

Snoqualmie Casino Develops Tribal Members and earn Minority Business of the Year Award

The Foster School of Business at the University of Washington recently honored Snoqualmie Casino with the William D. Bradford Minority Business of the Year Award. The Bradford Award, named for former Foster School Dean William D. Bradford, is presented to a leading minority-owned business in Washington. Snoqualmie Casino received this award for its leadership of the University's Tribal Gaming and Hospitality Management program. The casino serves as both a field classroom and a program participant, sending tribal members for education and development.

"A strong part of our success comes from our focus on team member development among both our tribal and non-tribal employees," said Brian Decorah, Snoqualmie Casino President and CEO. "Along with specific job skills training that help in current positions, we strive to help team members grow upwards in our company through tuition reimbursement programs, leadership training, and recently launched a four tier career development track series that guides team members through specialized branches of casino operations."

As a result of these programs, Snoqualmie Casino has also seen several tribe members recently earn promotions to positions of leadership. Mary Burley recently assumed the role of Beverage Manager, having worked her way up through several positions since Snoqualmie Casino's opening in 2008. Originally starting as a Beverage Server in 2008, she grew in responsibility and title as a Shift Supervisor, Outlet Coordinator, and now Beverage Manager.

Amber Holloway began her career at Snoqualmie Casino in 2015 as a Catering Sales Coordinator and received a promotion to Supervisor as her expertise growing banquet sales became evident. In 2018, Amber expanded her tribal operations education by participating in the University of Washington's Tribal Gaming and Hospitality Management program. Through her dedication and expanded experience, she recently earned the promotion to Catering Sales Manager.

Troy Wyatt began as a Sno Café lead cashier at the casino in 2014. His career expanded as he added breadth to his roles as a marketing intern, a server in Vista Steakhouse, and as an entertainment event coordinator. Having demonstrated his passion and technical expertise during Snoqualmie Casino's Summer Concert Series, he has recently earned the role of Entertainment Operations Manager.

Being recognized as one of Washington's Best Workplaces by the *Puget Sound Business Journal*, Snoqualmie Casino provides the highest level of excellence as an employer, entertainment destination and community partner. Most importantly, Snoqualmie Casino's core mission is fulfilling the promise of providing economic self-sufficiency to the Snoqualmie Tribe for generations to come.

Registration for the 2019 Indian Gaming Tradeshow & Convention Now Open

The National Indian Gaming Association recently announced that registration is now open for the 2019 Indian Gaming Tradeshow & Convention which will be held April 1-4 in San Diego, CA at the San Diego Convention Center. This year's event is expected to be the largest to date with more than 6,000 tribal leaders and gaming professionals and over 300 leading gaming suppliers.

"After a very successful event in Las Vegas, we are excited to continue the momentum and bring Indian Country back to San Diego for the 2019 tradeshow and convention," commented National Indian Gaming Association Chairman Ernie Stevens, Jr. "This year's event will have even more networking, education, new products and services, and events to celebrate the success of Indian Country. We thank the California tribal nations for hosting us in their great state."

Known for the robust education program, the 2019 conference will again feature sessions on operations, sports betting, women in gaming, and much more. New for this year, there will be a focus on supporting the mid-size operation. In addition, there will be more education sessions taking place on the first day of the event – and attendees can expect to see many additional sessions added to the Monday Conference schedule, which had previously been a Pre-Conference day with limited education tracks.

The exhibit hall will once again feature leading gaming suppliers, National Indian Gaming Association associate members, and new exhibitors. Already confirmed for 2019 include: Scientific Games, Aristocrat Technologies, Interblock Gaming, Ainsworth Game Technology, IGT, Atrient, Novomatic, Everi, Aruze, Aries Technology, AGS, Konami Gaming, Gaming Arts LLC, Merkur Gaming, Gaming Arts, LLC, Incredible Technologies, and many more.

In addition to the education and show floor, there will be a full line-up of networking and special events, including the annual golf tournaments, the Chairman's Leadership Award Luncheon featuring special honorees, the Chairman's Welcome Reception, the Annual Slot Tournament benefiting Spirit of Sovereignty, Culture Night and Tim Wapato Sovereign Warrior Award, and much more.

