



DISPOSITION SEPTEMBER 2023 AGENDA

NEVADA GAMING COMMISSION

Nevada Gaming Control Board Offices
Hearing Room 2450
555 East Washington Avenue
Las Vegas, Nevada

September 21, 2023

Members Present:

Hon. Jennifer Togliatti (Ret), Chair
Rosa Solis-Rainey, Member
Ogonna Brown, Member
Hon. Brian Krolicki (Ret.), Member
George M. Markantonis, Member

MEETING AGENDA

10:00 A.M.

- I. **PUBLIC COMMENTS:** This public comment agenda item is provided in accordance with NRS 241.020(3)(d)(3) which requires an agenda provide for a period devoted to comments by the general public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken. Comments by the public may be limited to three minutes as a reasonable time, place and manner restriction, but may not be limited based upon viewpoint.

Comments taken from members of the Culinary and Bartenders Unions regarding Station Casinos. Refer to Public Comments Attachment 1, Attachment 2, Attachment 3, Attachment 4, Attachment 5, and Attachment 6. Additionally, various comments taken regarding Stations Casino.

II. **APPROVAL OF PRIOR MONTH NGC DISPOSITION**

FOR POSSIBLE ACTION: Pursuant to NRS 241.035, approval of Nevada Gaming Commission Disposition for August 2023.

Approved.

III. **NONRESTRICTED AGENDA ITEMS**

FOR POSSIBLE ACTION: Consideration of Nonrestricted Items listed in the following pages.

Action taken as reflected on the following material.

IV. **RESTRICTED AGENDA ITEMS**

FOR POSSIBLE ACTION: Consideration of Restricted Items listed in the following pages.

Action taken as reflected on the following material.

V. **GAMING EMPLOYEE REGISTRATION APPEALS, PURSUANT TO NRS 463.335(13)**

FOR POSSIBLE ACTION: Consideration regarding appeal of:

1. David Pasquale, Case No. 22LV06156 – **Objection sustained.**
(Solis-Rainey voted no)

VI. REGULATION(S)

FOR POSSIBLE ACTION:

1. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATIONS 3, 5, 22, 26C

PURPOSE: To repeal NGC Regulation 3.100 regarding employee reports; to amend NGC Regulation 3.110 to remove the designation as a key employee those persons referenced in the employee report required by NGC Regulation 3.100 given the proposed repeal of NGC Regulation 3.100; and to take such additional action as may be necessary and proper to effectuate these stated purposes, including without limitation:

To amend NGC Regulations 5.011 and 5.310 to remove references to NGC Regulation 3.100 given its proposed repeal; to amend NGC Regulation 5.310 to provide that, upon request, a licensee shall provide to the Board the identity of any employee designated as a “club venue monitor;” and to take such additional action as may be necessary and proper to effectuate these stated purposes.

To amend NGC Regulation 22.010 to remove the definition of “key employee” and its reference to NGC Regulation 3.100 given the proposed repeal of NGC Regulation 3.100; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

To amend NGC Regulation 26C.010 to remove the definition of “key employee” and its reference to NGC Regulation 3.100 given the proposed repeal of NGC Regulation 3.100; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

2. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 5.025(3)

PURPOSE: To repeal NGC Regulation 5.025(3) regarding the written approvals from the Chair of the Board to operate a keno game that exceeds a \$250,000 payout on any one game; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

**3. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.105(8)**

PURPOSE: To repeal NGC Regulation 5.105(8) regarding the requirement that each licensee submits a written report to the Board on or before the 15th day of each month containing the name, gaming registration number, positions held, and date of hire of each gaming employee hired during the immediately preceding month; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

**4. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.110(2)**

PURPOSE: To amend NGC Regulation 5.110(2) to increase the threshold amount from \$1,200 to \$5,000 at which licensees are exempt from recording a progressive log on a recurring basis; to remove “nonrestricted” so that all licensees can record the progressive amount at least every 7 days, so long as they have a Board approved on-line slot metering system; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

**5. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.180(2)(f)**

PURPOSE: To repeal NGC Regulation 5.180(2)(f) to no longer require that operators of inter-casino linked systems provide and maintain a terminal and printer to monitor information regarding the system progressive pay schedules and other relevant data; and to take such additional action as may be necessary to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

**6. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.200(3)(a)**

PURPOSE: To amend NGC Regulation 5.200(3)(a) to no longer require that licensees operating a gaming salon on the property of a resort hotel provide telephonic and electronic-mail notification to the Board each time a gaming salon is open and closed for patron play; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

**7. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.215**

PURPOSE: To repeal NGC Regulation 5.215 to no longer require licensees who operate a system supported or system based gaming device to perform certain actions and provide required information to the Board; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

8. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.225(19)

PURPOSE: To repeal matter under the flush line (↪) of Regulation 5.225(19) to no longer require licensees to submit wagering account rules before amendment or adoption to the Chair of the Board; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

9. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 5.230 and 4.200

PURPOSE: To amend NGC Regulation 5.230 regarding the registration of hosting centers to align the hosting center registration requirements with other types of registrations as provided in Regulation 4.200 and make necessary deletions and modifications to NGC Regulation 5.230 as part of incorporating hosting center registration requirements into NGC Regulation 4.200; and to take such additional action as may be necessary and proper to effectuate these stated purposes, including without limitation;

To amend NGC Regulation 4.200 regarding registrations to include in its provisions the registration of hosting centers as provided in NGC Regulation 5.230; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

10. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 6.080(6)

PURPOSE: To amend NGC Regulation 6.080(6) to eliminate the requirement for audited or reviewed financial statements covering the period since the previously submitted financial statements in the event of license terminations, unless requested by the Chair of the Board; to allow licenses to submit financial statements for a stub period in conjunction with the financial statements for the first full business year, not later than 120 days after the end of the first full business year; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

11. FOR FINAL ADOPTION
2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION
REGULATION 6.090(2)(e)

PURPOSE: To repeal NGC Regulation 6.090(2)(e) regarding the requirements that applicants submit an accompanying letter from an independent accountant stating that the applicant's written internal control system has been reviewed by the accountant and complies with the requirements of this section; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

12. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 6.090(11)

PURPOSE: To amend NGC Regulation 6.090(11) to require that licensees submit a complete copy of their internal control system when reporting amendments made since the previous annual report—not reported pursuant to NGC Regulation 6.090(10) and to expand those eligible to sign the amendments to a comparable position of the licensee’s chief financial officer; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, with amendments as discussed, effective upon adoption.

13. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 6.118(4)

PURPOSE: To repeal NGC Regulation 6.118(4) regarding credit applications and credit instruments issued by licensees to patrons; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

14. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 14.105

PURPOSE: To repeal NGC Regulation 14.105 to allow for the installation of a system based or a system supported game without the prior written approval of the system network implementation from the Chair of the Board; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

15. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 14.160

PURPOSE: To repeal NGC Regulation 14.160 to no longer require licensees, other than manufacturers, to receive Board approval before duplicating the contents of gaming device program storage media; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

16. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 14.170(1)(b)(2)

PURPOSE: To repeal NGC Regulation 14.170(1)(b)(2) to no longer require manufacturers to affix the Board approval number on all media placed in gaming devices; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

17. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 14.210(2)

PURPOSE: To amend NGC Regulation 14.210(2) to no longer require restricted licensees to obtain approval by the Chair of the Board before the use of a promotional device; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

18. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 20.030(7)

PURPOSE: To amend NGC Regulation 20.030(7) to align with the deadline in subsection 3 of NRS 463.369 to the 15th day of the month to submit monthly reports of the amounts wagered at the buyer's or user's establishment of races and events for which a disseminator supplies the buyer or user with horse or other racing information used to determine winners of or payoffs on the wagers; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

19. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 20.070(1)

PURPOSE: To amend NGC Regulation 20.070(1) to eliminate the requirement for reviewed financial statements covering the period since the previously submitted financial statements in the event of license terminations, unless requested by the Chair of the Board; to allow licensees to submit one copy of reviewed financial statements instead of two copies; to allow licenses to submit financial statements for a stub period in conjunction with the financial statements for the first full business year, not later than 120 days after the end of the first full business year; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

20. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 23.040(3)

PURPOSE: To amend NGC Regulation 23.040(3) to allow licensees to utilize the casino cage in lieu of a card room bank without written approval; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated September 20, 2023, with amendments as discussed, effective upon adoption.

21. FOR FINAL ADOPTION

2023-01R: CONSIDERATION OF PROPOSED AMENDMENTS TO NEVADA GAMING COMMISSION REGULATION 26.060

PURPOSE: To amend NGC Regulation 26.060(1) to update the correct commission percentage of 18 percent as reflected in subsection 1 of NRS 464.040; to amend NGC Regulation 26.060(2) to update the correct tax percentage of 3 percent that licensees pay on the total commission deducted on all pari-mutuel wagers as reflected in subsection 3 of NRS 464.040; and to take such additional action as may be necessary and proper to effectuate these stated purposes.

Regulation adopted, draft dated August 21, 2023, effective upon adoption.

VII. OTHER:

Administrative Reports

- Board Chair – Update on October Agenda.
- Commission Chair – No report.
- Attorney General – No report.

VIII. PUBLIC COMMENTS: This public comment agenda item is provided in accordance with NRS 241.020(3)(d)(3) which requires an agenda provide for a period devoted to comments by the general public, if any, and discussion of those comments. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken. Comments by the public may be limited to three minutes as a reasonable time, place and manner restriction, but may not be limited based upon viewpoint.

Commissioner Krolicki made comments regarding cybersecurity. Additionally, comments taken from Commissioner Solis-Rainey in gratitude of the Investigations Division and Enforcement Division.

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FOR POSSIBLE ACTION:

02-09-23 N23-0085 Re: 33202-01
RED ROCK RESORTS, INC. (PTC)
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

SCOTT CHRISTOPHER KREEGER
President

APPLICATION FOR FINDING OF SUITABILITY AS AN OFFICER

Re: 31440-01
STATION HOLDCO LLC
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

and

31281-01
NP GREEN VALLEY LLC
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

