

APRIL 2022

RS

RIVER SPIRIT



RISE UP

We believe in the power of you.

Advance your career with the Gila River Rise Up Program

Discover the **200+** undergraduate and graduate studies available to help you grow personally and professionally.



All classes
100% online



20% tuition scholarship to
advance your education



Flexible start dates
year-round

ASU's comprehensive support services include **enrollment and success coaches** to support you **from application through graduation, and beyond.**



**#1 in the U.S.
for innovation**

ASU ahead of MIT and Stanford
U.S. News & World Report | 7 years, 2016-2022



Get started today at GilaRiverGaming.InStride.com

RIVER SPIRIT

APRIL - CEO LETTER

Dear Team Members,

Happy April! As we welcome warmer temperatures, we look back to what an amazing few months we've had as we made the transformation to Gila River Resorts & Casinos.

There have been so many significant changes at all of our properties, and we could not have accomplished all these great additions without every one of you. As we carry our momentum and success throughout the year, I'd like to thank you for your continued support.

Our added amenities certainly do not stop there. We are eager to unveil the Topgolf Swing Suite, a virtual version of Topgolf that will be opening at Wild Horse Pass. Stay tuned for more information in the following months!

We invite you to take advantage of our Rise Up Program to further your education and career. This program is in partnership with ASU and allows team members to receive a 20% tuition scholarship toward hundreds of undergraduate and graduate studies available.

As many of you know, our Team Carnival has been rescheduled to the end of this month. So be sure to join us for a fun-filled couple of days at Rawhide on April 30 and May 1! Read on in this issue of River Spirit for details.

We hope to see you and your family at the team member carnival.

Sincerely,



Kenneth Manuel

Gila River Resorts & Casinos
CEO





POKER SCHOOL UP AND RUNNING

Susan Pendarvis has managed the poker room at Gila River Resorts & Casinos for a number of years and she is proud to have had the opportunity to encourage Martin Solarez Jr. to join the poker management team. He joined the team in February 2021 as a poker dual rate swing shift manager. Martin is a Gila River Indian Community Member who learned to deal poker at the last poker dealing class that was held at GRGE in 2017. He came to the school knowing nothing about poker, but now he has excelled at the craft of dealing cards, as well as the performance of his poker duties. Currently he is the primary instructor for the GRRC poker school that began on March 7. The new poker dealing class started with 69 candidates and only 30 were selected, 22 being current team members. Students will learn the method and procedures of how to deal Texas Hold 'em and the card game Omaha.

Martin's path has come full circle, from student to teacher. His growth in the enterprise is inspirational and shows that with hard work and dedication to your craft, everyone can excel here at Gila River Resorts & Casinos. Martin said "Currently all casinos are in demand for poker dealers, so it's a great opportunity to teach our team members and Gila River Indian Community Members a skill that they can always remember and even travel around the world with. As a GRIC Member, I am pleased for the opportunities I have received, I really enjoy what I do and I plan to keep moving up in the enterprise."

TOPGOLF SWING SUITE. *COMING SOON*

An addition to the Bet MGM Sportsbook will be the Topgolf Swing Suite, a virtual expression of Topgolf Entertainment Group, connecting communities of fans in meaningful ways with an immersive social experience through simulators trusted by the PGA Tour. Guests will have access to the best course library in golf, including Pebble Beach, Bethpage, Pinehurst and Bandon Dunes.



RISE UP

Gila River RISE UP Program frequently asked Questions

What should Team Members do if they want to learn more about the program?

Team Members should visit <https://gilarivergaming.instride.com/> to get details about the program and request information about learning options. They should not go directly to Arizona State University.

Who is eligible to participate in the Gila River Rise Up Program?

All Gila River Resorts & Casinos employees are eligible to participate in the program as of their hire date.

Members of the Gila River Indian Community should contact the Tribal Education team to learn more about the benefits available to them.

What does the program include and how much scholarship is provided?

