

- Post a notice approved by the Secretary of Labor (WH Publication 1420) explaining rights and responsibilities under FMLA;
- Include information about team member rights and obligations under FMLA in team member handbooks or other written material, including Collective Bargaining Agreements (CBAs); or
- If handbooks or other written material do not exist, provide general written guidance about team member rights and obligations under FMLA whenever a team member requests leave (a copy of Fact Sheet No. 28 will fulfill this requirement); and;
- Provide a written notice designating the leave as Family Medical Leave and detailing specific expectations and obligations of a team member who is exercising his/her FMLA entitlements. The employer may use the “Notice of Eligibility and Rights & Responsibilities (Family and Medical Leave Act)” (optional form WH-381) to meet this requirement. This employer notice should be provided to the team member within one (1) or two (2) business days after receiving the team member’s notice of need for leave and include the following:
 - That the leave will be counted against the team member’s annual Family Medical Leave entitlement;
 - Any requirements for the team member to furnish medical certification and the consequences of failing to do so;
 - The team member’s right to elect to use accrued paid leave for unpaid Family Medical Leave and whether the employer will require the use of paid leave, and the conditions related to using paid leave;
 - Any requirement for the team member to make co-premium payments for maintaining group health insurance and the arrangement for making such payments;
 - Any requirement to present a fitness-for-duty certification before being restored to his/her job;
 - Rights to job restoration upon return from leave;
 - Team member’s potential liability for reimbursement of health insurance premiums paid by the employer during the leave if the team member fails to return to work after taking Family Medical Leave; and
 - Whether the team member qualifies as a “key” team member and the circumstances under which the team member may not be restored to his or her job following leave.

PERSONAL LEAVE OF ABSENCE

A continuous personal leave may be granted to eligible team members for a reasonable period up to thirty (30) days in a twelve (12) month period for personal emergencies or other personal reasons. Any unused, earned PTO or vacation time must be exhausted prior to or concurrently with a personal leave. In addition, team members may be granted a personal leave of absence for their own serious health condition after completing the introductory period, and prior to qualifying for FMLA (within the first twelve (12) months or 1,250 hours of employment), or immediately following an approved FMLA leave, in the event the team member's condition does not qualify for leave as an ADA accommodation. Contact the Human Resources Department or Team Member Services for more information about how to apply for a personal leave of absence.

LEAVE AS AN ADA ACCOMMODATION

A team member who may be a qualified individual with a disability as defined by the Americans with Disabilities Act (ADA), as amended, may be granted an unpaid leave of absence as a form of reasonable accommodation. Team members who believe they have a disability and may be in need of leave from work should contact Team Member Services to discuss the issue and determine what further steps, if any, may be needed. The Company may ask for documentation from the team member's health care provider in order to assess any leave request made. A leave of absence of greater than thirty (30) days granted under the ADA will result in the loss of benefits eligibility. Team members who return to work from an extended ADA leave will be reinstated to their former benefits on the first of the month following their return to work.

MILITARY LEAVE OF ABSENCE

All applicable state and federal laws will be followed with respect to a team member who is a member of the U.S. Armed Forces. You are eligible for Military Leave for any military duty, drills, or training. Contact Team Member Services for details regarding your request for military leave. Team members using Military Leave of absence may choose to receive PTO or vacation pay concurrent with their Military Leave.

BEREAVEMENT LEAVE OF ABSENCE

If an immediate family member dies, you may be granted up to five (5) days unpaid leave to arrange for and to attend the funeral, unless additional leave is provided for by state law. Immediate family member, for purposes of Bereavement Leave, means: current spouse, mother, father, son, daughter, brother, sister, grandfather, grandmother, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and step relatives. For a Bereavement Leave of Absence, the team member may choose to use available PTO or vacation pay concurrent with their leave.

JURY DUTY AND COURT APPEARANCE

If you are called to fulfill your civic duty to serve on a jury, you may receive up to ten (10) days paid leave during this service. If you are required to serve more than ten (10) working days, you may use available PTO or vacation or request additional unpaid leave for the duration of the absence. If you receive a jury summons, notify your department management immediately. To qualify for jury duty pay, submit a copy of the summons to your department management or the Payroll Department as soon as it is received, and a copy of the proof of service when the jury duty is completed. All Jury Duty Leave must also be reported to the Human Resources Department.

If you are required to appear in court as a witness on behalf of the Company, you will be paid your regular rate of pay for the time spent as a witness. If you are required to appear as a witness, but not on the Company's behalf, then you may request to use PTO, vacation, unpaid time off, or an unpaid leave of absence.

OTHER LEAVES

Some states may have additional leaves available. Contact Team Member Services for information about Leaves of Absence, eligibility guidelines, and required forms.

MEALS AND BREAK PERIODS

You are entitled to a rest period of ten (10) minutes for every four (4) hours worked. If you work six (6) or more hours in a shift, you are entitled to one half-hour meal break, in addition to the rest periods. Team members who work eight (8) or more hours in one shift are entitled to a total break time of one (1) hour, which includes meal breaks and rest periods.

You may not leave your property premises during meal periods without the consent of department management. You are required to take all meal and rest breaks to which you are entitled in designated areas only. Team members may be required to sign, swipe their badge, or present their Company ID to receive a meal in the Team Member Dining Room (TMDR). Team members are not permitted to bring unauthorized individuals into the TMDR, and may only use it on their workdays. Contact your department management or the Human Resources Department for questions or additional information.

PAID TIME OFF (PTO)

The Paid Time Off (PTO) benefit is offered to hourly team members in lieu of traditional vacation, sick days and paid holidays, and is available to eligible full-time and part-time team members. PTO begins to accrue from the first day of employment, but may not be used until the completion of the introductory period.

Team members may use PTO hours in one-hour increments up to an annual maximum of forty (40) hours. Additionally, you may be required to use a portion of your annual PTO accrual in daily or weekly increments in accordance with your department's scheduling.

Each property will designate certain high-volume business periods for which PTO payment may not be granted for unscheduled absences, e.g. sick calls. Team members may request PTO payment for an unscheduled absence if the absence is not during

a previously communicated high-volume business period. The payment of PTO does not affect the tracking and performance counseling of team members who do not meet attendance standards.

Team members must use all earned unused PTO prior to or concurrent with a personal leave of absence. Team members will be required to use PTO while on FMLA, and may choose to use it during Jury Duty or Military Leave. Your PTO accrual will continue while you are being paid PTO. It will not accrue during an unpaid leave of absence.

You are encouraged to use all earned PTO time prior to your anniversary date. However, if you are unable to use the time prior to your anniversary date, you may accrue up to the annual maximum and then will stop accruing additional PTO hours. You will begin to accrue hours again once you use a portion of your PTO hours and your balance is under the annual maximum.

Some properties and/or departments may have PTO policies that vary from what is outlined in this section. Your property will provide you with information regarding the applicable PTO for your position.