SCOTT CHRISTOPHER KREEGER
President

APPLICATIONS FOR FINDING OF SUITABILITY AS A KEY EXECUTIVE

Re: 31261-01
STATION CASINOS LLC
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

and

31264-01
NP BOULDER LLC
(dba Boulder Station Hotel & Casino)
4111 BOULDER HWY
LAS VEGAS, NV 89121

and

31266-01
NP PALACE LLC
(dba Palace Station Hotel & Casino)
2411 W SAHARA AVE
LAS VEGAS, NV 89102

and

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31267-01
NP SUNSET LLC
(dba Sunset Station Hotel & Casino)
1301 W SUNSET RD
HENDERSON, NV 89014

and

31265-01
NP RED ROCK LLC
(dba Red Rock Casino Resort Spa)
11011 W CHARLESTON BLVD
LAS VEGAS, NV 89135

and

35857-01
NP CENTERLINE HOLDINGS LLC
(dba Wildfire Fremont)
2700 E FREMONT ST
LAS VEGAS, NV 89104

and

31288-01
NP RANCHO LLC
(dba Wildfire Casino)
1901 N RANCHO DR
LAS VEGAS, NV 89106

and

31284-01
NP GOLD RUSH LLC
(dba Wildfire Sunset)
1195 W SUNSET RD
HENDERSON, NV 89014

and

31291-01
NP RIVER CENTRAL LLC
(dba Reno Turf Club)
280 N CENTER ST
RENO, NV 89501

and

31289-01
NP SANTA FE LLC
(dba Santa Fe Station Hotel & Casino)
4949 N RANCHO DR
LAS VEGAS, NV 89130

and

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31286-01
NP LML LLC
(dba Wildfire Casino Lake Mead)
846 E LAKE MEAD PKWY
HENDERSON, NV 89015

and

31287-01
NP MAGIC STAR LLC
(dba Wildfire Casino - Boulder)
2000 S BOULDER HWY
HENDERSON, NV 89002

and

31490-01
STATION GVR ACQUISITION, LLC
(dba Green Valley Ranch Station Casino)
2300 PASEO VERDE PKWY
HENDERSON, NV 89052

and

32279-01
SC SP 2 LLC
(dba Wildfire Valley View)
3045 S VALLEY VIEW BLVD
LAS VEGAS, NV 89102

SCOTT CHRISTOPHER KREEGER
President

APPLICATIONS FOR LICENSURE AS A KEY EXECUTIVE

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

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FOR POSSIBLE ACTION:

03-09-23 N23-0220 Re: 33202-01
RED ROCK RESORTS, INC. (PTC)
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

APPLICATION FOR AMENDMENT TO ORDER OF REGISTRATION

Re: 31280-01
NP OPCO LLC
(NP Opco Holdings LLC – 100%)
1505 S PAVILION CENTER DR
LAS VEGAS, NV 89135

**APPLICATION FOR LICENSURE AS A SOLE MEMBER AND MANAGER OF
NP DURANGO LLC**

**APPLICATION TO PLEDGE THE MEMBERSHIP INTEREST IN NP DURANGO LLC TO
DEUTSCHE BANK AG CAYMAN ISLANDS BRANCH, AS COLLATERAL AGENT, IN
CONJUNCTION WITH A CREDIT AGREEMENT**

Re: 36177-01
36078-01 (NR)
36213-01 (M)
36214-01 (D)
NP DURANGO LLC, dba
(NP Opco LLC – 100%)
DURANGO CASINO & RESORT
6915 S DURANGO DR
LAS VEGAS, NV 89148

**APPLICATION FOR A NONRESTRICTED GAMING LICENSE (INCLUDING A RACE
BOOK AND SPORTS POOL)**

**APPLICATION FOR LICENSURE TO CONDUCT OFF-TRACK PARI-MUTUEL RACE
AND SPORTS WAGERING**

APPLICATION FOR LICENSURE TO OPERATE GAMING SALONS

APPLICATION FOR LICENSURE AS A MANUFACTURER AND DISTRIBUTOR

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JEFFREY THOMSON WELCH
Senior Vice President/Secretary

STEPHEN LAWRENCE COOTEY
Senior Vice President/Treasurer

SCOTT CHRISTOPHER KREEGER
President

APPLICATIONS FOR LICENSURE AS A KEY EXECUTIVE

GCB RECOMMENDS: APPROVAL, NINTH REVISED ORDER OF REGISTRATION, DRAFT #2; CONDITIONED:

- (1) PRIOR TO THE COMMENCEMENT OF RACE AND SPORTS AND/OR PARI-MUTUEL WAGERING POOL OPERATIONS, AN EXECUTED RESERVE AGREEMENT MUST BE RECEIVED AND APPROVED BY THE NGCB (AUDIT DIVISION), PURSUANT TO NGC REGULATIONS 5.225 AND 22.040.
- (2) PRIOR TO THE COMMENCEMENT OF OPERATIONS, THE ATTESTATION LETTER REGARDING THE INTERNAL CONTROL SYSTEM MUST BE RECEIVED BY THE NGCB (AUDIT DIVISION), PURSUANT TO NGC REGULATION 6.090.
- (3) PRIOR TO THE COMMENCEMENT OF OPERATIONS, AN ADEQUATE WRITTEN INTERNAL CONTROL SYSTEM THAT DOCUMENTS COMPLIANCE WITH MINIMUM INTERNAL CONTROL STANDARDS MUST BE RECEIVED BY THE NGCB (AUDIT DIVISION), PURSUANT TO NGC REGULATION 6.090.
- (4) PRIOR TO THE COMMENCEMENT OF OPERATIONS, THE SURVEILLANCE SYSTEM AND/OR MIRROR(S) MUST BE INSPECTED AND APPROVED BY THE NGCB ENFORCEMENT DIVISION, AND THEREAFTER BE MAINTAINED AT OR ABOVE THE STANDARD THAT IS APPROVED.
- (5) THE MANUFACTURER'S LICENSE IS LIMITED TO THE MODIFICATION OF MACHINES THAT ARE, OR HAVE BEEN, UTILIZED IN THE OPERATIONS OF THE LICENSED LOCATION OR ITS AFFILIATED COMPANIES AND THAT ANY SUCH MODIFICATIONS SHALL BE LIMITED TO OPERATIONAL CONFIGURATION CHANGES SUCH AS REPLACEMENT OF ONE PRE-APPROVED COMPONENT WITH ANOTHER PRE-APPROVED COMPONENT OR MODIFICATIONS THAT WILL NOT AFFECT THE MANNER OR MODE OF PLAY OF THE DEVICE.
- (6) THE DISTRIBUTOR'S LICENSE IS LIMITED TO THE ACQUISITION OF MACHINES TO BE UTILIZED IN, OR THE DISTRIBUTION OF MACHINES WHICH HAVE BEEN UTILIZED IN, THE OPERATIONS OF THE LICENSED LOCATION OR ITS AFFILIATED COMPANIES.
- (7) WHEN GAMING SALONS 1, 2, 3, AND 4 ARE OPERATED AS PRIVATE GAMING, THE DOORS TO THE GAMING SALON OR SALONS BEING OPERATED AS PRIVATE, MUST REMAIN CLOSED.
- (8) WHEN GAMING SALONS 1, 2, 3, AND 4 ARE OPERATED AS PUBLIC GAMING, ALL EXTERIOR DOORS TO THE CASINO GAMING AREA AND INTERIOR AIR WALLS TO THE GAMING SALON OR SALONS BEING OPERATED AS PUBLIC, MUST REMAIN OPEN.