The Gila River Gaming Program will provide a 20% tuition scholarship toward their choice of more than 200+ undergraduate and graduate studies offered online from ASU.

Participating students are responsible for any remaining tuition and additional expenses such as application fees, books and supplies.

What happens if an employee leaves Gila River Resorts & Casinos while participating in the program?

If the employee is enrolled in courses at the time they leave, they will be able to finish the current session, but they will not be able to continue participation in the Gila River Rise Up Program nor continue receiving the tuition scholarship. They will be able to continue their education with the academic institution if they wish, but students will be responsible for any future tuition costs if they are no longer employed by Gila River Resorts & Casinos.

HERO AWARD RECOGNITION



Name: Emily Fisher

Title: Security Officer/EMT

On the date of January 17th, 2022, the Security dispatcher at Vee Quiva received a call of an unconscious guest. Officer/EMT Emily Fisher was contacted to respond to the call of a medical incident where a guest was having possible life threatening issues. Emily arrived on scene and immediately began to survey the situation on how best to provide aid and support to the guest, after her evaluation of the guest's condition, she started administrating medical aid to stabilize the unconscious guest. Emily's actions allowed time for Gila River Emergency Medical Services to arrive and transport the guest to the hospital. Emily's actions assisted in helping to save the guest's life. Her actions that day were brave, courageous and a model for everyone to emulate.

TEAM MEMBER CARNIVAL

The enterprise executives and management teams have rescheduled the Team Member Carnival, and they want you to know that they appreciate your hard work and willingness to support the everyday operations regardless of the situation. It is because of you that the enterprise is able to be successful, so please make sure you attend the Team Member Appreciation Carnival. So come one, come all to the Team Member Appreciation Carnival on April 30 and May 1 at Rawhide! We want everyone to relax and enjoy the day with family and friends.



TEAM MEMBER CARNIVAL,

RAWHIDE
APRIL 30 & MAY 1
11AM-9PM

MAGICIAN - CARICATURISTS -
RIDES & GAMES - PHOTO BOOTHS

TEAM MEMBERS MUST BRING THEIR BADGE.
EACH TEAM MEMBER, PLUS 3 GUESTS, WILL RECEIVE A WRISTBAND AT CHECK-IN.
ADDITIONAL GUESTS ARE WELCOME, BUT WILL NOT RECEIVE A WRISTBAND.

EACH WRISTBAND GETS YOU:
1 MEAL - 1 DRINK - 1 DESSERT

ADDITIONAL FOOD AND BEVERAGES MAY BE PURCHASED DIRECTLY FROM VENDORS.

\$250 CASH PRIZE DRAWING HOURLY EACH DAY
ALL TEAM MEMBERS ARE AUTOMATICALLY ENTERED INTO THE DRAWING AND DO NOT HAVE TO BE PRESENT TO WIN.

HUMAN RESOURCES NEWS

Gila River **RISE UP**

Explore Programs and Request Information on a program you're interested in to get started.

- **Not sure what you want to study? No problem! Submit your information and your ASU Enrollment coach can help you and choose the learning program that's right for you.**
- **Select a learning program and complete your application.**
- **Receive your admissions decision and if you're admitted, enroll in courses.**

Your ASU Enrollment Coach will work with you to make sure your scholarship is applied to your tuition.

With over 200 undergraduate and graduate studies to choose from, there's something for everyone.

