



Team Member Gaming Policy

Team Member Gambling

Team members employed by JACK Entertainment LLC or any of its gaming affiliates (“JACK”) generally may gamble at casino, racino and racetrack properties owned and managed by JACK Entertainment (“Property” or “Properties”), subject to the following limitations.

Generally. When gambling at any Property, the team member must be:

- Over 21 years old
- Off duty and out of uniform

Job Duty Limitations. A team member may not gamble at any Property if the team member is:

- A Director or above
- A member of the Board of Managers
- A member of the Internal Audit team
- A member of the Compliance team
- A member of the Legal team
- A member of the Corporate Information Technology team
- A member of the Surveillance team

Michigan Casino Limitations. Team members employed at a Michigan casino may not gamble at the Property where they work (a “Home Property”). Any Michigan team member who gambles at his/her Home Property is subject to disciplinary action, up to and including termination of employment and revocation of his/her gaming license.

Ohio Casino Limitations. Team members employed at an Ohio casino may not gamble at their Home Property or any other casino in the State of Ohio. Any Ohio team member who gambles at an Ohio casino is subject to disciplinary action, up to and including termination of employment, and may face criminal charges.

Racetrack/Racino Exception. Team members may gamble at racinos and racetracks within the states of Ohio and Kentucky, including JACK Thistledown and Turfway Park, provided they do not play in the department in which they work. For example, a Slot Attendant team member at an Ohio casino may not play a VLT (Video Lottery Terminal) machine at JACK Thistledown.



Participation in Promotions/Tournaments

Generally. Team members may not participate in JACK Entertainment promotions or tournaments.

Team Member Only Tournaments. Team members may participate in team member only tournaments.

Player's Card/Benefits

Job Duty Limitation. Team members may have a player's card, unless the team member's job duties include the opening and/or adjustment of player's card accounts.

Home Property Limitation. Team members are prohibited from using a player's card at the team member's Home Property.

Ohio Limitation. Team members employed at an Ohio casino may not use a player's card at any casino in the State of Ohio.

Family Member Gambling

Family members of most team members are welcome to gamble at any Property, with the following exceptions:

- If a team member is a Director or above, the team member's spouse, child, or anyone sharing the same residence as the team member may not gamble at the team member's Home Property.
- A team member may not provide gambling or cashiering services, benefits or privileges to any relative or person sharing the same residence as the team member.

Family Members Participating in Promotions and Tournaments

Family members of most team members are welcome to participate in promotions and tournaments with the following exceptions:

- If a team member is a Director or above, the team member's spouse, child or anyone sharing the same residence with the team member may not participate in promotions or tournaments.
- If a team member is involved in the coordination or execution of the promotion or tournament, the team member's spouse, child or anyone sharing the same residence with the team member may not participate in promotions or tournaments.