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- (2) WHEN GAMING SALONS 1, 2, AND 3 ARE OPERATED AS PUBLIC GAMING, ALL EXTERIOR DOORS TO THE CASINO GAMING AREA AND/OR INTERIOR AIR WALLS TO THE GAMING SALON OR SALONS BEING OPERATED AS PUBLIC, MUST REMAIN OPEN.**
- (3) PRIOR TO THE COMMENCEMENT OF GAMING SALON OPERATIONS, THE SURVEILLANCE SYSTEM MUST BE INSPECTED AND APPROVED BY THE NGCB ENFORCEMENT DIVISION, AND THEREAFTER MAINTAINED AT OR ABOVE THE STANDARD THAT HAS BEEN APPROVED.**
- (4) PRIOR TO THE OPERATION OF GAMING SALONS 1, 2 AND 3, THE ENTRANCE TO THE GAMING SALONS MUST HAVE SIGNAGE THAT INDICATES THE GAMING SALON IS IN PUBLIC OR IN PRIVATE USE, AND THE SIGNAGE MUST BE INSPECTED AND ADMINISTRATIVELY APPROVED BY THE NGCB ENFORCEMENT DIVISION.**
- (5) THE NUMBER OF GAMING SALONS IS LIMITED TO THREE, AND THE NUMBER MAY NOT BE INCREASED WITHOUT PRIOR ADMINISTRATIVE APPROVAL OF THE NGCB CHAIR OR THE CHAIR'S DESIGNEE.**

NGC DISPOSITION: APPROVED, NINTH REVISED ORDER OF REGISTRATION; CONDITIONED – SAME.

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FOR POSSIBLE ACTION:

06-09-23 **N23-0370** **Re:** 33202-01
 N23-0381 RED ROCK RESORTS, INC. (PTC)
 N23-0395 1505 S PAVILION CENTER DR
 LAS VEGAS, NV 89135

APPLICATION FOR AMENDMENT TO ORDER OF REGISTRATION

Re: 31265-01
 29825-02
 NP RED ROCK LLC, dba
 EL CORTEZ – SPORTS POOL
 600 E FREMONT ST
 LAS VEGAS, NV 89101

db at

EL CORTEZ
600 E FREMONT ST
LAS VEGAS, NV 89101

APPLICATION FOR THE ADDITION OF A RACE BOOK

**APPLICATION FOR LICENSURE TO CONDUCT OFF-TRACK PARI-MUTUEL RACE
WAGERING**

Re: 05188-01
 00261-03
 IKE GAMING, INC., dba
 EL CORTEZ
 600 E FREMONT ST
 LAS VEGAS, NV 89101

**APPLICATION TO RECEIVE A PERCENTAGE OF GAMING REVENUE FROM THE
RACE BOOK, INCLUDING OFF-TRACK PARI-MUTUEL RACE WAGERING,
OPERATED BY NP RED ROCK LLC**

GCB RECOMMENDS: APPROVAL, NINTH REVISED ORDER OF REGISTRATION, DRAFT #2.

NGC DISPOSITION: APPROVED, NINTH REVISED ORDER OF REGISTRATION – SAME.

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29989-01
SUNSET GV, LLC
(dba Wildfire Casino and Lanes)
4451 E SUNSET RD
HENDERSON, NV 89014

and

31286-01
NP LML LLC
(dba Wildfire Casino Lake Mead)
846 E LAKE MEAD PKWY
HENDERSON, NV 89015

and

35857-01
NP CENTERLINE HOLDINGS LLC
(dba Wildfire Fremont)
2700 E FREMONT ST
LAS VEGAS, NV 89104

and

32240-01
SC SP 4 LLC
(dba Wildfire Anthem)
2551 ANTHEM VILLAGE DR
HENDERSON, NV 89052

JOEL STEPHEN HAMPE
Vice President – Special Projects

APPLICATIONS FOR LICENSURE AS A KEY EMPLOYEE

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

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33222-01
NEW CASTLE, LLC
(dba Excalibur Hotel and Casino)
3850 LAS VEGAS BLVD S
LAS VEGAS, NV 89109