Hourly team members who have been employed for a minimum of twelve (12) months and leave the Company voluntarily will receive pay for unused accrued PTO upon separation. Team members who separate employment on an involuntary basis will not receive pay for unused accrued PTO (except where required by law). There will not be payment for accrued PTO if separation occurs within the first year of employment (except where required by law).

VACATION PLANS (SALARIED TEAM MEMBERS)

Salaried team members holding titles below the Director level will participate in the Boyd Vacation Plan (BVP). See the BVP policy for details.

Salaried team members holding a title of Director or above will participate in the Flexible Vacation Plan (FVP). See the FVP policy for details. All team members in Nevada who participate in the FVP are legally entitled to forty (40) hours of paid leave.

UNPAID TIME OFF

Team members who do not have PTO or vacation days available to them may request Unpaid Time Off. Unpaid Time Off must be requested by utilizing the Unpaid Time Off Form and must be approved in the same manner as PTO. Such time must be approved by department management. Unpaid Time Off requests may not be for a duration greater than five (5) consecutive scheduled days of work.

TEAM MEMBER RESPONSIBILITIES



650+

Number of table games across the country.

ATTENDANCE AND SCHEDULES

Attendance standards are established by the Company and are expected to be met by all team members. Regular and reliable attendance is an essential function of every position at our Company. Team members are expected to know their work schedule and to report on time for all scheduled shifts and at the end of meal or break periods. Most departments require that you contact your department management at least four (4) hours prior to the start of your shift to report an absence, and at least two (2) hours before the end of the shift prior to the one you wish to return to allow for proper scheduling. Some properties or departments may have specific call-out procedures that differ from these. Follow the specific procedures established by your property.

Some properties follow an established Point Attendance Policy. It is your responsibility to understand the policy for your specific property. Contact your department management or the Human Resources Department for the details for your property.

Each department has established shift assignments to meet its business and service requirements. It is your responsibility to know when and where you are scheduled to work. If you need to make any changes, you must always get approval from your department management first.

There are some departments that offer the option of working four 10-hour shifts instead of five 8-hour shifts. Nevada team members scheduled to work four 10-hour shifts will be required to sign a Consent for Modified Work Week form, available in the Human Resources Department.

CLOCKING IN AND CLOCKING OUT

If you are an hourly team member, you will be required to clock in and out for each shift worked at designated time clock locations. Each team member must clock in at the assigned shift start time and clock out promptly at the end of the shift. The location of assigned time clocks and the procedures will be explained to you at the time of your new hire processing. If for some reason you have trouble clocking in at the time clock, report to your workstation and report the problem to your department management immediately.

If you are classified as a non-exempt team member, you must be paid for all hours worked either at the regular or overtime rate as applicable to your hours worked. No one may ask you or permit you to work "off the clock".

COMPANY PROPERTY

In order to properly perform the duties of your job, you may be issued Company property and supplies. The property and supplies are to be used solely for business purposes and are not to be removed from the premises without appropriate authorization. Company property and supplies, such as office equipment, tools, manuals, keys, uniforms, etc., must be returned upon separation of your employment. Company letterhead and logos are to be used solely for business purposes.

Keys/Access Cards – Depending on your position, you may be issued one or more keys to locations at the property. These should never be duplicated and must be returned when you are no longer assigned to the location and/or you no longer have use for them. Company keys should never be taken home or removed from Company premises without authorization.

Uniforms and Personal Items – If you are required to wear a uniform, you will be informed at the time of hire. You will receive information about proper maintenance and cleaning procedures, as well as the location for storing your personal items. The Company is not responsible for any lost or stolen personal items.

CONFIDENTIALITY AND DISCLOSURE

Team Members are responsible for safeguarding non-public, proprietary company information; trade or business secrets; company-private business information, such as the Company's private finance, budgeting, purchasing, research and development, invention and product, future business plan, and machine/equipment information; marketing and business strategies; sales figures; sensitive company intellectual property; recipes; confidential information pertaining to business partners, vendors, suppliers; personal data of customers such as home and office contact information, social security numbers, driver's license numbers, account numbers, credit card information, and similar data; company computer and software log-in passwords and other company security passwords, codes, and keys; non-public, proprietary information of third-parties, including trade or business secrets and intellectual property, entrusted with the Company; and the release of information in violation of applicable privacy laws (Confidential Information).

Such Confidential Information is of great commercial value to the Company or third-party business competitors and/or is vital to the Company's security infrastructure. Improper use or disclosure of Confidential Information can cause irreparable harm to the Company, vendors, customers, or others, for which remedies at law will not be adequate and may also cause the Company to incur substantial financial costs, loss of business advantage, and liability pursuant to applicable laws and privacy obligations owed to third parties. Team members will be required to sign a confidentiality non-disclosure agreement as a condition of employment.

Any disclosure of Confidential Information to unauthorized personnel and any falsification, misuse, or removal of Confidential Company records or other proprietary materials will result in disciplinary action, up to and including termination. If you have any questions, or if you find anyone who may possibly be violating this policy, contact your department management or the Human Resources Department.

All products or ideas developed in the course and scope of your job are considered the sole property of the Company, and all copyrights and/or patents belong to the Company.

Nothing contained in this policy prohibits the reporting of potentially illegal activity to a government agency. Further, nothing in this policy is intended to preclude, dissuade, or otherwise interfere with communications or actions protected by law, including the National Labor Relations Act, such as discussing wages, benefits, and other terms and conditions of your employment.

CONFLICTS OF INTEREST

You are responsible at the time of hire and throughout the course of your employment to disclose any business interests you or members of your immediate family have which create or appear to create a conflict with the Company's interests. Contact your department management or the Human Resources Department for the proper forms and more information

Team members must avoid situations that may create a conflict of interest between you and the Company. A conflict of interest arises in any situation in which a team member's private interest materially interferes with the team member's objectivity or work. Team members must avoid any situation that would create such a conflict, or even the appearance of a conflict, between their private interests and the interests of the Company (an example of a conflict of interest is when a team member or family member of a team member receives improper personal benefits as a result of the team member's position in the Company). Team members are not allowed to engage in self-dealing for themselves, relatives, or close friends.

SECONDARY JOBS

Any work performed outside your employment must not interfere with your job duties with the Company. Prior to accepting any secondary jobs outside of Boyd Gaming, you must notify the Human Resources Department and complete a form to request approval to perform outside employment. Further, any secondary employment must not be contrary to the Company's Conflict of Interest Policy. Self-employment is also considered a secondary job and will be reviewed in the same manner for approval. Please consult with the Corporate Human Resources Department prior to accepting a Board of Directors appointment for another business, association, or charitable organization to ensure the appointment does not violate the Company's Conflict of Interest Policy.