NEXT STEPS

How employees can get started

Visit GilaRiverGaming.InStride.com to explore undergraduate and graduate degrees

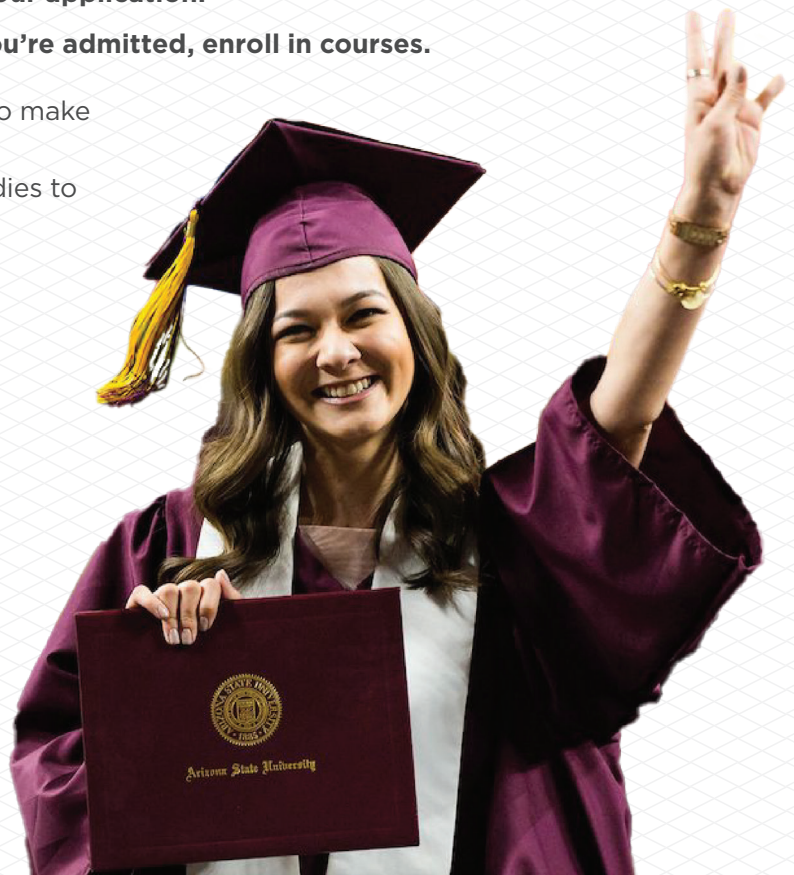
Upcoming sessions begin

Summer A 2022-May 16
Summer B 2022-June 29

GILA RIVER
RESORTS & CASINOS

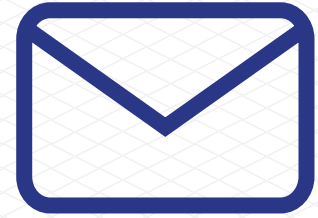
Wild Horse Pass
Lone Butte
Vee Quiva

RISE UP



INFORMATION TECHNOLOGY TIP OF THE MONTH

As a reminder, the IT Department has added a new button to team members email application, labeled the “Phish Alert Button.” If you receive a suspicious email, click the Phish Alert button, and the email will be deleted from your inbox and forwarded to the Cyber Team for analysis. This button is only available on your laptop or workstation email applications (Outlook). When using mobile email or OWA, please continue to forward the email to cyberteam@gila.casino



By using this new button, you are helping to keep our organization safe and defend it against cyberattacks.

Be on the lookout for the PAB (Phish Alert Button) training!

Feel free to contact Support at support@gila.casino should you have any questions or issues related to the Phish Alert Button.

We appreciate your participation!

The Cyber Team

WELLNESS

Stress Management Lunch and Learn:
April 14th, 12-1 pm Vee Quiva

Our first hosted Lunch and Learn, will include lunch and education provided by Blue Cross Blue Shield on simple ways to reduce stress and improve your health. Seating is limited, so please go to <https://uswemd.com/signup/gilariver> as soon as possible if you'd like to enroll. Lunch and raffle prizes will be available for those who attend!

Thank you all for your support in promoting and participating in the wellness programs that help our team members improve their fitness and overall wellbeing.

Gila River Resorts and Casinos Wellbeing Committee

Join us for a live lunch and learn!