MARK BARRETT LEFEVER
Chief Financial Officer/Senior Vice President

APPLICATIONS FOR LICENSURE AS A KEY EXECUTIVE

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR POSSIBLE ACTION:

09-09-23 **N23-0464** Re: 10434-01
 N23-0531 MGM RESORTS INTERNATIONAL (PTC)
 N24-0077 3600 LAS VEGAS BLVD S
 N24-0079 LAS VEGAS, NV 89109

and

35680-01
MANDALAY RESORT GROUP, LLC (PTC)
(MGM Resorts International (PTC) – 100%)
3950 LAS VEGAS BLVD S
LAS VEGAS, NV 89119

APPLICATIONS FOR AMENDMENT TO ORDERS OF REGISTRATION

Re: 34602-01
ENTAIN PLC (PTC)
1 NEW CHANGE
LONDON, ENGLAND EC4M 9AF
UNITED KINGDOM

APPLICATION FOR AMENDMENT TO ORDER OF REGISTRATION

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Re: 34823-01
30465-05
BETMGM, LLC, dba
SIRI'S CASINO
237 N VIRGINIA ST
RENO, NV 89501

**APPLICATION FOR A NONRESTRICTED GAMING LICENSE
(INCLUDING A RACE BOOK AND SPORTS POOL)**

**APPLICATION FOR LICENSURE TO CONDUCT OFF-TRACK PARI-MUTUEL RACE
WAGERING**

SIERRA DEVELOPMENT COMPANY
Key Employee

APPLICATION FOR LICENSURE AS A KEY EMPLOYEE

**APPLICATION FOR SIERRA DEVELOPMENT COMPANY TO RECEIVE A
PERCENTAGE OF GAMING REVENUE FROM BETMGM, LLC, DBA SIRI'S CASINO**

GCB RECOMMENDS:

APPROVAL, FIFTY-NINTH REVISED ORDER OF REGISTRATION, DRAFT #1, AND FORTH REVISED ORDER OF REGISTRATION, DRAFT #1; CONDITIONED:

- (1) THE SURVEILLANCE SYSTEM MUST BE INSPECTED AND APPROVED BY THE NGCB ENFORCEMENT DIVISION WITHIN 60 DAYS OF ISSUANCE OF THE STATE GAMING LICENSE AND THEREAFTER BE MAINTAINED AT OR ABOVE THE STANDARD THAT HAS BEEN APPROVED.**
- (2) PRIOR ADMINISTRATIVE APPROVAL BY THE NGCB CHAIR OR THE CHAIR'S DESIGNEE IS REQUIRED FOR BETMGM, LLC TO CONVERT A LOCATION FROM A KIOSK OPERATION TO A MANNED SATELLITE OPERATION, OR FROM A MANNED SATELLITE OPERATION TO A KIOSK OPERATION. IF ANY LICENSED LOCATION UTILIZES BOTH A MANNED SATELLITE OPERATION AND A KIOSK OPERATION, PRIOR ADMINISTRATIVE APPROVAL OF THE NGCB CHAIR OR THE CHAIR'S DESIGNEE IS REQUIRED PRIOR TO CLOSING OR REOPENING A MANNED SATELLITE OPERATION.**
- (3) A KEY EMPLOYEE APPLICATION MUST BE ON FILE WITH THE NGCB AT ALL TIMES AND REFILED WITHIN 60 DAYS OF ANY CHANGE IN THE PERSON OCCUPYING THAT POSITION.**

NGC DISPOSITION:

APPROVED, FIFTY-NINTH REVISED ORDER OF REGISTRATION, AND FORTH REVISED ORDER OF REGISTRATION; CONDITIONED – SAME.

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FOR POSSIBLE ACTION:

10-09-23 N22-0694 Re: 05297-01
IGT
6355 S BUFFALO DR
LAS VEGAS, NV 89113

DEJAN VESIC
Vice President – PlaySports Technology

APPLICATION FOR LICENSURE AS A KEY EXECUTIVE

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR POSSIBLE ACTION:

11-09-23 N21-0602 Re: 11982-01
BOYD GAMING CORPORATION (PTC)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

URI LAHAJJ CLINTON
Executive Vice President/Secretary/General Counsel

APPLICATION FOR FINDING OF SUITABILITY AS AN OFFICER

Re: 05075-01
CALIFORNIA HOTEL AND CASINO
(dba California Hotel and Casino)
(dba Sam's Town Hotel & Gambling Hall)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

19334-01
COAST HOTELS AND CASINOS, INC.
(dba Gold Coast Hotel and Casino)
(dba Suncoast Hotel and Casino)
(dba Orleans Hotel and Casino)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

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05171-01
ELDORADO, INC.
(dba Jokers Wild)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

06006-01
SAM-WILL, INC.
(dba Fremont Hotel and Casino)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

20608-01
M.S.W., INC.
(dba Main Street Station Hotel, Casino and Brewery)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

URI LAHAJJ CLINTON
Senior Vice President/Secretary

APPLICATIONS FOR LICENSURE AS AN OFFICER

Re: 30441-01
ALIANTE GAMING, LLC
(dba Aliante Casino + Hotel)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

29258-01
NEVADA PALACE, LLC
(dba Eastside Cannery Casino & Hotel)
6465 S RAINBOW BLVD
LAS VEGAS, NV 89118

and

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Re: 33143-01
VHL FINANCING LIMITED
(888 Holdings plc (PTC) – 100%)
601-701 EUROPORT
GIBRALTAR GX11-1AA

APPLICATION FOR REGISTRATION AS AN INTERMEDIARY COMPANY

APPLICATION FOR FINDING OF SUITABILITY AS SOLE SHAREHOLDER OF 888 US INC.