EDRICK (EMPLOYMENT DISCIPLINARY REVIEW COMMITTEE)

In addition to our Open Door policy, EDRICK is a review process established for regular full-time, non-introductory, non-exempt (hourly), non-supervisory, non-represented team members who feel they have been terminated unjustly. Team members must meet all eligibility requirements and follow the problem resolution steps first, including a review with the property General Manager. The EDRICK review is an opportunity for hourly team members to appeal to a five-member panel to review a discharge from employment. The panel's decision is final and binding. The guidelines for requesting an EDRICK review, or for volunteering to serve on an EDRICK panel, are available in the Human Resources Department. An EDRICK must be requested within ten (10) calendar days of discharge.

Discharges due to violation of the drug/alcohol policy, harassment policy, gaming regulations or ordinances, state or federal laws, falsification of Company documents, workplace violence, points-based attendance policy, and resignations in lieu of discharge are not eligible for an appeal before the EDRICK committee.

ELECTRONIC COMMUNICATIONS

The Company maintains as part of its technology platform an electronic mail system, commonly known as email, cellular telephones and other systems, including those owned by the Company or provided by the Company through a third party. The systems are provided to assist you in conducting Company business. All systems, records of their use and the data stored on them are and remain at all times the property of the Company. As such, all records of use, documents and communications sent and received or stored are and remain the property of the Company and are subject to Company review. You do not have the right of privacy to those records, documents or communications. Some personal use of the systems is permitted; however it must not interfere with the team member's work, pose a risk of harm to the Systems and Sensitive Information, or violate policies related to maintaining production and discipline. Communications may not contain language, address subjects, or contain images which may be considered to be obscene, discriminatory to any team member, or violate the Company's Harassment Policy. A complete Electronic Communications Policy is distributed as part of our annual forms distribution and is available in our Company policy manual.

PERSONAL ELECTRONIC DEVICES

To maintain security and productivity, protect company property, prevent the release of Confidential Information (including customer information and trade secrets), avoid legal liabilities, comply with applicable laws, as well as to prevent harassment and encourage open communication in the workplace, the following rules apply to the use of personal electronic devices (other than those expressly authorized for use in performing your assigned job duties):

- The use of personal electronic devices, including those used for communication (e.g., cellular phones, smart watches), computers, laptops, tablets, iPads, and music listening devices (e.g., iPods, MP3 players) is prohibited during work time.
 - Team members may use personal electronic devices for personal communication, e.g., phone calls, texts, emails, Snapchat, FaceTime, Skype, etc., during non-work time in non-work areas, such as during authorized breaks, before clocking in, or after clocking out, in the team member dining room, designated break areas, sidewalks, or parking lots/garages.
 - Some team members who work in office environments may be permitted to use personal music listening devices during work time. In those cases, headphones or earphones must be worn while in use and the volume kept at a level that will not interfere with normal job responsibilities, impact coworkers, or impair their ability to answer the phone. Electronic devices including earphones and headphones should not be worn in hallways, elevators, reception areas, or any area open to our guests or the public.
- The use of cameras and camera-enabled devices to capture images or video is prohibited.
 - This rule does not pertain to Company-sponsored community outreach or team member social activities, such as charity events, team member appreciation events, family holiday parties, team member service awards, and team member of the year celebrations.

- The use of recorders or recording-enabled devices to capture audio of telephone or other conversations with or between coworkers, managers, or third parties is prohibited.

Exceptions may be granted, if approved in advance by the General Manager.

USE OF MOBILE DEVICES WHILE DRIVING

The Company is committed to promoting a safe work environment for all team members and customers. It is the expectation of all team members to abide by all local, state, and national traffic laws in regard to the use of a mobile device in your vehicle. Operating a motor vehicle while using a mobile device is prohibited unless the device is configured for hands-free listening and talking. Texting, emailing, internet use, or other functionalities that cannot be performed hands-free are strictly prohibited while driving.

SOCIAL MEDIA

In order to protect the Company's legitimate business interests, team members who maintain or contribute to social media sites are prohibited from engaging in the following:

1. Using a Company email address; using Company facilities, equipment, software, and systems for purposes of posting or communicating in or through social media.
2. Posting social media content that purports to represent the position, viewpoint, statements, opinions, or conclusions of the Company, its business partners, service providers, or suppliers. Managers and executives should be careful to consider whether, by virtue of their position, the personal content they choose to publish may be misunderstood as expressing positions of the Company. When necessary to be clear, identify yourself by name and indicate your posts represent your personal views and not necessarily the views of the Company.
3. Using social media to threaten physical violence against or harass or discriminate against an individual based on their color, race, national origin, religious beliefs or practices, gender, actual or perceived sexual orientation, age, disability or perceived disability, marital status, parental status, military service, or any other basis.
4. Posting intellectual property, trademarks, logo, graphic or copyrighted materials owned by the Company or any business partners, service providers or suppliers.
5. Posting Company trade secrets, proprietary, or other Confidential business information, including but not limited to information about customers, service providers, suppliers, financial information, operational procedures, and techniques that have a commercial value and strategic business plans.
6. Posting advertisements for the purchase of Company products or services. Marketing team members by virtue of their roles may be exempt.

7. Using social media to engage in defamatory, libelous, obscene, violent, maliciously false or otherwise egregious behavior directed at or implicating the Company, its customers, team members, business partners, service providers, and suppliers; activity that evidences a gross disregard for Company business interests or of Company products and services.
8. Team members and their immediate family members are not permitted to write reviews of Company facilities, venues, or properties (except on Glassdoor). These reviews are a violation of the terms of service agreements between the Company and the review sites. If you notice reviews written by team members, please notify the Digital Media team.

FRATERNIZATION

Certain team members are prohibited from engaging in intimate relationships with other team members. All salaried, managerial, and supervisory team members are prohibited from having intimate physical contact with any team member in the same department, or with any team member when it creates either an actual or potential conflict of interest. Details of this policy may be obtained from your department management, the Human Resources Department, or Boyd.net.

GIFTS/TIPS/GRATUITIES

Customers often reward good service and a friendly demeanor with a tip or gratuity. The service you provide, however, must never depend on the tips you receive or expect. Any hint or suggestion to a customer that a tip is expected, or providing additional service to one customer at the expense of other customers in exchange for a tip, is considered “hustling a tip” and will not be tolerated. Gift cards with a cash value may not be accepted by a team member at a supervisory level or above.

Please remember the law requires all team members to report tips for income tax purposes. The Human Resources Department will provide proper procedures and forms used for tip reporting and our tip compliance programs.

It is also against Company policy for our team members or members of our team members’ families to accept or solicit money, gifts, or favors from any individual or organization conducting or potentially seeking to transact business with the Company. When a gift (any amount) can potentially influence our judgment, be perceived by others as affecting our judgment, or compromise Company standards, it must be returned to the giver with an explanation that it is against Company policy to accept it. Any team member accepting a gift must promptly notify his or her department management. Gifts valued in excess of \$100.00 should be politely declined or returned with the explanation that Company policy prohibits the acceptance of substantial gifts. Gifts of food (cookies, cheese trays, fruit baskets, etc.) may be accepted.

