

# PLAY SAFE

June 5, 2020

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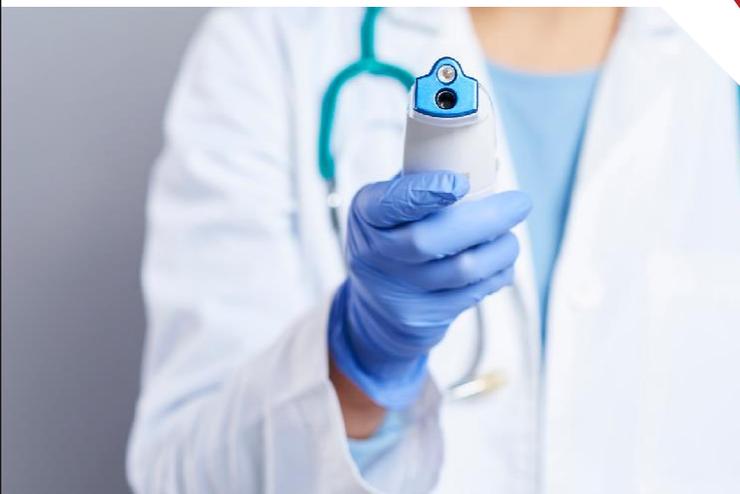
*Safety Plan*

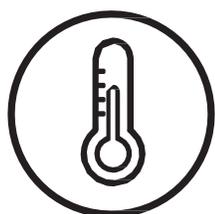
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ENTERTAINMENT

JACK Entertainment takes the health and safety of our team members and guests very seriously. In response to the spread of COVID-19, a respiratory disease caused by the novel coronavirus, we have developed this COVID-19 Preparedness and Response Plan (“Plan”) as part of our efforts to reduce the potential for exposure to and spread of COVID-19. This Plan is based on information available from the U.S. Centers for Disease Control and Prevention (“CDC”), the Occupational Safety and Health Administration (“OSHA”), and the State of Ohio, and is subject to change based on further guidance from these and other public health agencies. The Company will continue to monitor coronavirus-related guidance and will communicate any changes to this Plan.

This Plan is intended to be part of an overall effort to limit the spread of COVID-19. We believe that working together and adopting these and other safe practices will help limit transmission of COVID-19. We ask all team members and guests to do their part to support this effort.

### Stay Safe

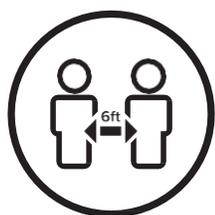




## HEALTH SCREENING

All team members are required to pass a health screening that includes temperature and no COVID-19 symptoms before entering the facility.

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## SOCIAL DISTANCING

All guests and team members are required to respect a 6ft social distancing rule at all times while on the property.

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## DETAILED CLEANING & SANITIZATION

We've implemented daily deep cleaning with a hospital-grade disinfectant using electro-sprayer technology and frequent disinfecting of shared areas high-touch points such as door handles, railings and touch screens.

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## HAND WASHING

Team members and guests are asked to frequently wash hands for at least 20 seconds using soap and water or to apply hand sanitizer.

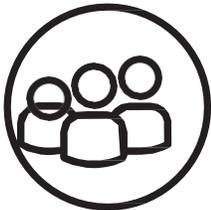
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## FACE COVERINGS & PPE

We are requiring all team members and guests to wear a face covering per public health orders. Team members will be provided any additional PPE required for their job duties.

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## LIMITED PLAYERS AT TABLE GAMES

We are limiting the number of people per table game to encourage social distancing. Guests are required to wear face coverings at table games.

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## CONTACTLESS DELIVERY & REDEMPTION

We are giving the option for contactless redemption and delivery on select gift cards. Simply redeem through our mobile app and receive your gift card in the mail.