APPLICATION FOR LICENSURE AS SOLE SHAREHOLDER OF 888 US LIMITED

GCB RECOMMENDS: APPROVAL, SIXTH REVISED ORDER OF REGISTRATION, DRAFT #2.

NGC DISPOSITION: APPROVED, SIXTH REVISED ORDER OF REGISTRATION – SAME.

FOR POSSIBLE ACTION:

14-09-23 N21-0579 Re: 31716-01
888 HOLDINGS PLC (PTC)
601-701 EUROPORT
GIBRALTAR GX11-1AA

JONATHAN NEIL MENDELSON
Chief Executive Officer/Chairman of the Board

APPLICATION FOR FINDING OF SUITABILITY AS AN OFFICER AND DIRECTOR

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR POSSIBLE ACTION:

15-09-23 N23-0285 Re: 32297-01
888 US INC.
400 PLAZA DR STE 105
SECAUCUS, NJ 07094

HOWARD SCOTT MITTMAN
President/Director

APPLICATION FOR FINDING OF SUITABILITY AS AN OFFICER AND DIRECTOR

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

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FOR POSSIBLE ACTION:

02-09-23 R23-0249 Re: 36166-01
36167-01
15 Machines RH-2 LLC, dba
RUSTIC HOUSE
9775 W SUNSET RD STE 106
LAS VEGAS, NV 89148

SUBURBAN RESTAURANTS LLC 95%
Member

THE ADAM B. CORRIGAN GAMING TRUST 100%
Member

ADAM BOTHWELL CORRIGAN
Manager

ADAM BOTHWELL CORRIGAN
Manager

CAVALIER, INC.
Key Employee

APPLICATION FOR A RESTRICTED GAMING LICENSE

APPLICATION FOR REGISTRATION OF SUBURBAN RESTAURANTS LLC, AS AN INTERMEDIARY HOLDING COMPANY AND FOR FINDINGS OF SUITABILITY OF THE ADAM B. CORRIGAN GAMING TRUST AND ADAM BOTHWELL CORRIGAN AS A MEMBER OR MANAGER

APPLICATIONS FOR LICENSURE AS A MEMBER OR MANAGER

APPLICATION FOR LICENSURE OF CAVALIER, INC., AS A KEY EMPLOYEE

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR BOARD CONSIDERATION ONLY:

Q23-0250 Re: 36166-01
RH-2 LLC
9775 W SUNSET RD STE 106
LAS VEGAS, NV 89148

DANIEL KENNETH WEDGE 5%
Member

APPLICATION FOR REGISTRATION AS A MINORITY EQUITY INTEREST MEMBER

GCB DISPOSITION: APPROVED.

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FOR POSSIBLE ACTION:

03-09-23 R23-0084 Re: 36112-01
30284-04
15 Machines 2WP LLC, dba
THE BAR @ WARM SPRINGS & TENAYA
7325 W WARM SPRINGS RD
LAS VEGAS, NV 89113

JRW GAMING TRUST 33 1/3%
Member

JSW GAMING TRUST 33 1/3%
Member

PETER ALBERT SIMON, II 33 1/3%
Member

JAMES ROSS WICKMAN
Manager

JOSEPH STEVEN WICKMAN
Manager

APPLICATION FOR A RESTRICTED GAMING LICENSE

APPLICATIONS FOR LICENSURE AS A MEMBER OR MANAGER

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

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FOR POSSIBLE ACTION:

04-09-23 R23-0431 Re: 16440-01
KC ARENA, INC.
(dba The Hideout)
2311 S CASINO DR STE G-2
LAUGHLIN, NV 89029

DAWN MARIE REDMANN 50%
(Transferor) (25 Shares Common Stock)

BRIAN TONY ANTHONY 50%
(Transferee) (25 Shares Common Stock)

APPLICATION FOR A TRANSFER OF INTEREST

**APPLICATION BY BRIAN TONY ANTHONY TO PLEDGE EQUITY SECURITIES OF
KC ARENA, INC., TO DAWN MARIE REDMANN IN CONNECTION WITH A
CORPORATE RESOLUTION AGREEMENT AND SECURED PROMISSORY NOTE**

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR POSSIBLE ACTION:

05-09-23 R23-0319 Re: 29071-01
O.R.B. RESTAURANT & TAVERN, LLC
(dba Fireside Restaurant & Tavern)
1785 E CACTUS AVE
LAS VEGAS, NV 89183

PLAYTIME U.S.A. INC. 25%
(Transferor)

JACOBUS CHRISTIAN HOLT 25%
(Transferee)
Member

APPLICATION FOR A TRANSFER OF INTEREST

APPLICATION FOR LICENSURE AS A MEMBER

GCB RECOMMENDS: APPROVAL, CONDITIONED:

- (1) THE LICENSEE SHALL DEMONSTRATE SUCCESSFUL COMPLETION OF A REGULATORY COMPLIANCE SEMINAR FOR RESTRICTED LICENSEES WHICH IS DEEMED ACCEPTABLE TO THE NGCB CHAIR OR THE CHAIR'S DESIGNEE WITHIN 90 DAYS OF THE APPROVAL OF THIS ITEM. THIS CONDITION MAY BE ADMINISTRATIVELY EXTENDED BY THE NGCB CHAIR OR THE CHAIR'S DESIGNEE.

