

ALL YOU NEED IS LOVE

"I have decided to stick with love. Hate is too great a burden to bear". -Martin Luther King, Jr.

ACKNOWLEDGMENT CORNER

Chips & Chatter is published by The Bicycle Hotel & Casino for all Team Members!

Contributing Writers:

Brian Limon, Cristina Stephens, Norma Cesena, Adriana Rodriguez, Grisel Fernandez, & Elizabeth Galvan.

Editing and Publishing: Christel King & Lance Leong.

COMMENDATIONS

CAGE VARIANCES UNDER \$10 FOR JAN 2016:

Mary De La Vega, Victor Rosas, Stephanie Byrd and Irma Molina -*Congratulations to all!*

CAGE STAFF: Sahir Castillo was commended by his supervisor. Due to short staff Sahir has been working Freedom Court and Courtroom without any complaints. He also works overtime to cover call outs when needed.

FLOORPERSON: Ruth Esparza was commended by her supervisor since they can always count on her and for the hard work. Helps others with orders and continues to help until the very end of her shift.

POKER STAFF: Ling Ling was commended by her supervisor for her ability to run 20-40 Hold Em games. Ling consistently performs her job at a very high level.

Thank you for all your help!

While often times we neglect to include names via this method, Management appreciates everyone who goes above and beyond their expectations in making sure our guests' needs are always met. Keep up the good work and be as proud of yourself for your accomplishment as we are of you for your continued support and "Team Member Spirit" Thanks to you all - you really know how to help make The Bicycle Hotel & Casino... A GREAT PLACE TO WORK AND PLAY!

UPCOMING BIRTHDAYS IN MARCH

Don't forget to wish your peers a happy birthday! If you prefer not to share this information, please inform us by calling ext. 7281 or 7201. We'll be happy to let you celebrate privately.

Mindy Loeung, Sunnary Men, Shan Gu, Kamon Lertpocombat, Channy Chheav, Sokunthea Chey, Luis Lopez, Nicholas Dent, Benjamin Lin, Vincent Trinh, Portia Strickland, Victorino Sandoval, Yanpin Zhao, Ryan McEvilly, Sung Kim, Phillip Lee, Thongchai Suwansap, Sahir Castillo-Cerda, Wendy Risnoevanu, Min Xu, Zaira Martinez, Jesus Uriarte, Chunming Zhang, Pola Sii, Rodrigo Anzano, Guoren Wang, Carol Brumel, Alexandre Senecal, Salvador Magana, Yimei Wu, Wayne Paquette, Selene Lopez-Bonilla, Andrew Chavez, Alita Uy, Lian Xian, Tu Nguyen, Antoine Norpetian, Vanessa Vasquez, Cynthia Quinonez, Luis Rodriguez, Diana Mayo, Jose Ventura-Alvarez, Ji Shen, Qing Chen, Viet Dang, Emily Wang, Jia Liu, Yiran Cai, Robert Butcher, Nam Phu, Chune Li, Elizabeth Ang, Gina Dang, Jian Hua Zhu, Tom Rathbone, Kuni Tassew, Lucas Mahlstadt, Marco Morones, Thanh Lam, Chuang Mah, Phisit Meesri, Lida Mam, Jia He, Shuquin Xiao, Jorge Mejia, Carlos Sanchez, Michael Ruiz Jr., Armond Ananian, Laura Lovato, Maria Centeno, Anthony Bravo, Parviz Arshad, Seyedeh Yousef Nejad, Yoon Chang, Edgar Yuzon, Parvaneh Khomami, Armando Bocanegra, Jenny Ding, Ramon Sanchez, Marat Gazaryan, Lorena Escobar, Zhemin Mao, William Tran, Nancy Zamora, Nolan Louie, Ricardo Rodriguez, Diec Thai, Edio Martinez, Shu Tang, Janet Chen, Benjamin Hernandez, Miguel Esquivel, Sayoura Sek, Dylan Rodriguez, Brian Short, Buddy Vanta, Daovong Vongratsavai, Qian Wang, Henry Chao, Narinee Hua, Guadalupe Pulido, Rosalina Maldonado, Carlos Veliz Chapa, Lifen Yeh, Meladie Marquez, Catherine Aguirre & Rong Shi.