IDENTIFICATION BADGES

Identification badges are issued through the Human Resources Department. Depending on your position, other credentials may also be issued. You will be advised if you are required to wear these badges while working. Your credentials are for your use only and are not to be loaned to anyone for any reason. You may be required to verify your employment by showing identification whenever you enter or exit the team member dining room, gaming areas, non-public areas, or enter or exit the property. Your identification badge may also entitle you to certain discounts offered by the Company. If your badge is lost or stolen, report it immediately to your department management or the Human Resources Department. You may be required to pay for a replacement badge. Damaged or non-working badges will be replaced at no cost.

INSPECTIONS

Management may occasionally ask to inspect your purse, briefcase, or packages you are carrying into or out of the property. Such inspections may be required for security or safety reasons. Removal of certain items from Company property may require oral and/or written authorization from your department management.

Lockers, storage units, or desks may be provided for the convenience of team members, but remain the property of the Company. Lockers, storage units, or desks may be inspected by an agent or representative of the Company at any time, either with or without prior notice. Team members should not have an expectation of privacy regarding personal items left in desks, lockers, back packs, etc. The Company is not responsible for any articles placed in lockers, storage units or desks that are lost, damaged, stolen, or destroyed.

LOST AND FOUND

If you find a lost item, notify your department manager and the Security Department immediately. The Hotel Housekeeping Department at some properties may have a separate lost and found system. Check with your department management, the Human Resources Department, or the Security Department for the specific guidelines for claiming found items at your property.

MEDICAL EMERGENCY

If there is a medical emergency, contact the Security Department immediately. Our Security team members have been trained to administer first aid and to handle other emergency procedures. Provide as much information as you can and keep the person as comfortable as possible until help arrives. Do not move anything without Security's approval, unless a situation creates an immediate safety hazard or danger. Do not try to move or touch the person unless it is absolutely necessary. Never discuss the circumstances surrounding the injury with the person, or anyone else other than a Security team member or department or senior management. Security team members are responsible for documenting the incident. You may be required to complete a witness statement.

OPEN DOOR POLICY – BOYD STYLE

The Company is proud of the fact that we care about our team members. Our Open Door Policy, a component of Boyd Style, is a primary example of the Company's commitment to our team members by ensuring they have direct access to our Management team when they have questions or concerns. It reinforces the Boyd Style values of Valuing Relationships, Integrity, Exceeding Expectations and Working Smart.

You are encouraged to discuss any work-related concerns which affect or interfere with your ability to do your job with your department management. You also have the option of utilizing the Problem Resolution Steps outlined below.

During any of the Problem Resolution Steps, you may go to the property management team and/or your property Human Resources Department for advice or assistance.

Step One – Discuss your concern with your immediate supervisor. If your concern is not resolved, or you are not comfortable with the results, you may proceed to:

Step Two – Discuss your concern with your department manager. If your concern is not resolved, or you are not comfortable with the results, you may proceed to:

Step Three – Discuss your concern with a senior manager at your property or your General Manager. If the concern is not resolved or you are not comfortable with the results, you may proceed to:

Step Four – Discuss your concern with a Senior Vice President or Corporate level executive.

PARKING – TRANSPORTATION

It is your responsibility to maintain transportation arrangements so your attendance and punctuality are not hindered. The Company provides free parking for all team members. Please contact the Human Resources Department to see if you are required to have a parking permit and to find out where you should park. The Company is not responsible for loss or damage to team members' automobiles or the contents therein while parked on Company property.

RESPONSIBLE GAMING

Boyd Gaming has taken a leadership role in recognizing responsible gaming. This responsibility extends to gambling by team members, compulsive gambling, and underage gambling.

Team Member Gambling – The laws concerning patronization and gambling by team members differ in various gaming jurisdictions. Consult your department management or the Human Resources Department for the guidelines at your property. Team members are not permitted to gamble while in uniform.

Management reserves the right to determine whether your position requires additional restrictions on gambling and patronization privileges. Such restrictions will be communicated on an individual basis. Privileges under this policy may be revoked at any time if a team member fails to conduct himself in an appropriate manner while patronizing any of the Company's properties.

Compulsive Gambling - A compulsive gambling hotline number is displayed in various locations throughout the Company's casinos. Through our credit policies and procedures, the Company will try to ensure individuals are not encouraged to gamble beyond their financial means. The vast majority of our gaming customers gamble for the purpose of entertainment. For some people, however, the gaming experience can become a serious problem. If you have questions about compulsive gambling, contact your property Human Resources Department.

The Company supports and participates in the education of the general public by providing public service announcements and publicity programs which discuss compulsive gambling.

Underage Gambling - The Company has a strict policy against underage gambling in its gaming establishments. All team members are to be on the alert for underage persons attempting to play, playing, or loitering in the gaming areas. If the legal age of an individual is in question, follow the steps outlined in the training you received regarding underage gambling, and immediately notify department management or a Security Officer. Any team member who knowingly allows an individual under the age of 21 to gamble is subject to disciplinary action up to and including termination.

Additional information about the Company gambling policy may be found in the Team Member Policy Manual.

UNATTENDED CHILDREN

The security and safety of children visiting our properties is very important. There are specific procedures to follow if you notice a child who appears to be without adult supervision. If you find a child without adult supervision, you should immediately contact the Security Department. Please review your property policies regarding unattended children.

SAFETY

We want our customers and coworkers to be safe and secure. All team members should be alert to potential safety hazards and special occurrences which need attention. Please report all potential safety hazards to your department manager immediately, and he or she will notify the appropriate safety representative.

Your property has a safety program that will give you the required information and training for promoting safety and responding to emergencies. It is your responsibility to attend the required training programs for safety awareness at your property.

Be sure you know the evacuation plan and emergency exits in your area. Know what to do in the event of a fire or other major catastrophe: how to report it, how to help with evacuation, and where the emergency assembly point is located. Remember, safety is everyone's responsibility. If you have a safety concern or suggestion and you wish to remain anonymous, you can contact our confidential team member hotline at (866) 4U2- TELL or 4U2TELL.ethicspoint.com.

SECURITY/WORKPLACE VIOLENCE

The Company is committed to providing a safe workplace for all team members and customers. Acts and threats of violence in the workplace are strictly prohibited and will not be tolerated in any form. Even a threat of violence (even if stated in a joking manner) that a team member does not intend to carry out may be grounds for immediate discharge. If you witness or become aware of a threat or act of workplace violence, you must immediately contact Security, your department management, and/or the Human Resources Department.

CONFIDENTIAL TEAM MEMBER HOTLINE

The Company has established a confidential team member hotline through an independent firm specializing in handling your anonymous tips. The toll-free number (866-4U2-TELL) is posted in various locations at each property, or you may visit the website (4U2TELL.ethicspoint.com). If you see something wrong, please call. Your individual courage is imperative to our success.