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# COMPANYWIDE SAFETY PRECAUTIONS

## TEAM MEMBERS

- Team members who are able to perform their job duties remotely will continue to work at home until further notice.
- All non-essential business and conference travel has been cancelled. Team members are strongly encouraged to reconsider any personal travel and adhere to all applicable public health orders restricting travel. Any team member who travels to a restricted area must self-quarantine for 14 days upon conclusion of the trip in accordance with applicable public health orders and recommendations and the Company's COVID-19 Temporary Travel Policy.
- All team members entering Company locations will be required to perform a daily symptom assessment, including taking temperature with a thermometer, before reporting to work, in accordance with applicable public health orders or recommendations.
  - Any team member with a fever at or above 100.4F, or who has experienced any other symptom of COVID-19 recognized by the CDC that is not otherwise explained by a known condition other than COVID-19 within the last 14 days, must report their condition to HR and may not return to work until they have been fever free (without the use of fever-reducing medication) for at least 72 hours (three full days) AND symptoms have improved for at least 72 hours AND at least ten days have passed since symptoms first began.
  - All team members will be asked daily to affirm the following, and if they cannot, they will not be allowed to enter the building:
    - You have NOT in the last 14 days had close contact with anyone confirmed or suspected of being infected with COVID-19; AND
    - You do NOT currently have, and you have not in the last 14 days experienced, any of the symptoms below that are not otherwise explained by a known condition other than COVID-19.
      - Elevated temperature or fever of 100.4F or higher
      - Cough
      - Shortness of breath and/or difficulty breathing
      - New loss of smell and/or taste
      - Chills
      - Repeated shaking with chills

- Muscle pain
  - Sore throat
  - Headaches
- Upon re-opening to the public, team members will be provided and required to wear non-surgical (non-N95) face coverings at work to help limit the spread of the virus in accordance with public health orders. Gloves will be provided to team members whose responsibilities require them.
  - The Company will make available and train team members on the proper use and disposal of any required Personal Protective Equipment (PPE).
  - Any team member observed showing or who reports experiencing symptoms of COVID-19 will be directed to immediately leave the building using the most direct route and follow up with their health care provider and HR. The individual may return to the facility only in accordance with Section VII.

## GUESTS

- The Company will specify hours for at-risk populations (e.g., 65+ years / underlying medical conditions) to encourage patronage during time periods that typically experience lower business volumes.
- Guests are required to wear face masks in the casino per public health orders. Before permitting entry, guests will be required to briefly lower their face masks for age and identification purposes in compliance with Ohio gaming requirements.
- Notices will be posted at all building entrances advising that by entering the building the person is affirming to the following:
  - You have NOT in the last 14 days had close contact with anyone confirmed or suspected of being infected with COVID-19; AND
  - You do NOT currently have, and you have not in the last 14 days experienced, any of the symptoms below that are not otherwise explained by a known condition other than COVID-19.
    - Elevated temperature or fever of 100.4F or higher
    - Cough
    - Shortness of breath and/or difficulty breathing
    - New loss of smell and/or taste
    - Chills
    - Repeated shaking with chills
    - Muscle pain
    - Sore throat
    - Headaches
- Any guest/visitor observed showing symptoms of COVID-19 will be asked to leave. The individual may return to the facility only in accordance with guidelines issued by the CDC and Ohio Health Department.

- Signage will be posted throughout the building to remind guests, visitors, and team members about the following best practices for protecting their health and the health of others, as recommended by the CDC and Ohio Health Department:
  - Avoid touching your eyes, nose, or mouth with unwashed hands
  - Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing nose, coughing, or sneezing. Use an alcohol-based hand sanitizer with at least 60% alcohol if soap and water are not available.
  - Clean and disinfect frequently touched objects and surfaces.

## AMENITIES NOT AVAILABLE

- Until further notice, the following amenities will not be available at any Company location:
  - Valet
  - Coat Check
  - Poker
  - Concerts/Live Events

## PHYSICAL DISTANCING

- The Company will implement the following measures to encourage team members and guests to maintain a physical distance of at least six feet from other people, where possible:
  - **SIGNAGE** – There will be social distancing reminders posted throughout the property, advising guests to stand at least six feet away from other groups of people not traveling with them and back of house reminders for team members to practice social distancing by standing at least six feet away from guests and co-workers whenever possible.
  - **QUEUING** – Six-foot spacing will be designated with signage, tape or other means where lines may form. This includes entrances, service desks, counters, kiosks, and time clocks.
  - **SLOTS / VLTs** – Slot/VLT machines will be placed out of service, layouts reconfigured, and/or chairs removed to encourage social distancing. All team members will ensure guests do not congregate in groups around slots/VLTs.
  - **TABLE GAMES** – Table games will have gaming positions limited as follows to encourage social distancing: No more than three players at each Blackjack and small Baccarat table or at each end of a Craps table. No more than four players at each Roulette and large Baccarat table. All guests playing Table Games will be required to wear face coverings. All team members will ensure guests do not congregate in groups around table games.
  - **CAGE/CLUB** – Every other service window will be open or barriers installed. Kiosks will be reconfigured so that there is at least six feet of physical separation between guests using the kiosks.