EMPLOYMENT & TRANSFER/ADVANCEMENT OPPORTUNITIES

FOR FOOD & BEVERAGE:

- Brewery Food Server - (FT/VS)
- Cooks - (FT/VS)
- Dishwashers - (FT/VS)
- Food & Beverage Attendant - (FT/VS)
- Hotel Line Cook II - (FT/VS)
- Kitchen Attendant - (FT/VS)
- Restaurant Host/Hostess - (FT/VS)
- Service Station Utility - (FT/VS)
- Team Café Attendant - (FT/VS)

FOR MAINTENANCE:

- Maintenance - (FT/VS)
- Gardener, Grounds Maintenance - (FT/VS)

FOR HOUSEKEEPING:

- Housekeepers - (FT/VS)

FOR POKER:

- Assistant Floorperson - (FT/VS)
- Poker Section Dealers - (PT/VS)
- Player Development Representative - (FT/VS)
- Tournament Dealer - (PT/VS)

FOR CAGE OPERATIONS:

- Cage Cashier - (FT/VS)

FOR MARKETING & ADVERTISING:

- Graphic Designer - (FT/DS)
- Marketing Supervisor - (FT/VS)

FOR MANAGEMENT INFORMATION SYSTEMS:

- Network & Computer Systems Admin - (FT/DS)

FOR SECURITY & VALET:

- Security Officers - (FT/VS)
- Valet Attendant - (FT/VS)

FT: Full-Time **PT:** Part Time **DS:** Day Shift **VS:** Variable Shifts

Note: Transfer eligibility requires you to be in good standing in your current position for at least 6 months. Good standing means no Corrective Actions Required and at least an overall "expected" (3.0) evaluation. Transfer Request forms may be obtained in the Human Resources office and should be returned to the Human Resources office when complete. For more opportunities, please call our Jobline at 562-806-4646 ext. 7369 or visit our website at www.thebike.com

401(K) REPRESENTATIVE AVAILABLE FOR Q&A

DATE: Tuesday, March 1, 2016

TIME: 9:30 to 4:30pm

LOCATION: Regal Grand Meeting Room / Hotel Area

- Meet with a representative.
- Drop by any time during the hours available.
- Ask important questions regarding your retirement.
- Be in the "know" when it comes to your 401(k) retirement plan with this opportunity to meet with a representative.

These meetings give you the opportunity to find out more on how the 401(k) plan works, get information on investments, company matching, how/when to enroll and much, much more.

QUESTIONS CALL: extension 7287 or extension 7282.

COMPLIANCE CORNER

Wear your Badge face out and above the waist at all times!
 • No gambling on sports or other activities is permitted on site.
 • Do not add stickers, other pictures or lanyards to your badge!
 • Report activities that could be violations of gaming laws to compliance@thebike.com

Compliance is everyone's responsibility!

THANK YOU FOR YOUR SERVICE AT THE BIKE!

CELEBRATED SERVICE ANNIVERSARIES IN JANUARY

THIRTY YEARS

Marvin T. Stephens (Casino)
 Herminio Gonzalez (Casino)

TWENTY FIVE YEARS

Zhong Liang Zhu (Casino)

FIFTEEN YEARS

Tsegaye C. Gebreyesus (Casino)
 Li Mei Jia (Casino)
 Jovani Rivera (Maintenance)
 Jo M. So (Casino)

TEN YEARS

Vaolotu Fanaa (Accounting)
 Luis Fernando Perez (Cage)
 Guoren Wang (Casino)

FIVE YEARS

Mirna Ortiz (Cage)

Thank you for your teamwork and years of service!

CHIPS AND CHATTER

BY & FOR THE BICYCLE HOTEL & CASINO TEAM MEMBERS

February 2016

TEAM MEMBER OF THE MONTH

JANUARY VAN ADAMS - SECURITY



Van Adams was hired in February 2014. Prior to joining The Bike, he previously worked at Pilgrim Films & TV as an Associate Producer for a TV show called Doing DaVinci on the Discovery Channel for 3 years. Van is a family man and likes to spend his time off surrounded by good friends and loved ones. He

loves sports, music and even ventures into learning to cook new and different things.

