



DATE: July 20, 2016

TO: ALL HOURLY PALMS TEAM MEMBERS

FROM: Valerie Murzl, Senior Vice President Human Resources/Training

SUBJECT: WELCOME INFORMATION

I am excited to share some pertinent Station Casinos information related to your employment with our Company.

Subject to obtaining all necessary regulatory approvals, we are hopeful that we will become the owner of the PALMS sometime in the fall of 2016. We are thrilled to welcome all hourly Team Members into our Company. You will find that Station Casinos has a very similar culture to the PALMS. We value our Team Members and we consider ourselves to be "family" as I understand you do at the PALMS. We treat each other with dignity and respect and we pride ourselves on our "beyond the best" culture and meaningful Open Door policy.

Change is always scary for everyone, so let me put your fears to rest with some important information.

On DAY ONE, when Station Casinos officially owns the PALMS, you will report to work as you always have per your schedule and based on your past practices.

I am pleased to share the following answers to some of your questions:

- 1) You will not have to re-apply for your job. However, we will ask you to fill out some of our standard Team Member forms and a new W4.
- 2) You will not have to complete a background check or take a pre-hire drug test.
- 3) You will maintain your Original Hire Date at the PALMS.
- 4) You will maintain your Job Classification Seniority Date at the PALMS.
- 5) You will maintain your current wage rate.
- 6) You will maintain your current Title and Job.
- 7) You will maintain, if currently eligible and participating, all your PALMS benefits at least through 12/31/16.

Following the closing of the transaction, the Station Casinos Transition Team will be on property to welcome each of you personally to our Station Casinos family. We look forward to meeting each of you, working side-by-side with you, and assessing various aspects of the PALMS operation and every Team Member's responsibilities. We will be introducing you to many of our wonderful Programs and Events that have become a tradition in our Company over the past 40 years.

Any changes that may be introduced to the PALMS team members and/or guests will be communicated well in advance of the change. We will provide the necessary education to ensure everyone is able to maintain the high level of service you have provided your guests and a complete comprehension of what is expected of all Team Members.

I really enjoyed meeting so many of you at RAIN at your "PALMS SUMMER PARTY" on Wednesday, July 6 and hope you enjoyed the Station Casinos 40th Birthday gifts. I look forward to spending more time with all of you during this transition period and going forward.

Valerie