NGC DISPOSITION: APPROVED, CONDITIONED – SAME.

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FOR POSSIBLE ACTION:

06-09-23 R23-0196 Re: 31067-01
WGTO, INC.
(dba 7-11 Store #32113)
1601 W OAKEY BLVD
LAS VEGAS, NV 89102

RITU CHOPRA 49%
(Transferor) (1,225 Shares Common Stock)

HARISH KUMAR CHOPRA 49%
(Transferee) (1,225 Shares Common Stock)
Director/Shareholder

APPLICATION FOR A TRANSFER OF INTEREST

APPLICATION FOR LICENSURE AS A DIRECTOR AND SHAREHOLDER

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

FOR POSSIBLE ACTION:

07-09-23 R23-0195 Re: 10753-01
33054-02
SARTINI GAMING, LLC, db at
AMPM @ RUSSELL & I95
5739 E RUSSELL RD
HENDERSON, NV 89011

HPRW, INC.
Business Operator

RITU CHOPRA 75%
President/Secretary/Treasurer/Director/Shareholder (750 Shares Common Stock)

HARISH KUMAR CHOPRA 25%
Director/Shareholder (250 Shares Common Stock)

**APPLICATION FOR LICENSURE OF HPRW, INC., TO RECEIVE A
PERCENTAGE OF GAMING REVENUE FROM SARTINI GAMING, LLC,
DB AT AMPM @ RUSSELL & I95**

**APPLICATIONS FOR LICENSURE AS AN OFFICER, DIRECTOR, AND/OR
SHAREHOLDER OF HPRW, INC.**

GCB RECOMMENDS: APPROVAL.

NGC DISPOSITION: APPROVED.

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FOR POSSIBLE ACTION:

08-09-23 R23-0586 Re: 36043-01
36044-01
5 Machines KARTAR SOHI, INC., dba
7-11 STORE #38840
5620 N RAINBOW BLVD
LAS VEGAS, NV 89130

TANVIR SINGH SOHI 100%
President/Secretary/Treasurer/Director/Shareholder (5,000 Shares Common Stock)

APPLICATION FOR A WAIVER OF THE PROVISIONS OF NGC REGULATION 4.080 (WHICH IMPOSES A SIX-MONTH TIME LIMITATION WITHIN WHICH COMMISSION ACTION IS EFFECTIVE), IN CONNECTION WITH APPROVAL FOR A RESTRICTED GAMING LICENSE, AS GRANTED IN MARCH 2023

GCB RECOMMENDS: APPROVAL, CONDITIONED:

(1) THE WAIVER OF THE PROVISIONS OF NGC REGULATION 4.080, IN CONJUNCTION WITH THE APPROVAL GRANTED IN MARCH 2023, SHALL EXPIRE ON THE DATE OF THE REGULARLY SCHEDULED NGC MEETING IN MARCH 2024.

NGC DISPOSITION: APPROVED, CONDITIONED – SAME.

FOR POSSIBLE ACTION:

09-09-23 R23-0081 Re: 04789-01
36114-01
7 Machines UNITED COIN MACHINE CO., dba
CENTURY GAMING TECHNOLOGIES, db at
CIRCLE K STORE #2709522
5230 BLUE DIAMOND RD
LAS VEGAS, NV 89139

APPLICATION FOR A RESTRICTED GAMING LICENSE

GCB RECOMMENDS: APPROVAL, CONDITIONED:

(1) THE SURVEILLANCE SYSTEM AND/OR MIRROR(S) MUST BE INSPECTED AND APPROVED BY THE NGCB ENFORCEMENT DIVISION WITHIN 60 DAYS OF ISSUANCE OF THE STATE GAMING LICENSE AND THEREAFTER BE MAINTAINED AT OR ABOVE THE STANDARD THAT IS APPROVED.

NGC DISPOSITION: APPROVED, CONDITIONED – SAME.

Good morning. Diamante Asberry, here on behalf of the Culinary Union.

Culinary Union workers have given public comment at almost every Gaming Control Board and Gaming Commission meeting for the past year. This Commission has heard from cooks, casino porters, cocktail servers, bartenders, and more who are fighting for union contracts at different Station Casinos properties across the Las Vegas valley.

I'm here today to give you a recap of the Gaming Control Board meeting that took place two weeks ago.

Barbara Tivas, a banquet server, talked about being laid off from Green Valley Ranch during the pandemic, after 14 years with the company. She was never called back to work. She has now developed chronic, stress-related health conditions. She said, "My job is probably lost to the greed and arrogance of this company."

Robert Franz, another banquet server who had worked at Red Rock for 14 years, talked about being laid off from his full-time position and being rehired as an on-call worker without his seniority.

After hearing from those workers, the Gaming Control Board heard the Director of Hotel Operations from Durango Station claim that the company aligns with his personal values to "treat everybody fair, consistent, and with respect." Is it fair or consistent for the company to deny its enhanced benefits to workers in unionized classifications at Sunset Station, Green Valley Ranch, and Red Rock? Is it respectful for the company to put its own Team Members on a MUD list, labeling them "pro-management," "pro-union," or "don't know?"

Prior to the meeting, the union asked Red Rock Resorts President Scott Kreeger to meet with workers, the same way that Board of Directors member Robert Cashell met with workers after a Gaming Control Board meeting in May.