Officer Adams has been a great addition to the Security Department since joining us at the Bicycle Hotel & Casino. He has excellent customer service skills and has been commended on his work ethic by his peers and customers. He demonstrates a positive attitude when interacting with clients and others and is often praised on his interpersonal skills.

His supervisor adds: "Since joining our team, Officer Adams has been a valued Team Member who is always courteous towards teammates and customers. He works well with his fellow coworkers and we can rely on him when needed for overtime. His professional demeanor is an example for his fellow coworkers to follow."

We join Management congratulating you for an outstanding performance and a job well done!

OTHER NOMINEES:

The Bicycle Hotel & Casino has for many years recognized the performance of stellar employees on a monthly basis. While in the past we have only listed the winner through the newsletter, we feel that all individuals nominated by each and/or for each department deserve the congratulatory praise and acknowledgement of other peers and managers and we wanted to share with you their nominations and accomplishments.



CESAR ADRIAN PACHECO
Cager



JOSEPH MONTELLANO
Security Officer



DIEGO ARELLANO
Security Officer

Each of the above individuals has displayed exemplary performance that has been acknowledged by their peers and other supervisors. Please join us in congratulating them for their outstanding performance.

Note: All nominees' profiles are reviewed and a selection is made by a random group of Managers (who also rotate each month).

BIKE BREWERY PROMOTIONS

HAPPY HOUR
MONDAY-FRIDAY 4PM-7PM

- 50% OFF APPETIZERS
- \$3.00 BEERS (SELECT BEERS)
- \$3.00 WELL COCKTAILS
- \$4.00 HOUSE WINES
- \$5.00 SIGNATURE COCKTAILS

TACO TUESDAY
6PM-CLOSE

- 5 FOR \$5.00 STREET TACOS
- \$3.00 CEVICHE TOSTADAS
- \$5.00 NACHOS & QUESADILLAS
- \$3.00 MARGARITAS
- \$3.00 BOTTLED BEERS (SELECT BEERS)
- \$3.00 DRAFT BEERS (SELECT BEERS)

WEDNESDAY
BEERS & BURGERS 6PM-CLOSE

TAP TAKE OVER - BREWERY CHANGES EACH WEEK!

- \$3.00 CRAFT SPECIALS PROMOTIONS
- \$6.00 BIKE BURGERS

THURSDAY
BIKE EMPLOYEE NIGHT 7PM-11PM

- DJ WITH KARAOKE
- 40% OFF FOOD
- \$3.00 DRINK SPECIALS

FRIDAY

- LOBSTER FEST 5PM-10PM**
 - PUERTO NUEVO WHOLE LOBSTER PLATE
 - STEAK & LOBSTER TAIL
 - LOBSTER RAVIOLI
- LADIES NIGHT 6PM-9PM**
 - \$1.00 SIGNATURE COCKTAILS

SUNDAY
CHAMPAGNE BRUNCH 9AM-4PM

REMEMBER, UNIFORMED EMPLOYEES ARE NOT PERMITTED IN THE BREWERY.

SAFETY SECTION: EXTENSION CORD SAFETY

Extension cords provide a convenient method of bringing AC power to a device that is not located near a power source. They are also used as temporary power sources. As such, extension cords are heavily used. They are also often involved in electrical code and safety violations. Improper use of extension cords can lead to shock hazards. In addition, use of an undersized extension cord results in an overheated cord and insufficient voltage delivered to the device, thus causing device or cord failure and a fire hazard.

- Extension cords must be approved (by Underwriter Laboratories or another NRTL) and properly maintained with no exposed live parts, exposed ungrounded metal parts, damage, or splices.
- Extension cords must be made of a heavy-duty or extra-heavy-duty rated cable and must be a continuous length. A spliced cord is never permitted.
- Around construction sites, in damp areas, or in an area where a person may be in direct contact with a solidly grounded conductive object such as working in a wash bay, extension cords must be protected by a ground fault circuit interrupter (GFCI). The GFCI can consist of a special circuit

breaker, a GFCI outlet, or an extension cord with a built-in GFCI.

