



Appearance Policy

The Company encourages team members to make appearance choices that reflect their individual style within the range of acceptable standards set forth within this Appearance Policy. This Policy cannot cover every possible situation that may arise. Team members should follow these guidelines and use good judgment in maintaining a professional, well-groomed appearance that reflects the Company's high-quality image.

Guidelines

Team Members must maintain a professional and well-groomed image at all times while on property. The Company may determine whether any part of a team member's appearance is appropriate and supports the image of the Company. Exceptions to this Policy may be made for persons with disabilities, religious reasons, and any other reason required by applicable law.

Departments also may have additional guidelines specific to the uniform standards for certain positions.

Name Tags and Gaming/ID Badges

While on duty anywhere on property or off duty in the Back of House (BOH), all team members must wear their name tag and Gaming/ID badge (if applicable) above the waist, visible and prominently displayed at all times. Generally, Front of House (FOH) team members must wear their name tag and Gaming/ID badge on the upper left side of their uniform. Lanyards may be worn by certain positions in some departments so long as they look professional and do not include any logos or designs, such as name brands or sports teams, unless approved in advance by leadership. When off duty, badges should not be worn in the FOH.

Buttons and Pins

Team members are allowed to wear one personal button or pin while on duty no larger than 2" in diameter. Additional buttons or pins issued by the Company may be worn as specified by team leadership.

Headwear/Hats

Hats, head scarves, skull caps and bandanas are not allowed unless specifically designated by the Company as part of a uniform.

Hairstyles and Hair Color

Hair should always be clean, well-groomed and professional. Beards, mustaches and goatees must be neatly trimmed.

Tattoos

Tattoos are allowed provided they are tasteful. The content must not be offensive or racist, indecent, sexist, criminally-themed, or otherwise inappropriate. Leadership reserves the right to determine what is tasteful or inappropriate. Before getting a new tattoo, ask Human Resources if you are unsure if it will be acceptable.

Jewelry

Visible body piercings must be tasteful and professional. Some examples of acceptable piercings are small nose studs and small stretcher earrings. Management reserves the right to determine what is tasteful or inappropriate.

Fingernails

Fingernails must be kept clean and well-maintained. Nail polish may not be worn in food-preparation positions.

Eye Wear

Tinted lenses should not be worn unless prescribed by a doctor. Mirrored lenses are not permitted. Colored contacts are permitted as long as they are a natural eye color.

Clothing – Uniformed Team Members

- ♣ Uniformed team members are expected to be in full uniform (including name tag and Gaming/ID badge) when entering work areas.
- ♣ All uniforms are provided, altered and repaired by the Wardrobe team. Team members will receive information about uniform standards, fit, and wash and wear instructions upon receipt of the uniform.
- ♣ When attending training or meetings on property that do not require a uniform to be worn, team members' attire should be appropriate for the business environment. See below standards for Non-Guest Facing Non-Uniformed Team Members.
- ♣ Clothing and uniforms must be in like-new condition. Garments that are faded, fraying, stained, soiled, sagging, torn, etc., should be replaced immediately. Garments that have missing buttons or falling hemlines should be repaired immediately.
- ♣ Clothing and uniforms must be neat, clean, properly-fitted, spotless and wrinkle-free.
- ♣ Clothing and uniforms that are too tight or form-fitting, too large or baggy, too long or too short should be altered by the Wardrobe team for a proper fit.
- ♣ Clothing and uniforms must be pressed. If garments become soiled or excessively wrinkled during a shift, front-of-the-house uniformed team members should change into fresh clothing as soon as possible.

Clothing – Non-Uniformed Team Members

- ♣ Clothing must be neat, clean, and properly fitted.
- ♣ Frayed, faded, stained, or torn clothing is prohibited.

| Non-Guest Facing (Primary job function is in an office and off of the floor.) | |
|---|---|
| Acceptable | Unacceptable |
| <p>Business casual or professional attire such as:</p> <ul style="list-style-type: none"> ◆ Polo shirts ◆ Tops or sweaters ◆ Casual slacks, khakis or corduroys ◆ Dark colored jeans ◆ Skirts and dresses that are no shorter than 2" above the knee ◆ Leggings with a top no shorter than mid-thigh ◆ Company logo attire ◆ All items listed below under "Acceptable" for Guest Facing | <ul style="list-style-type: none"> ◆ T-shirts ◆ Sweatshirts/pants ◆ Tank tops ◆ Spaghetti strap shirts or dresses ◆ Shorts ◆ Low cut tops ◆ Tops with an open back ◆ Designs on jeans ◆ Casual shoes such as gym shoes, flip flops, etc. |
| Guest Facing (Primary job function is on the floor and/or interacting with guests.) | |
| Acceptable | Unacceptable |
| <p>Business professional attire such as:</p> <ul style="list-style-type: none"> ◆ Coordinated suits ◆ Sports coats ◆ Dress shirts and slacks ◆ Dress shirts ◆ Business-style vests ◆ Business-style skirts and dresses no shorter than 2" above the knee | <ul style="list-style-type: none"> ◆ All items listed above as "Unacceptable" under Non-Guest Facing ◆ Jeans ◆ Casual slacks, khakis or corduroys ◆ Polo shirts |