A graphic for a "Stress Management Lunch and Learn" event. It features a circular logo with the text "JOINING TOGETHER IN WELL-BEING" and "GILA RIVER RESORTS & CASINOS" around a central image of five hands in different colors (blue, purple, orange, green, yellow) holding each other. To the right is a photograph of a man and a woman sitting on a rock outdoors, looking at each other. Below the logo is a green leaf icon and the text "STRESS MANAGEMENT Lunch and prizes included!".

STRESS MANAGEMENT
Lunch and prizes included!



2022 SPOTLIGHT AWARD

WE WANT TO RECOGNIZE YOU!



MASON GALLAWAY

Security Dispatcher
Lone Butte

On February 4, Mason was on duty when a call came in regarding a missing wallet containing significant currency. Mason acquired the information provided in the early stages of the incident and actively followed up and checked available resources to assist the patron. Once the individual who took the wallet was identified, Mason continued to investigate the issue, as well as maintaining his regular duties on a busy Friday afternoon. Mason discovered and reported to Lone Butte Security Management, that the suspect was actively playing at Wild Horse Pass. This information was passed on to the Gila River Police Department and Mason then contacted Wild Horse Pass security management regarding the suspect and where he was playing. Due to Mason's initiative and productivity, the suspect was located and the incident resolved. By working the situation on top of regular duties and following through, Mason clearly displayed his commitment to outstanding performance, great initiative and excellent working relationships.



KIMBERLY LOPEZ

EDR Cook 2
Wild Horse Pass

Our department has been very short staffed for the morning shift at the team member dining room. Kimberly has been working by herself on this shift and has been working beyond her regular duties to make sure that the TDR is running smoothly for the day shift. She has taken it upon herself to make sure all areas of the TDR are clean and food is being served to team members in a timely manner. She has shown a great deal of dependability and her efforts have made a very difficult situation a lot easier to handle. We appreciate you, keep up the good work!



RODRIGO FELIX

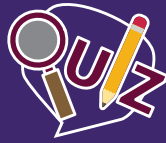
Cook I
Vee Quiva

Rodrigo is an extremely dedicated team member. Over the years he has proven to be one of our most reliable and flexible team members. During the challenging times of Covid, he was flexible enough to help wherever needed. He worked at Rizzo's and Fatburger, as well as assisted in the banquet department often working a 12 hour shift due to the staffing challenges. No matter how short the notice when asked to help, he would pick up the extra shifts. His answer is always yes when asked to perform special assignments like training new cooks or cleaning duties. Rodrigo will work any shift and is always willing to work extra hours to help the team. He is a most valuable team member and carries the Fullhouse kitchen and team through our daily operations. Thank you for all your hard work.

All leadership positions from assistant supervisor and above can nominate any Team Member for the Spotlight Award. To participate, your nominee must have no attendance violations for the past 30 days. Let's celebrate our outstanding Team Members and give them the recognition they deserve! To nominate a qualified Team Member, please email spotlight@wingilariver.com.

POP QUIZ!

FIND THE ANSWERS
IN RIVER SPIRIT



Send your answers to Manuel Hernandez, Public Relations Coordinator, before April 18th for your chance to win a \$20 Amazon gift card. One winner from each property will be drawn each month. Only current Gila River Team Members qualify.

1. What percentage of tuition will be provided by the Rise Up program?

2. What games are taught at the Poker School?

3. What is coming soon to Wild Horse Pass Casino?

4. When is the Stress Management Lunch?

MARCH RIVER SPIRIT WINNERS

Thank you to everyone who participated in the March River Spirit POP Quiz.

The winners listed below must contact Manuel Hernandez at manuel.hernandez@gila.casino or extension 7347 to pick up their Amazon gift card.



CONGRATULATIONS

NAZHONI RADISCH
SECURITY DISPATCHER, VEE QUIVA

CRYSTAL PARRILLO
HOTEL OPERATIONS, WILD HORSE PASS

APOLINAR PEREZ
CAGE OPERATIONS, LONE BUTTE

NAME:

DEPARTMENT:

PHONE:

LB VQ WHP