SEXUAL AND OTHER HARASSMENT

We insist all team members treat customers and each other with courtesy and respect. The Company is committed to maintaining a work environment free of sexual and other forms of harassment, and prohibits conduct which results in the harassment of its team members. Prohibited behavior includes, but is not limited to: unwelcome sexual advances, displaying sexually offensive images or words, verbal or physical conduct of a sexual nature, explicitly or implicitly making sexual conduct a condition of employment or other favorable treatment, repeating offensive comments about someone, making derogatory jokes, sending harassing email(s) or texts, or conduct which creates an intimidating or hostile work environment for any team member.

WE ALSO PROHIBIT DISCRIMINATION AND HARASSMENT BASED ON THE FOLLOWING CRITERIA:

- Age
- Color
- Disability
- Ethnicity
- Gender
- Gender Expression
- Gender Identification
- National Origin
- Perceived Disability
- Pregnancy
- Race
- Religion
- Sexual Orientation
- Union Affiliation
- Veteran Status

Or on any other basis as prohibited by law.

Any team member who has a question or concern regarding any type of discrimination or harassment in the workplace is encouraged to voice his or her concern to any Supervisory or Management team member, Human Resources Department, or the team member Hotline (4U2TELL.ethicspoint.com or 866 4U2-TELL). Anyone found engaging in any type of harassment, discrimination, or retaliation will be subject to disciplinary action up to and including termination of employment.

If you feel you are a target of sexual and other forms of harassment, it is your responsibility to report the incident immediately to the Human Resources Department or to any member of the department management team. All reports and allegations of harassment will be thoroughly and impartially investigated in a timely manner, and the results will be discussed with you at the completion of the investigation. You will not be subjected to any form of retaliation or discipline for reporting any incidents of sexual harassment or other harassment, or for filing an honest complaint. Team members who are terminated for a violation of the Sexual and Other Forms of Harassment Policy are not entitled to an EDRICK review.

SMOKING

Team members on duty can smoke only in designated areas.

The Company does business in many areas where smoking laws and regulations have been enacted. Your department management will provide you with specific guidelines and rules regarding smoking or tobacco use restrictions and designated smoking areas for team members and customers.

This policy includes use of electronic cigarettes and the use of smokeless tobacco products.

SOLICITATION AND DISTRIBUTION

In order to maintain a productive, efficient and clean work environment, as well as to minimize the potential of any disruption to our customers, we have the following rules pertaining to solicitation and distribution activities on Company property:

- **TEAM MEMBER SOLICITATION – GENERAL RULE**

Solicitation by one team member of another team member is prohibited during the working hours of either the team member initiating the solicitation, or the team member being solicited.

- **TEAM MEMBER DISTRIBUTION OF LITERATURE – GENERAL RULE**

Distribution of literature by team members is prohibited during working hours in working areas. Team member distribution of literature in non-working areas is permitted when the team member initiating the distribution and the team member receiving the distribution are not working their scheduled shifts.

- **SALE OF PRODUCTS AND SERVICES FOR PROFIT**

Solicitation or distribution of literature by team members anywhere in the Company's Facilities related to the sale of products or services for profit not offered by the Company is strictly prohibited at all times.

- **CHARITABLE ENDEAVORS**

A narrow exception to this policy is recognized for the support of a small number of Company-sponsored charitable activities, including those related to:

1. The United Way, blood donation services, utilizing Company Publications and Company-Supplied Systems, as permitted on terms periodically approved by the Executive Vice President; and
2. Charitable organizations that are tax exempt under section 501(c)(3) of the Internal Revenue Code, utilizing Company Publications and Company Supplied Systems, on a very limited basis and ONLY upon approval of the Executive Vice President of Operations.

- **NON-TEAM MEMBERS**

Retailers occupying Company Facilities under written lease or license may solicit and distribute literature in the public areas of the Company Facilities during the ordinary course of their business in accordance with their leases or licenses.

Any questions concerning the application or interpretation of this policy should be directed to the Human Resources Department. If you observe a violation of this policy, report it to your department management, the Human Resources Department, or the Security Department immediately.

SUBSTANCE/ALCOHOL ABUSE AND DRUG TESTING

Illegal drug use and alcohol abuse can adversely affect the performance, safety, and health of team members in the workplace. We are committed to maintaining a drug-free workplace. Team members violating this policy may be subject to disciplinary action up to and including termination. Drug and/or alcohol testing is administered in the following circumstances:

- As a condition of beginning employment;
- When a team member becomes ill or sustains an injury at work and there is a reasonable suspicion to conclude that drugs and/or alcohol use by the team member could have contributed to the illness or injury;
- When a team member causes property damage or an injury to a guest or another team member while working, and there is reasonable suspicion to conclude that drugs and/or alcohol use by the team member could have contributed to the damage or injury;
- Randomly in some job classifications as required by regulation; and

- When there is reasonable suspicion to believe a team member is in violation of this policy.

A team member who refuses to submit to a mandatory drug or alcohol test will be discharged for that reason. If the examination or tests reveal any trace of illegal drugs, non-prescribed legal drugs, a non-prescribed dosage of prescription medication or a blood alcohol level at or above the legal limit, the team member may be subject to disciplinary action up to and including termination and will be ineligible for an EDRICK review.

Wrongful possession, use, sale, distribution, manufacture, transfer, or being under the influence of any alcoholic beverage, illegal drugs, or non-prescribed prescription drugs on Company premises, while performing Company business off property, or at Company sponsored events, will not be tolerated.

Please remember to always use prescribed drugs cautiously and as directed. You are required to notify your department management if you are taking any medication that may affect your job performance or the safety of yourself or others. Do not take medication other than what has been prescribed specifically for you in the manner and quantity prescribed.

Any team member who violates this policy will be subject to disciplinary action up to and including termination in accordance with Company policies. A team member in violation of this policy is not eligible for an EDRICK review.

Any team member who knows or suspects he may need assistance with alcohol or drugs may contact a member of the Human Resources Department, Boyd Benefits, or the Employee Assistance Program directly. The Employee Assistance Program is available to all team members, and all inquiries will be held in strictest confidence. We urge team members to take the necessary steps to help themselves before the problem affects employment with the Company.

STANDARDS OF APPEARANCE

Your Personal Image – Good personal hygiene and general grooming are expected from all team members. Team members are expected to dress in a manner that is normally acceptable in professional business establishments providing services to the public. Examples of inappropriate business attire are: mini- skirts (shorter than four inches above the knee), shorts, tight pants, halter-tops, tank tops, midriff tops, sheer fabrics, and hats (unless issued as a part of the team member’s uniform). Undergarments are an essential part of a business wardrobe. Extreme hairstyles, hair color, makeup, jewelry, footwear, and accessories are not appropriate for a business setting.