- Extension cords should be of sufficient current-carrying capacity to power the device. An undersized cord is a fire hazard.
- Extension cords must be three-conductor (grounded) even if the device has a two-conductor cord. Never use two-conductor extension cords at The Bicycle Hotel and Casino. (Equipment grounding conductors that are part of flexible cords or used with fixture wires shall not be smaller than 18 AWG copper and not smaller than the circuit conductors.)
- Cord repair is never encouraged. Instead, contact your supervisor to replace the faulty extension cord.

There are very few acceptable combinations of extension cords and devices. Some acceptable combinations are:

- Extension cord to device (electrical equipment)
- Power strip to device
- Surge protector (with cord) to device
- Direct surge protector to extension cord to device
- Direct surge protector to power strip to device

SUGGESTIONS

Have suggestions? We have several suggestion boxes located in The Upstairs lounge, TM locker room and Team Café and they are checked weekly. Suggestion slips are available for your convenience at the boxes or you can simply write your question or suggestion on a piece of paper. Because other Team Members may have the same questions, whenever possible we like to publish these great ideas so everyone receives consistent and accurate information.

Suggestion: It would be great if the back employee parking lot is cleaned and resurfaced. Puddles are made on rainy days since there is many cracks and loose gravel.

Response: We have been working on getting the parking lot resurfaced but at this specific time we have placed this project on hold. In the meantime, if you see specific puddles or potholes that need to be immediately repaired, please let your Engineering Team and/or Human Resources know so we can assist in the process.

Suggestion: It would be ideal to provide a podium/stool for the security guard posted at the hotel lobby (near elevator).

Response: Your Management is ahead of the game on this one! They are already working on a podium and will keep you updated on the progress.

Suggestion: When the weather is cold, how about providing a beanie for the security guards that work the morning and night shifts?

Response: Although beanies appear as a good idea, we want to maintain a professional image and we do not feel that beanies would look appropriate. Ball caps on the other hand, are acceptable and will address some of the weather conditions. Ball caps will be purchased and distributed soon. Your department will be updating you soon.

Suggestion: For purposes of consistency, it would seem best if all employees (Casino and Hotel) go through the Security Check-In at the Employee Entrance.

Response: Great question! It is always good to know how the check-in process works for both the casino and hotel employees as we are two different entities. While hotel staff is not utilizing the check-in that all team members utilize, hotel employees enter through the back of the hotel and are checked as they enter their parking lot area.

Note: Suggestions are always welcomed and whenever possible, you may want to direct them to your supervisor. You may get faster feedback when you do. The Bicycle Hotel & Casino has a suggestion program to best gather ideas. Complaints will not be answered via this newsletter and should be discussed with your supervisor/department head.

IMPORTANT NUMBERS

MEDICAL - Health Net

1-800-522-0088 English
1-800-331-1777 Spanish
1-877-891-9050 Cantonese
1-877-339-8596 Korean
1-877-339-8621 Vietnamese
1-877-891-9051 Tagalog

DENTAL - Humana

1-800-233-4013

DENTAL - Golden West

1-866-926-8078

CHIROPRACTIC - Landmark

1-800-638-4557

EYEMED

1-866-939-3633

Select & Save

1-877-357-2009

Prudential 401(k)

1-877-778-2100

Optional Coverage

1-714-881-1243

Employee Assistance Program

1-800-543-5485

Voluntary Life

1-800-421-0344 Ext. 2

Whole Life

1-866-679-3054

Wellness Coaching

1-888-493-5522

Critical Illness

1-800-635-5597 Ext.2



Our company is concerned about unlawful workplace behavior, discrimination, theft, safety violations, retaliation, fraud, & sexual harassment in the workplace because we will not tolerate this type of conduct.

