

Frequently Asked Questions re: Coronavirus Closure

Question: Why is Atlantis temporarily closing?

Answer: On March 17, 2020 Nevada Governor Steve Sisolak issued emergency measures to close down all non-essential businesses, including bars, restaurants, non-grocery retail and casinos in the state of Nevada for 30 days.

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

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

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

Answer: No. In the 2008 great recession, Atlantis 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: Atlantis will pay all furloughed Team Members their regular wages for two weeks of furlough. Team Members will be paid for their actual hours worked between March 2nd through March 15th on their March 23rd paycheck. Team Members will be paid for actual hours and/or furlough pay from March 16th through March 29th on their April 6th paycheck, and any furlough pay for March 30th and March 31st will be issued on your April 20th paycheck. 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 March 31st, he or she will receive furlough pay through March 31st. Given the tremendous impact on the Company from the mandated closures both in Reno and Black Hawk, furlough pay will not be available for any Team Members on furlough after March 31st.

Question: How will I get my paycheck on March 23, 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 distributed between the hours of 9:00 a.m. and 5:00 p.m. on Monday, March 23rd. Checks will be distributed from the Valet area; please have Team Member ID readily available. Any paychecks not picked up during this distribution

time will be mailed to the address on file. Please check the Team Member website referenced below for details regarding subsequent paycheck distributions.

Question: How do I update my address and contact information?

Answer: Please email your address, email address and phone contact information to: HR@atlantiscasino.com.

Question: How do I submit my vacation request?

Answer: Please email your request to: atlvacationrequest@atlantiscasino.com. Please make sure you include your Name, Team Member ID#, the dates you are requesting to use your vacation and contact information. If you do not have enough vacation hours available to cover your request, we will contact you and let you know the balance of vacation hours that will be applied.

Question: Will the Atlantis have a Team Member website with updates?

Answer: Yes. We will be putting together such a website and posting information for our Team Members. This page can be accessed by going to <https://www.atlantiscasino.com/tm>

Question: How will I know when the Atlantis 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. Also, 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.ui.nv.gov>.

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 the first two weeks of furlough. 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.

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 the closure 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 vacation or do I have to wait?

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

Question: Can I use any accrued vacation during the closure?

Answer: Yes. After the first fourteen days of furlough, affected Team Members may take any accrued vacation hours, at their option; no Team Members will lose their seniority or position as a result of an extended leave during this time. Please send your request to the Vacation Request email address: atlvacationrequest@atlantiscasino.com.

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:

- Email: HR@atlantiscasino.com
 - Call: Director Human Resources, Heather Kinnear at x4512
 - Call: Benefits, Jamie Trovato at x4513 or Luisa Medellin at x4514
- We will respond as soon as we are able.