Special attention should be paid to the hands and fingernails to be certain they are clean, cut and filed to a reasonable length.

Male team members are permitted to have mustaches, goatees, and beards. Mustaches must be clean and neat and will not be allowed to hang below the upper lip. Neatly groomed goatees and beards are permitted, but shall not be longer than one-half inch in length. Beards may not extend beyond the jawline onto the neck, may not extend above the lower cheekbone and may not be higher than the mid lip. Assistant General Managers and above may not have a goatee or beard. See the Dress and Grooming Policy for details.

Team members may have tattoos as long as they are not excessive, vulgar, sexually explicit, gang-related, controversial, or distracting. Tattoos deemed offensive must be concealed. Management may also require tattoos to be covered for certain events and meetings. Directors and above are prohibited from having visible tattoos. See the Dress and Grooming Policy for details.

Women may wear a maximum of three (3) earrings in each ear. Women should wear earrings which are conservative in nature. Hourly male team members are permitted to wear no more than two (2) small earrings (studs or small hoops). Salaried, exempt male team members (Manager and below) are permitted to wear one (1) earring in each ear. Male Directors and above are prohibited from wearing earrings.

Team members are prohibited from having visible body piercings including nose, lips, eyebrows, tongue, etc. Gauged ear lobes, nose piercings, and tongue piercings must be covered with solid flesh-tone plugs.

Perfumes, colognes, or aftershave lotions must be a subtle or delicate fragrance and selected for use in a close environment. Cosmetics should be used in a conservative manner that is normally acceptable in business establishments providing services to the public. Sunglasses or dark lens glasses are prohibited indoors unless required due to a documented medical reason. If a medical reason does exist for wearing glasses with dark lenses, documentation from a medical provider may be required.

The standards of appearance established herein are not intended to be overly restrictive. The limits set forth are intended to be clear and reasonable and to ensure that your personal appearance contributes to a favorable image. Your department management will inform you if there is a concern about the appropriateness of your appearance or attire. Our primary consideration is that each team member always maintains a neat, professional, and well-groomed appearance.

Uniformed team members are expected to be in complete uniform and remain in complete uniform during the performance of job duties or when in public view. All items of clothing must be clean and pressed. You will be given care instructions with the issuance of uniforms at your time of hire.

Chewing gum or using smokeless tobacco while on duty is prohibited.

There may be specific work outlets or properties which have variations from the standard dress code and appearance guidelines stated above, either due to the image of the venue or the type of work performed. You will be informed of the approved dress code and appearance standards for your department or property if the guidelines vary from those outlined in this Handbook.

USE OF PREMISES WHILE OFF-DUTY

As a Company team member, you may attend activities or patronize many of our properties and entertainment facilities. Remember that whether on or off duty, your conduct reflects upon the integrity and image of the Company and industry as a whole. Any team member involved in off-duty misconduct may be subject to discipline up to and including termination

WORKERS' COMPENSATION

Team members who sustain work-related injuries or illnesses must inform their department management immediately, no matter how minor the on-the-job injury may appear. The injured team member and the department management will proceed directly to Security to complete the team member accident reports. If you are seriously injured, wait for help from the Security Department.

If you qualify for Family Medical Leave (FMLA) and miss more than three (3) days of work, you will be placed on FMLA, which can run concurrently with Workers' Compensation leave, pursuant to federal law.

To ensure our expectations are clear, each property and department will develop and keep updated departmental and/or specific rules of team member conduct and job performance expectations.

**STANDARDS OF
CONDUCT**

45

YEARS IN OPERATION

BOYD STYLE VALUES AND IDEALS

It is not possible to give examples of all standards of behavior that are considered acceptable and unacceptable in the workplace. However, our Standards of Conduct Policy is reflective of what we have identified as being some of the most important standards the Company expects team members to meet. The Company may determine other situations, not specifically addressed in this Handbook, are also unacceptable and warrant disciplinary action up to and including termination of employment.

The Boyd Gaming Standards of Conduct and supporting General Rules were developed to support the values that lay the foundation for the culture of the Company. The Standards of Conduct provide a proactive means to support positive behaviors and actions, positive work environments, and team spirit. The Company expects all team members to embody Boyd Style by interacting honestly and treating customers and coworkers with dignity and respect.

The Company culture is supported through the Boyd Style values and ideals.

VALUE RELATIONSHIPS

- Be genuinely respectful and courteous to all customers and team members.
- Be consistently friendly and passionately concerned about the welfare of all customers and team members.
- Be genuinely patient, understanding, and tolerant of all team members and customers.

INTEGRITY

- Maintain the highest degree of honesty and strong moral values.
- Be responsible and accountable for your own actions.
- Be an attentive listener and accurately and honestly communicate with all levels of team members.

EXCEED EXPECTATIONS

- Be a dedicated team player.
- Be obsessively dedicated to giving excellent service.
- Take ownership of an issue until it is resolved.
- Know the property and all the amenities, special events, and promotions.
- Be familiar with Boyd Gaming information including history, other properties, our Mission Statement, and Boyd Style.

WORK SMART

- Totally support the efforts of each other.
- Understand and be supportive of the fact that each and every team member's individual opinions and actions contribute to the strength and value of the Company.
- Be consistently on time for work, mandatory meetings, and scheduled overtime.

- Be technically proficient in your job.
- Follow Company policies on the use of drugs and alcohol.
- Maintain a clean, well-groomed, and professional appearance.
- Continually contribute to a clean, safe, and secure environment.
- Know the emergency and evacuation procedures and how to help maintain the safety of internal and external customers.

These standards are not all inclusive and the Company has the sole right to determine whether particular conduct is not in the best interest of the Company or its operations.

GENERAL RULES

The following are various forms of prohibited conduct. These rules support the Company's expected standards of conduct. Violations may result in disciplinary action up to and including termination. Although the list is extensive, it is not all-inclusive. The Company retains the sole right to determine the type, sequence, or severity of any disciplinary action.

ATTENDANCE

1. Failure to report for work as scheduled without prior authorization and/or reasonable justification, including "no-call, no-show".
2. Not clocking in and out and not signing in and out (if required) for each shift worked, including breaks, where applicable, three (3) or more instances in a sixty (60) day period or five (5) or more instances in any twelve (12) month period. Each team member must clock in at the assigned shift start time and clock out promptly at the end of the shift. Any time clock malfunctions must be reported immediately to department management.*
3. Failure to timely report absences(s) to the Human Resources Department.
4. Failure to consistently and accurately document timekeeping exceptions on the Exception Time Sheet.
5. Absenteeism - three (3) non-leave qualifying absences in a sixty (60) day period or five (5) or more instances in any twelve (12) month period. Also includes patterned absences such as a repeated absence preceding or following days off, a holiday, payday, or the same day off each week or month. A medical excuse does not automatically justify excessive absences.*
6. Tardiness - qualifying event other than habitual, such as, but not limited to, a pattern or an instance of extreme tardiness in excess of thirty (30) minutes.*
7. Habitual tardiness - being late for non-leave qualifying reasons three (3) or more instances in a sixty (60) day period or five (5) or more instances in any twelve (12) month period.*
8. Being absent without notifying the department manager or department supervisor on duty at least four (4) hours in advance.*
9. Job abandonment.