Mr. Kreeger refused. When asked why, the Chief Legal Officer of Red Rock Resorts stepped in and said they don't have to answer our questions.

During public comment, on the record, we offered Mr. Kreeger the opportunity to meet with workers after the Control Board hearing. After the hearing, Mr. Kreeger and other company executives walked past the workers. Walking with Mr. Kreeger, the Senior VP of Government Relations, Public Policy and Communications put his hand up and said, "we're good."

We believe that the President of Red Rock Resorts has a responsibility to meet with the cooks, servers, porters, and other workers who make up Station Casinos.

Thank you.

My name is Casiano Corpus. I have worked at Palace Station as a Utility Porter for 31 years.

I am a union committee leader inside Palace Station, which means I talk to my coworkers and organize them to fight for a union contract. The reason I became a union committee leader was so that I could provide a better life and future for my family. I want to have better pay, a pension, and better insurance.

Station Casinos does not want to give us what we are asking for. Every day I go to work, I am afraid because I don't know which day might be my last day.

We only want Station Casinos to respect the daily struggle of us employees, and to sit with us at the negotiating table and sign a union contract.

Thank you very much, and God bless.

Mi nombre es Mercedes Cabrera.
He trabajado en Green Valley Ranch
hace 17 años como kitchen worker.
Estoy luchando para que mis
beneficios estén asegurados por un
contrato y para que mis compañeros
y yo tengamos seguridad laboral.
Tenemos más de 10 años luchando.
Hace 5 años atrás, ganamos nuestra
elección sindical y Station Casinos
dijo que respetaría la decisión de los
trabajadores. Todavía no hemos
visto ese respeto.
Gracias.

Good morning. Briana Cabajal for the Culinary Union. I want to comment on a couple questionable text messages by a Station Casinos property general manager in 2020 and ask if the current president of the company, Mr. Kreeger, believes it is right or wrong for management to violate workers' rights and federal labor law.

An employer like Station Casinos violates the National Labor Relations Act by encouraging, promoting, or providing assistance to employees seeking to decertify their union. Very simply, workers vote in a union and then workers can vote out the union, but management cannot encourage, promote or assist.

The two questionable text messages come from the general manager of Palace Station in 2020 where the company had recognized the workers as unionized. The first text message refers to management help with the decertification. The Palace general manager says the corporate director of human resources instructed him to get a list of people who can help decertify the union. On January 11, 2020, Dave Horn, the GM of Palace Station, texted a colleague: "Phil says to get me the names of the people who can help with decertification but don't get directly involved."

Nine months later the same Palace Station general manager writes about how his involvement in completing the decertification came at a personal cost. "I got the

decertification of the Union completed,” Horn texted a colleague on September 22, 2020. “We submitted to them yesterday. Fucking lost part of my life in that process. Craziest deal ever.” The colleague responded “Awesome, congratulations! You have to be approaching golden boy status.” Dave Horn, AKA “golden boy,” is now the general manager of Durango Station.

Station Casinos management violates federal labor law by encouraging, promoting, or providing assistance to employees seeking to decertify their union. So today we ask Mr. Kreeger to simply go on the record stating what he believes a Station Casinos general manager meant when he text “I got the decertification of the Union completed.” Is that an admission of violating federal labor law or is it not? And we urge the commission to ask him that simple question today. Thanks.

An employer violates the National Labor Relations Act by encouraging, promoting, or providing assistance to employees seeking to decertify their union.

Sample of subpoenaed Station Casinos text messages

On 1/11/2020, Dave Horn (GM of Palace) texts a colleague:

“Phil says to get me the names of the people who can help with decertification but don't get directly involved.”

On 6/25/2020, Jordan Seager texts Phil Fortino.

Seager: Hey Phil. How do I get information on **attending one of the decertification meetings?**

Fortino: I would suggest I come to your property next week and discuss with you and your key execs.

Seager: Ok, that sounds great! I will have Amarilys set it up. She said she thought the meeting with you went well and she has come back inspired. Inspired me actually

On 9/22/2020 Dave Horn (GM of Palace) texts Terry.

Horn: **“I got the certification of the Union completed.** We submitted to them yesterday. Fucking lost part of my life in that process. Craziest deal ever.”

Terry: “Awesome, congratulations! You have to be approaching golden boy status.”

The Culinary Union agreed back in **December 2022** that Station Casinos should give the enhanced benefits to ALL workers at Sunset, Green Valley Ranch, and Red Rock Casino, including the workers in the union bargaining unit. **Those properties could have given all workers the enhanced benefits anytime this year, but have refused.**



Paid Parental Leave

Effective January 1, 2023

- Provides up to six (6) weeks of paid time off following the birth or adoption of a child or the placement of a child for foster care
- Eligibility will be for full time Team Members who have worked for the Company for at least six (6) months
- Parental leave will run concurrently with any available FMLA
- Parental Paid Leave will be available for either parents
- Parental leave must be taken within six (6) months of the event date and in a continuous block of time
- Parental leave will be paid bi-weekly following the normal paycheck schedule
- For salaried Team Members, each week of paid parental leave is compensated at 100% of their regular base weekly pay
- For hourly non-tipped Team Members, each week will be paid based on current rate of pay (straight-time only)
- For tipped Team Members, each week will be compensated at a level of tips reported as income in the previous three (3) months or their tip compliance rate, whichever is greater

Team Members represented by labor unions are not included in these programs due to the fact that we are required by law to work through those unions as their authorized bargaining representatives – and we are in the process of doing so.