- **RACING** – Every other betting window will be open or barriers installed. Seats will be reconfigured or removed to allow for appropriate physical distancing.
- **FOOD & BEVERAGE** – All food and beverage outlets will adhere to any public health orders relating to physical distancing or reduced seating capacity requirements applicable to bars and restaurants. At the buffet, barriers are installed at cashier stations and guests are served by team members while maintaining social distancing.
- **RETAIL** – All retail outlets will adhere to any public health orders relating to physical distancing or reduced capacity requirements applicable to retail stores.
- **MEETINGS** – To the extent possible, meetings should be conducted by telephone or virtually. If meetings must be conducted in-person, they should not involve groups of more than 10 people and participants must remain at least six feet apart.
- **WORKSPACES AND SCHEDULES** – Workspaces and schedules will be reconfigured to promote social distancing, where practicable. Team members will be encouraged to stagger breaks and lunches, if practicable.

## **FACILITIES**

- The Company will establish maximum occupancy for the facility as no more than 50% of fire code.
- The Company will maximize outside air intake into building based on weather conditions and increase the frequency of HEPA filter replacement and HVAC system cleaning.
- The Company has installed TOEpeners (device that allows for opening of doors using feet) on high-traffic doors requiring use of hands to open, where possible.
- The Company has identified dedicated entrance doors and exit doors, where possible.
- The Company will implement contact-less payments, where possible, subject to regulatory approvals.

## **CLEANING & DISINFECTING**

- The Company has instituted heightened cleaning practices, including the following:
  - Frequent cleaning and disinfecting of high-touch points on the gaming floor and common areas, such as slot/VLT machines, table games / chips, touch screen kiosks, counters, railings, escalator handrails, elevator buttons, and door handles, using appropriate disinfecting products.
  - Frequent cleaning and disinfecting of shared work areas, tools, and equipment using appropriate disinfecting products. This includes work stations, phones, radios, computers, payment terminals, kitchen implements, engineering tools, keys, time clocks, and other direct contact items.
  - Frequent cleaning and disinfecting of shared team member break/dining room/ restroom areas using appropriate disinfecting products.

- Daily deep cleaning by third party vendor with Clorox Total 360, a hospital-grade disinfectant, using advanced electrostatic sprayer technology.
- Placing hand-sanitizing stations throughout the gaming floor and in back-of-house common areas and providing sanitizing hand-wipes for self-service sanitation of high-touch surfaces. A detailed listing of the locations of hand-sanitizing stations and sanitizing wipes may be provided upon request.
- Following CDC and Ohio Health Department recommendations on cleaning areas visited by a person with confirmed / suspected COVID-19 diagnosis. To the extent possible, areas visited by the ill person will be closed off and available measures taken to increase air circulation (open outside doors / windows, use ventilating fans, etc.). Depending on the location, cleaning staff will wait 24 hours or as long as practical before beginning cleaning and disinfection. All areas, including offices, restrooms, common areas, and shared electronic equipment (computers, phones, touch screens, keyboards, etc.) used by the ill person will be cleaned and disinfected, focusing especially on frequently touched surfaces.

## REPORTED COVID-19 CASES & EXPOSURES

- **Reporting & Tracing**
  - If alerted to a confirmed case of COVID-19 at a Company location, the Company will report the case to the local public health district and follow all other reporting requirements established by state or local public health agencies.
  - The Company will cooperate with the local public health district to provide information relevant for tracking/contact tracing. Where practicable, the Company will use available surveillance video to attempt to identify any individuals and areas within the facility that the infected individual came in close contact with while on property. HR will contact any team member who has symptoms of COVID-19 or has been diagnosed with COVID-19 to ask the team member to assist the Company in identifying all coworkers, guests, vendors, and areas within the workplace that they may have come in regular close contact with during the last 14-days. The Company will use this information to identify all workplace areas to be cleaned and disinfected and/or individuals who should be instructed to self-isolate for at least 14 days from the date of their last close contact.
  - The confidentiality of medical information pertaining to team members diagnosed with COVID-19 or suspected of being infected with COVID-19 will be maintained to the extent possible and in accordance with applicable laws. For contact tracing purposes, other team members may be informed that an unnamed team member has tested positive or is suspected of being infected.
- **Exclusion**
  - Anyone observed showing or who reports experiencing symptoms of COVID-19 while in the building will be instructed to immediately leave using the most direct route and seek medical attention. Team members who report being exposed to, experiencing symptoms of, or being diagnosed with COVID-19 will be excluded from the workplace in accordance with applicable public health orders and recommendations. Such individuals may only return in accordance with guidelines issued by the CDC and Ohio Health Department.