10. Failure to attend general meetings, special meetings, or training sessions as directed by the Management team.

*Specific Company properties using a Point Attendance Policy may exclude the above-noted attendance rules. Some properties have been approved to establish other call-in procedures. The property Human Resources Department is responsible for notifying the team member if the property follows different rules.

BREAKS

11. Taking more than the specified time for meals or rest periods or taking breaks in unauthorized break areas.

COMPANY PROPERTY

12. Misusing, destroying, or damaging any Company property or the property of another team member or customer.
13. Posting, removing, or altering any matter or materials on bulletin boards on Company property.

CONFIDENTIALITY

14. Unauthorized access, release, or removal of Confidential or proprietary information regarding the Company, team members, vendors, or customers.

CUSTOMER SERVICE

15. Refusing to cooperate with or identify yourself (first name and department) to any customer.
16. Failure to meet customer service expectations.

DRUG TESTING

17. Reporting for work while under the influence of alcohol or drugs or use of illegal drugs at any time.
18. Failure or refusal to submit to a physical examination or to a blood, urine, hair, or other drug/alcohol test ordered by the Company.
19. Refusing to submit to a drug and alcohol test when sent for medical treatment for an on-the-job injury.

GIFTS, TIPS AND GRATUITY

20. Lending or borrowing money from customers or other team members at any time, or pressuring or coercing a team member or customer in an attempt to borrow money.
21. Hustling, pressuring, or in any way suggesting to a customer that a tip or token is expected for services rendered. Providing non-customary preferential service in exchange for tips or other forms of payment, or alternative or personal favors.

GROOMING AND UNIFORMS

22. Failure to properly wear ID badge or name tag on duty when required.
23. Any violation of the Company's standards of grooming.

HARASSMENT

24. Behaving in any manner that is intimidating, discriminatory, retaliatory, or violates the Company's harassment policy toward a team member or customer based on a discrimination or harassment complaint or is in conflict with local, state, or federal laws relating to individual rights.

HEALTH AND SAFETY

25. Failure to wear specifically required uniforms or safety equipment.
26. Violation of health or safety rules; creating or contributing to unsanitary, hazardous, or poor housekeeping conditions.
27. Failure to report or correct a safety hazard or any unsafe work habits.
28. Failure to immediately report any work-related injury.
29. Engaging in horseplay while on Company property.

INSUBORDINATION

30. Insubordination; willful or intentional failure to obey a lawful and reasonable request of department and/or senior management.
31. Refusing to cooperate with or identify yourself to any member of the department and/or senior management teams or any security or law enforcement personnel.
32. Refusing to submit to or failing a Company required background investigation.
33. Failure to participate with an investigation being conducted by the Human Resources Department or Security Department.

INTEGRITY

34. Dishonesty or failure to report on a timely basis an act or plan of dishonesty, whether you obtain knowledge directly or indirectly.
35. Failure to report illegal activity on the premises in a timely manner, whether knowledge of the activity is obtained directly or indirectly.
36. Falsifying an employment application or any Company record or document.
37. Making maliciously false, vicious, or obscene statements about or to a fellow team member, customer, the Company, or its facilities.
38. Knowingly clocking/signing in or out for any other team member. Asking or allowing a team member to clock/sign in or out for any other team member.
39. Failure to protect the assets of the Company.

JOB PERFORMANCE

40. Failure to accurately document sales or other transactions according to procedure.
41. Being unavailable for work due to failure to possess or obtain a necessary current work permit, card, license, registration, certification, or for other regulatory reasons.
42. Unsatisfactory job performance.
43. Failure to follow verbal or written job instructions.

LEGAL VIOLATIONS

44. Violation of any local, state, or federal law, ordinance, or gaming regulation while on duty.
45. Engaging in any immoral and/or illegal act or indecent behavior on the Company's premises.

LEAVE OF ABSENCE

46. Engaging in new outside employment, expanding the scope of current outside employment, or actively working at current outside employment in conflict with a serious health condition while on a leave of absence.
47. Failure to return from an approved leave of absence on the date specified.

PARKING

48. Failure to park in designated areas without authorization from the General Manager or appropriate Corporate Officer..

RESPONSIBLE GAMING

49. Failure to follow established procedures regarding underage gamblers.

SLEEPING ON THE JOB

50. Sleeping on the job or appearing to sleep on the job during working hours. Meal periods and breaks are not considered working hours.

SMOKING

51. Any violation of the property smoking policy.

SOLICITATION

52. Any violation of the established Company Solicitation and Distribution Policy.

THEFT

53. Theft in any form, including the mishandling of funds or assets belonging to the Company, its customers, or other team members.
54. Unauthorized use or removal of any Company property or the property of another team member or customer.

UNPROFESSIONAL CONDUCT

55. Willful misconduct, deliberate violation, or willful disregard of department or Company policies or standards.
56. Failure to have or maintain an attitude conducive to a productive work environment.
57. Discourtesy or rudeness, including the use of inappropriate language or cursing, to or in the presence of customers or fellow team members.
58. Off-duty misconduct that brings discredit to yourself, coworkers, the Company, or its customers, or which brings harm to the Company's reputation or interferes with business operations.
59. Chewing gum or using electronic cigarettes or smokeless tobacco products while on duty.
60. Any violation of the Company's Code of Business Conduct and Ethics Policy or Fraternalization Policy.
61. Leaving the job, workstation, and/or workplace while on duty without department management's permission, or taking unauthorized breaks.
62. Failure to follow lost and found procedures.
63. Unauthorized possession and/or use of personal electronic and communication devices, such as computers, mobile or cellular phones, iPods or other music listening devices, during working hours. Authorized use of such devices will be determined by the property General Manager or appropriate Corporate Vice President or above.
64. Wasting time or loitering during work time.
65. Failure to follow any departmental, property, or Company rules, policies, procedures, or regulations.

USE OF FACILITIES

66. Gambling in violation of Company or departmental policy.
67. Visiting hotel rooms or an unauthorized area at any time unless pre-authorized by department management, or as a part of your normal duties.

WORKPLACE VIOLENCE

68. Fighting or use of physical force against another person, except in self-defense or in the line of duty.
69. Threatening, intimidating, coercing, or interfering with customers, department management, or fellow team members.
70. Possession of firearms, explosives of any kind, or any other weapon on Company premises unless authorized or expressly required to perform job responsibilities.

