



March 18, 2020

Team,

As each of you most certainly know, we are currently in the midst of an unprecedented public health crisis. To help stop the spread of novel coronavirus 2019 (COVID-19), the 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. In accordance with the order, Monarch has temporarily closed, and will remain closed for a minimum of thirty (30) days per the state order. We will reopen as soon as the government allows us to do so and, based on the current order, we are planning to reopen on April 16th.

As such, most hourly Team Members, as well as many salaried Team Members, will be temporarily furloughed for the duration of this closure, effective immediately. Team Members who will be asked to continue working during the closure will be contacted individually by their respective department leadership. 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. We deeply regret the financial hardship that this closure will place on our Team Members and their families, but please be assured that we are working diligently to mitigate this impact.

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 20th through April 2nd.

- First, at this time ***Monarch does not intend to permanently lay off any Team Members in conjunction with this closure***, and we are committed to reopening and welcoming all furloughed Team Members back as soon as the government allows us to do so.
- Team Members will be paid for their actual hours worked between March 6th and March 19th on their March 26th paycheck. For most Team Members, the two weeks of furlough pay will be reflected on their April 9th 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.
- Beyond these 14 days, Team Members may take any accrued vacation/PTO, at their option; no Team Members will lose their seniority or position as a result of an extended leave during this time.

- 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 15th. 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.
- 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 2nd, he or she will receive furlough pay through April 2nd. 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 2nd.
- 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.
- Team Members who are within their new hire eligibility period will retain their status while on furlough.
- 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>.

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.

We will continue to evaluate the status on a weekly basis and provide updates through our department heads. We know that many of you will have questions and concerns regarding these developments, and encourage you to contact the Human Resources Department at 303-859-7703 or MHumanResources@monarchblackhawk.com. We will respond to each of you as soon as possible.

There is still a lot about this global health challenge that is unknown, but Monarch and our Team Members are resilient, and we will weather this storm together. We are tremendously thankful for your hard work and dedication to the guest experience through these challenging times. We are confident this experience will make us stronger and eagerly await welcoming all of our Team Members back to expand into our beautiful new resort.

Sincerely,



Craig Pleva
General Manager

