



## Frequently Asked Questions re: Coronavirus Closure

**Question:** Why is Monarch temporarily closing?

**Answer:** On March 16, 2020 Colorado Governor Jared Polis and the Colorado Department of Public Health issued emergency measures to close down all bars, restaurants, theaters, gymnasiums and casinos in Colorado for 30 days.

**Question:** How long will Monarch be closed? When can I come back to work?

**Answer:** In accordance with the order, Monarch will be temporarily closed for at least thirty (30) days. Unless the Governor's order is extended, we are planning to reopen on April 16<sup>th</sup>.

**Question:** Is Monarch laying off or firing any Team Members in conjunction with this Closure?

**Answer:** No. In the 2008 great recession, Monarch was the only major company NOT to issue layoffs in Reno, and we are doing our best to ensure we do not have layoffs in this crisis either.

**Question:** Who is being furloughed? What does this mean?

**Answer:** Most hourly Team Members, as well as many salaried Team Members, will be temporarily furloughed for the duration of this closure, effective immediately. **It is important to note that furloughed Team Members are NOT being permanently laid off.** Being furloughed means that work hours and wages will be stopped for the duration of the furlough.

**Question:** Will I be paid during this furlough?

**Answer:** In an effort to soften the impact on our Team Members through these difficult times, Monarch will pay all Team Members their regular wages for a two week period covering March 20<sup>th</sup> through April 2<sup>nd</sup>. Team Members will be paid for their actual hours worked between March 6<sup>th</sup> and March 19<sup>th</sup> on their March 26<sup>th</sup> paycheck. For most Team Members, the two weeks of furlough pay will be reflected on their April 9<sup>th</sup> paycheck (covering the March 20 – April 2 pay period). For tipped Team Members, we will gross up wages to make up for lost tips based on their IRS tip compliance rate. If you do not have direct deposit set up, a check will be mailed to your home address on file with Human Resources.

**Question:** Will any Team Members be asked to continue working during the closure?

**Answer:** Certain Team Members will be asked to continue working during some or all of the closure. Those Team Members will continue to receive their regular wages. If any such Team Member is subsequently furloughed prior to April 2<sup>nd</sup>, he or she will receive furlough pay through April 2<sup>nd</sup>. Given the tremendous impact on the Company from the mandated closures both in Reno and in Black Hawk, furlough pay will not be available for any Team Members on furlough after April 2<sup>nd</sup>.

**Question:** How will I get my paycheck on March 26, 2020?

**Answer:** For Team Members who participate in direct deposit, your paycheck will be deposited into your account as usual. For all other Team Members, paychecks will be mailed. In the event your address on file with Human Resources has changed, please contact Human Resources to update where your paycheck should be sent immediately.

**Question:** Will Monarch have a Team Member website with updates?

**Answer:** Yes. We have put together a Team Member page on our website that we will continue to update with resources and developments available at:  
<https://monarchblackhawk.com/tm>

**Question:** How will I know when Monarch is ready to reopen and I can come back to work?

**Answer:** This information will be updated on the Team Member website, and Team Members will be contacted via email and telephone as well.

**Question:** Can Team Members get other jobs while they are furloughed?

**Answer:** Yes. Team Members who see a reduction in hours or furloughs are also encouraged to apply for unemployment benefits, which can provide partial wage replacement, at <https://www.colorado.gov/cdle/unemployment>. Please select “standby” for your reasoning for reduction in hours.

**Question:** Will I continue to receive benefits such as health coverage during my furlough?

**Answer:** Normal payroll deductions, including for health insurance, will continue for this two-week period. For Team Member’s enrolled in the Company’s health insurance plans, these payroll deductions will provide for coverage through April 15<sup>th</sup>. Thereafter, we expect healthcare coverage will continue to be available through subsequent payroll deductions upon your return to work, but may be contingent upon any extensions to the Governor’s closure order.

**Question:** Will Team Members lose benefits due to lack of hours?

**Answer:** No. Team Members will not lose their eligibility for benefits under the company’s healthcare plans while on furlough. The hours required to maintain eligibility under the company’s health insurance plans will be temporarily waived.

**Question:** Will Team Members who otherwise would be eligible to start receiving benefits at some point during Monarch’s closures immediately gain benefits or will they have to wait?

**Answer:** Team Members will not lose time that they have already accrued, but will not be eligible for the company’s health plan until they have completed the necessary hours for time worked.

**Question:** If my anniversary lands during our closure time do I still get my PTO or do I have to wait?

**Answer:** Accruing time towards anniversaries is suspended. Time accrued will be saved and restart once operations reopen.

**Question:** Can I use any accrued PTO during the closure?

**Answer:** Yes. After the first fourteen days of furlough, affected Team Members may take any accrued PTO, at their option; no Team Members will lose their seniority or position as a result of an extended leave during this time. Please contact Human Resources if you wish to take accrued PTO.

**Question:** What other resources are available to help me get through this crisis?

**Answer:** We are actively monitoring actions at the Federal and State level to help employees of businesses that were forced to close by the Government. As we learn more about resources that are available to you and your families we will provide them to you.

**Question:** Who should I contact with questions?

**Answer:** Please contact Human Resources at 303-859-7703 or [MHumanResources@monarchblackhawk.com](mailto:MHumanResources@monarchblackhawk.com). We will respond to each inquiry as soon as possible.

**Question:** Will the TM incentive payout for reaching 60 days and 120 day still happen?

**Answer:** Team Members will not lose benefits that they have already accrued, but will not continue to accrue additional credit until we reopen.