- Consistent with CDC and Ohio Health Department recommendations, current guidelines for return to work after a COVID-19 diagnosis or possible exposure are as follows:
  - Team members who have symptoms of COVID-19 or have been diagnosed with COVID-19 may not return to work until:
    - At least three days (72 hours) have passed since symptoms have resolved (without the use of fever-reducing medications), **AND**
    - At least ten days have passed since symptoms first appeared, or since the employee was swabbed for the positive COVID-19 test, if tested and never developed symptoms.
  - Team members who have had close contact with an individual who tests positive for COVID-19 or who is suspected of being infected with COVID-19 may not return to work until:
    - Either 14 days have passed since the last close contact with the sick or symptomatic individual, **OR**
    - The symptomatic individual receives a negative COVID-19 test.

## TRAINING

- The Company will host pre-return to work orientation training sessions for all team members working onsite at Company locations to review this Plan, including expectations and team member responsibilities related to COVID-19 symptom identification, self-monitoring and reporting; social distancing; personal hygiene; and disinfection protocols.

# TEAM MEMBER & LEADER RESPONSIBILITIES

## RESPONSIBILITIES OF TEAM LEADERS

- All team leaders should be familiar with this Plan and prepared to answer team member questions about the Plan. Team leaders should also set a good example by following this Plan at all times and encouraging the same behavior from all team members. This includes practicing good personal handwashing/hygiene, social distancing measures, and other applicable protective measures described in this Plan. Team leaders who observe or receive reports of team members, guests or –

visitors showing or experiencing a cough, shortness of breath, or any of the other below symptoms of COVID-19 are to immediately report these concerns to HR (team members) or Security (guests/visitors). If, while at work, a team member reports they are experiencing any of the below symptoms, team leaders should direct the team member to immediately leave the building using the most direct route and follow up with their health care provider and HR.

## RESPONSIBILITIES OF TEAM MEMBERS

- The Company is asking all team members to play their part in helping to minimize the spread of COVID-19. As set forth in this document, the Company has instituted various cleaning, social distancing, reporting and other practices that all team members are expected to follow. If you have a specific question about this Plan, please ask your team leader or HR.
- All team members are expected to familiarize themselves with the symptoms of COVID-19, which according to the CDC are recognized to most commonly include the following:
  - Elevated temperature or fever of 100.4F or higher
  - Cough
  - Shortness of breath and/or difficulty breathing
  - New loss of smell and/or taste
  - Chills
  - Repeated shaking with chills
  - Muscle pain
  - Sore throat
  - Headaches
- All team members are expected to self-monitor for these symptoms. If a team member is experiencing any of the above symptoms that are not otherwise explained by a known condition other than COVID-19, they should stay home and report their condition to HR. If a team member first begins experiencing any of these symptoms while at work, they should immediately report their condition to their manager. If a team member observes another team member, guest, or visitor with a cough, shortness of breath, or other known symptoms of COVID-19, they should report this to their manager as soon as possible. Managers are to report these concerns to HR (team members) or Security (guests/visitors).
- All team members are expected to follow recommended OSHA and the CDC preventative guidance for all workers, which includes:
  - If you are sick, stay home. Follow applicable Company call-in procedures to report your absence.
  - Frequently wash your hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol.
  - When you are at work, you are expected to wash your hands or use hand sanitizer every 60 minutes and after any of the following activities:
    - Using restroom
    - Eating/drinking

- Smoking
  - Sneezing/blowing nose
  - Cleaning
  - Entering/leaving gaming floor
  - Going on break
  - Before start of shift
  - Using shared equipment
  - Touching high-touch surfaces
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- Avoid touching your eyes, nose, or mouth, particularly with unwashed hands.
  - Follow appropriate respiratory etiquette, which includes covering your mouth and nose (with tissue, arm, elbow or something other than your hands) when you cough or sneeze.
  - Whenever and wherever possible, team members should avoid close physical contact (within six feet) with others (co-workers/guests/visitors).
  - Avoid using other team members' phones, desks, offices, or tools and equipment, whenever possible or disinfect shared workspaces/equipment