



TEAM MEMBER 2020 APPRECIATION & ASSISTANCE PROGRAMS

We are excited about our expansion and new horizons. We would like to take a moment to recognize the star team that will assist us through many opportunities in the near future. In recognition of the invaluable contributions we know our current team will make, we have several incentives and programs available.

YEARS OF SERVICE	ACCRUAL HOURS	MAX ACCRUAL HOURS
6 months	40 hours	N/A
1st	40 hours	80 hours
2nd	96 hours	96 hours
3rd - 4th	120 hours	120 hours
5th-9th	144 hours	144 hours
10th-14th	160 hours	160 hours
15th and above	200 hours	200 hours

PAID TIME OFF (PTO) AND HOLIDAY PAY PROGRAM

Current, Full-Time Team Members (30+ hrs/wk) will be eligible.



RELOCATION ASSISTANCE PROGRAM

Current Full-Time Team Members (30+ hours/week) who are relocating after hired. Team Member must currently live more than 40 miles from Monarch and relocate to 30 miles or less from Monarch.



**SUBMIT
UP TO
\$1,500**

In relocation expenses or first month's mortgage or rent, whichever is lower, for reimbursement upon final relocation.



Must provide **proof of addresses proving relocation from 40 miles or more to 30 miles or less** from Monarch. For out-of-state please ask for details.

If employment is terminated voluntarily, or for cause, within 12 months of the payment, the amount paid for the Relocation Assistance will be removed from the final paycheck.

Per IRS regulations, **the amount reimbursed will be considered taxable income**. Please see your tax advisor or plan accordingly for your tax return submittal.

Team Members may be eligible for programs provided their employment is in good standing at time of the payment disbursement date; i.e., the Team Member has not received any type of written or final counseling's for attendance and/or general performance. *If you have questions about a policy/program, please see HR for official policy and regulations.*



TEAM MEMBER ANNIVERSARY RECOGNITION PROGRAM

Current Full Time-Team Members (30+ hours/week).

ANNIVERSARY YEAR	MOVIE TICKETS + POPCORN	ROOM NIGHTS	RESORT CREDIT
1	2		
3	4		\$50
5		1	\$100
10		2	\$150
15		2	\$200
20		3	\$250
25		3	\$300
30		3	\$350
40		3	\$400

The resort credit and room nights may be redeemed at Monarch or Atlantis. Sunday - Thursday room nights only! If you have questions, please see HR for official policy and regulations.

EDUCATION/TUITION REIMBURSEMENT ASSISTANCE

**UP TO \$6,000
PER CALENDAR YEAR**

Team Members must have completed 6 months of continuous full- or part-time service prior to beginning a course of study in order to be eligible for a tuition reimbursement pursuant to these Guidelines.

If a Full-Time Team Member voluntarily ends his or her employment with Monarch Casino Black Hawk within one (1) year of receiving the reimbursement, such Team Member agrees to the following repayment schedule: 0 - 3 months: 100%; 3 - 6 months: 75%; 6 - 9 months: 50%; 9 - 12 months: 25%.

If a Part-Time Team Member voluntarily ends his or her employment with Monarch Casino Black Hawk within two (2) years of receiving the reimbursement, such Team Member agrees to the following repayment schedule: 0 - 6 months: 100%; 6 - 12 months: 75%; 12 - 18 months: 50%; 18 - 24 months: 25%.

If you have questions, please see HR for official policy and regulations.

NEW TEAM MEMBER APPRECIATION INCENTIVE

New non-management Team Members



CAREER DEVELOPMENT ASSISTANCE

Current Full-Time Team Members (30+ hours/week) may apply to:
**TRAIN/SHADOW IN ANOTHER DEPARTMENT
ONE DAY, ONCE PER QUARTER**

Pay will be at Team Member's base rate. If base pay is a tipped rate, pay will be the minimum hourly wage of a non-tipped member.

RECRUITMENT REFERRAL INCENTIVE PROGRAM

Current Full-Time Team Members (30+ hrs/week) and Part-Time Team Members who refer applicants for open positions may be eligible for the Recruitment Referral Incentive Program.

NEWLY HIRED TEAM MEMBERS RECEIVE:

HOURLY TEAM MEMBERS
\$100 after 60 days
\$200 after 120 days
\$300 after 1 year

CURRENT TEAM MEMBERS RECEIVE:

HOURLY TEAM MEMBERS
\$100 after 60 days
\$200 after 120 days
\$300 after 1 year

TEAM MEMBER PERKS

One free meal per shift
 Free covered parking
 Subsidized transportation

FULL-TIME NON-MGMT
(30+ HOURS/WK)

A CASH INCENTIVE OF

\$400

(\$200 PAID AFTER 90 DAYS
 \$200 PAID AFTER 180 DAYS)

PART-TIME NON-MGMT
(≤29 HOURS/WK)

A CASH INCENTIVE OF

\$200

(\$100 PAID AFTER 90 DAYS
 \$100 PAID AFTER 180 DAYS)