

August 17, 2015

[REDACTED]

Dear [REDACTED]

Effective November 2, 2015, an industry leading food service company, Sodexo, will be operating some of our Palms Casino Resort's food and beverage outlets. What this means is that the Palms team members in those outlets will no longer be employed by Palms; however, we are working with Sodexo to transition as many people as possible and offer additional options.

How does this change impact you? There are several options:

1. You can continue working through November 1, 2015, at which time you will be eligible to receive a severance package and pay for any earned but unused vacation if you choose to not seek or do not receive employment with Sodexo or Palms. Severance pay will be based on your average hours worked and a week of pay for each year of employment with Palms. In order to receive any severance, you must continue working until the transition date. Your estimated severance will be [REDACTED]. Our records show that you will have earned [REDACTED] vacation hours for the 12 months ending August 11, which would equal [REDACTED]. Vacation will be adjusted based on your personal utilization. Your estimated total severance payout will be [REDACTED].

2. You can apply for other open positions at Palms or with Sodexo. If selected for a position with Sodexo, you are eligible for a transition bonus of [REDACTED]. This is based on your average hours worked and number of years of employment with the Palms. In addition, you will also receive your earned but unused vacation hours, which equals [REDACTED]. Your estimated total transition payout will be [REDACTED].

Sodexo will select team members based on classification seniority for the number of positions they will have in each job classification. Please contact me directly by August 25, 2015, if you believe your classification seniority date is not correct. The Sodexo representatives will be on site through August 19 and the week of August 24 to meet with and interview all interested team members as well as explain their benefit programs.

3. You can choose to leave your position at Palms at any time prior to November 1, 2015 and, if you've earned vacation hours, you will receive pay for those hours. There will be no severance pay out with this option.

We, at Palms, are confident that Sodexo will bring a superior, quality experience for our guests and team members and we hope that you are interested in being part of these exciting opportunities.

Included in this envelope is a government mandated "WARN" (Worker Adjustment Retraining Notification Act) Notice, which we are required to give you to provide you with sufficient time to prepare for the transition. We will also make assistance available through the State of Nevada's Rapid Response Dislocated Worker Unit. In the near future, representatives from the State will come on site to meet with team members affected by this change.

Sincerely,



Laurie Luongo, SPHR
VP Human Resources
702-942-6825

PALMS

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PALMSPLACE

DATE: August 13, 2015
TO: All Team Members in 24/7 Café, Buffet, Main Kitchen, Team Member Dining Room, Stewarding and Bakery
FROM: Christopher Joy – AGM & Vice President of Operations
RE: Meetings

We will be holding a series of meetings for Team Members currently working in the 24/7 Café, Buffet, Main Kitchen, Team Member Dining Room, Stewarding and Bakery. During these meetings, Todd Greenberg, our President and CEO, will be making some special announcements.

We strongly encourage you to select one (1) meeting time to attend. Again, meetings are strongly encouraged, but not mandatory.

August 17th – 8:00am

August 17th – 4:00pm

August 18th – 7:00 am

August 18th – 3:00pm

All meetings are located in "Rain" on the Casino Level.

Thank you,