This handbook contains a thorough amount of information about our policies, rules and other specific information. However, a more detailed account may be found in the Boyd Gaming Employment Policy Manual. While at their place of work, team members may access the Boyd Gaming Employment Policy Manual through Boyd.net.

COACHING AND PROGRESSIVE DISCIPLINE

Coaching is focused on improvements in behavior and performance to resolve work issues or specific aspects of the job. Coaching is communicating with a team member to identify needs, and may include developing an action plan to support the team member's individual growth and development. When necessary, the Company utilizes progressive discipline to address deficiencies in team member attendance, performance and/or conduct, including but not limited to coaching, counseling (verbal or written), disciplinary suspension, and termination of employment.

OUR COMMITMENT

The Team Member Handbook contains numerous team member performance and behavioral expectations. In return, you can expect the Company to strive to keep the following promises to each and every team member. Specifically, each team member should expect to:

- Be treated with respect.
- Be given the tools and information you need to do the job expected.
- Be supported in your efforts to do the best job possible.
- Be listened to and allowed to participate in the business.
- Be given opportunities for growth and to have your achievements recognized.
- Be able to address work-related problems, concerns, and ideas.
- Encounter an "open door policy" and access to the chain of command at all times.
- Work for a Company that makes every effort to provide a clean, safe, and secure work environment.

- Work for a Company that complies with all state, federal, and other laws regarding fair employment and the operation of our business.
- Work for a Company that continuously strives to maximize shareholder value in order to provide opportunities for all.
- Work for a Company that continuously supports the communities in which we live and work.
- Be fairly compensated.

CONCLUSION

By setting forth a statement of policy on any particular issue, the Company does not intend to create any contractual rights with respect to that policy. Specifically, the Company does not, by issuance of the Team Member Handbook, enter into, or express any intent to enter into, any agreement to employ any individual for a defined amount of time, or to terminate any individual only under a “just cause” or any other standard. In addition, this Handbook is intended as a summary of various Company policies and employment benefits. The detailed provisions of the actual policies and the actual benefit plans will in all cases control.

By mentioning any subject in this Handbook, including but not limited to those which may lead to disciplinary action against any individual, the Company does not mean to imply that all conduct that might lead to discipline is listed in this Handbook. Specifically, all team members, including managers and supervisors of the Company (unless they have a specific written contract of employment stating the contrary), are team members at will and the Company reserves the right to terminate any such team member, supervisor or manager with or without cause and for reasons which are not listed in this Handbook or in any other policy or set of rules issued by the Company.

The application of the policies set forth in this Handbook by the Company or reliance by it or its managers or supervisors upon these policies or other written rules of conduct for purposes of issuing discipline, even over a longer period of time, is not to be construed as a waiver of any of the rights reserved in this Handbook or as an intent to eliminate or change the at-will employment relationship.

The Company reserves to itself the final interpretation of what the policies mean. It specifically does not consent to permit any arbitrator or any court, jury, or administrative agency to interpret these policies or to apply them in any way.

Nothing in this policy is intended to preclude, dissuade, or otherwise interfere with communications or actions protected by law, including the National Labor Relations Act, such as discussing wages, benefits, and other terms and conditions of your employment. It is the policy of the Company to be 100% compliant with all applicable state and federal laws, rules, and regulations of the jurisdictions in which they do business. Policies will be followed as a minimum standard. However, if a policy conflicts with any of those applicable state and federal laws, rules, or regulations of those laws, rules or regulations will govern.

Team members at some of the Company's properties are represented by unions and covered by collective bargaining agreements. Benefits and terms and conditions of employment of team members covered by such collective bargaining agreements are controlled by such agreements. The Company may, at its sole option, apply certain policies in this Handbook to bargaining unit team members (if permitted by and not inconsistent with collective bargaining agreements), but specifically disclaim any intent to make any specific policy set forth in this Handbook a supplement to any collective bargaining agreement. Likewise, nothing in this Handbook may override any term of any collective bargaining agreement entered into by the Company.

The Company reserves the right to delete, cancel, or otherwise modify any of its policies at any time for whatever reason it deems fit with or without notice to the team members. This current edition of the Handbook supersedes any previous Handbook or written policies. Corporate Human Resources is responsible for the content and any request for revision of its content should be directed to them.

Throughout this Handbook, Boyd Gaming Corporation and its subsidiaries are frequently referred to collectively as the "Company." Please check with your department management or a Human Resources Department team member if you have any questions regarding the interpretation of these policies.

As a new team member, you will have many opportunities. The purpose of this Handbook is to provide you with the basic information you need to understand the Company, your benefits, and your responsibilities. This information is given to you in sections: General Information, Benefits, Team Member Responsibilities, and Standards of Conduct.

We challenge you to do your job to the best of your ability and to uphold the standards of honesty, quality service, friendliness, and the Boyd Style values that have brought us to where we are today. With everyone pulling in the same direction, and sharing the same standards and values, we will continue to project our desired image to the public and to each other.

ACKNOWLEDGEMENT OF TEAM MEMBER HANDBOOK

By my signature below, I acknowledge and confirm the following:

I have reviewed the Company’s Team Member Handbook (“Handbook”). I understand that the Handbook is also available for me to review on www.boyd.net.

I understand that I am expected to be familiar with the material covered. Further, I understand that knowledge and adherence to the rules and procedures contained in the Handbook are important responsibilities of my job. In that regard, I also understand that it is my obligation to become familiar with any published changes to the Handbook that may be issued. If I need assistance in reading the Handbook, or if I need further clarification or information on any policy, benefit, or rule addressed in the Handbook, I understand that I should contact the Human Resources Department.

I understand that, except as may be modified by way of an employment or labor agreement that is reduced to writing, signed, and applicable to me, my employment with the Company is on an at-will basis, meaning either I, or the Company, may terminate our employment relationship at any time, with or without cause, and with or without notice. Additionally, I understand that this Handbook, or any update is: (a) not intended to, and does not, constitute a contract of employment; and (b) does not modify the at-will employment status of any Team Member. I also understand that no manager, supervisor, Team Member, or other representative of the Company has any authority to enter into an agreement providing employment for any specified period of time or other than on an at-will basis.

I understand that any changes to the Handbook will be communicated and that no oral statements or representations can alter the provisions of the Handbook. Further, I understand that the Handbook is drafted and intended to be applied in a manner consistent with: (a) the laws in existence at the time it was drafted; and (b) any written employment/labor agreement, or bargaining obligation, applicable to me or my job position. To the extent any law, or applicable employment/labor agreement, or bargaining obligation, conflicts with a provision in this Handbook, I understand that the law, and any applicable employment/labor agreement, or bargaining obligation, shall govern. Additionally, I understand that if any policy or benefit summarized in the Handbook differs from the terms of the Company’s actual policy, benefit provider agreement, or an applicable Summary Plan Description (“SPD”), the actual policy, agreement, or SPD shall govern.

Team Member Name (Printed)

Team Member Signature

Date



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