If you believe you have been a victim or are a witness to:

- Sexual Harassment
- Safety Violations
- Discrimination
- Retaliation
- Theft
- Fraud
- Unlawful Workplace Behavior

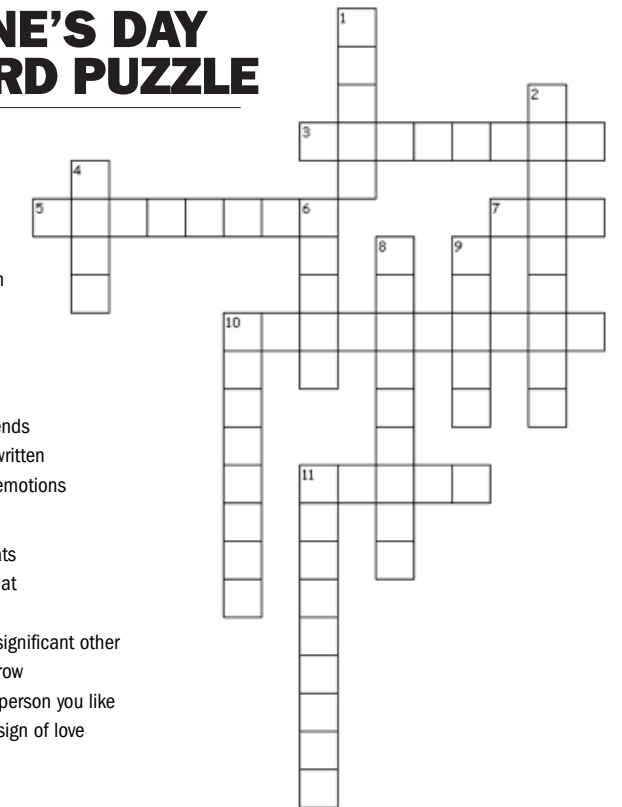
Please call this toll-free phone number. We will address every report.



1-800-97-STOP-IT
(1-800-977-8674)

Your company identification code number is: **990029**
The hotline is available 24 hours a day, 7 days a week.

VALENTINE'S DAY CROSSWORD PUZZLE



Across

- An event where you give an engagement ring to your significant other
- An expression of love
- The color of love
- A relationship between friends
- Something that could be written inside of, expressing your emotions

Down

- Organ in the body that beats
- The name of the holiday that celebrates love
- Showing affection to your significant other
- Character with a bow & arrow
- Treats that are sent to the person you like
- Flowers that are usually a sign of love
- The month of love
- Cocoa based candy

The Bicycle Hotel & Casino Employee Scholarship Program 2016

The Bicycle Hotel & Casino Scholarship Program has for over 10 years assisted many of our employee's children in pursuing higher education through vocational school, college and university. It is once again, available to our team members and officially opened on January 1, 2016.

Pass on this information to anyone in your team so their children do not miss out on this great benefit.

WHO IS ELIGIBLE:

Sons & daughters of team members who are high school seniors or graduates and will be continuing their education in the fall can apply for a scholarship sponsored by The Bicycle Hotel & Casino.

WHAT IS THE PROCESS:

As in previous years, the entire process is handled by Scholarship of America, a national non-profit educational support & student aid service organization. Awards are granted without regards to race, color, creed, religion, gender, disability or national origin. **Scholarship Program is funded 100%.**

HOW TO APPLY:

Complete the attached application and submit to Scholarship of America on or before March 2nd. Team Members may also pick up an application and guidelines for this program in the Human Resources Office during regular business hours or at the Welcome Center.

DEADLINE TO APPLY:

The application postmark deadline is
March 2, 2016.

IF YOU HAVE ANY QUESTIONS:

Contact the Human Resources department

-TEAM MEMBER APPRECIATION DAY- Tuesday, March 1st

11am - 2 am | Team Café | \$4

Attention all Team Members, this day is for you!
Take part in your day by visiting the Team Café and grabbing a plate with the following food items, all for \$4:

CARVING STATION

Roasted Pork Leg in Guajillo Sauce & Roast Turkey

ENTRÉES

Beef and Potatoes in Chile Verde, Swai Fillet of Sole with Veracruz Sauce, Chicken Mole, Spanish Rice, Beans, Cheese & Jalapeño Tamales Topped with Green Sauce & Cotija Cheese

SALADS

Baby Mixed Iceberg Lettuce, Tomatoes, Carrots, Cucumber, Ranch Dressing or Italian Dressing & Fresh Fruit

ASSORTED MINI DESSERTS