Scientific Games Selected By Oneida Indian Nation To Deliver Unparalleled Sports Betting Experiences at Three New York Casinos

Scientific Games and the Oneida Indian Nation, owner of the award-winning Turning Stone Resort Casino, Yellow Brick Road Casino and Point Place Casino, have agreed that Scientific Games will bring its deep roots in casino gaming, and its strong record in supporting sports betting at leading casinos, to support Oneida's launch of its sportsbooks in

New York as soon as sports betting is authorized in the state. Oneida will deploy SG Digital's sports betting technology platform, OpenBet, embedded with player centric technology, dynamic in-house pre-game and data feeds from its recent acquisition of Don Best Sports.

Scientific Games and Oneida will submit the agreement to the National Indian Gaming Commission (NIGC) for review to ensure compliance with applicable laws. It will be among the first NIGC reviews of an Indian tribe's U.S. sports betting agreement.

"Being among the first Indian nations nationally to operate a sportsbook, and among the first to offer sports betting in New York, represents our commitment to entering this burgeoning market ready for rapid acceleration," said Ray Halbritter, Oneida Indian Nation Representative and Nation Enterprises CEO. "After rigorous assessment of the supplier market, we determined that partnering with Scientific Games and SG Digital will give our players the best sports betting experience starting on day one.

"With OpenBet, our players will benefit from a fast-to-market, flexible, and scalable technology platform. During our search for a top-notch partner, SG Digital, backed by OpenBet and Don Best, was the only partner who demonstrated years of U.S. sports experience with regard to odds, trading, and in-play data feeds. Further, this combined solution and expertise cemented our decision that SG Digital will offer the most intuitive and seamless U.S. sportsbook experience for our guests. We are already hard at work, planning to capitalize on the opportunity by partnering with the industry's top technology supplier. Simply put, the combination of our partnership with SG Digital and our previously announced alliance with Caesars Entertainment, positions us to win big in New York."

San Manuel Casino Awarded Responsible Gambling Silver Certification for the 12th Consecutive Year

For the 12th consecutive year, the California Council on Problem Gambling (CCPG) awarded San Manuel Casino the Responsible Gambling Silver Certification. The certification is awarded to casinos that demonstrate a commitment to responsible gaming practices and are compliant with CCPG Responsible Gaming Establishment Core Principles.

San Manuel Casino participates in a comprehensive program designed to lower the risk of players developing gambling problems and provides help to those who do. The program includes company-wide training, a series of standards for marketing practices and specialized internal policies.

"We are honored to receive our twelfth consecutive silver certification. This recognition speaks to our long-

standing commitment to not only provide a fun and thrilling gaming experience, but also a safe and comfortable atmosphere for our guests," said Loren Gill, General Manager, San Manuel Casino.

Roll-On Develops and Patents 3 Card LowBall Poker

Roll-On LLC, based in Dallas, TX has developed and patented a new card game called 3 Card LowBall Poker. The game has been approved by the Nevada Gaming Control Board, and has been math certified through BMM Test Labs.

3 Card LowBall Poker is a fun new way to play an old time favorite. A fast paced, competitive draw poker concept that comes with a new twist. The game's objective is simple: build your lowest or worst possible hand utilizing standard three card poker rankings and get paid for it. "Reverse Ranking" is in play.

The mother and daughter team behind this offering found success in the construction industry and are looking to do the same now in the gaming industry. Sandy Mask, President of Roll-On LLC, however, is no stranger to game development having launched her initial patented dice game "333's" ® in 2009.

A field trial was conducted at Bally's Las Vegas Hotel & Casino, operated by Caesars Entertainment. Mark Kelly, Vice President of Casino Operations for Caesar's Entertainment said, "The game itself is conceived well from the perspective of providing an alternative to traditional poker derivative offerings. The concept is sound."

A card player who is not "catching a high hand," can shift their game play to 3 Card LowBall Poker and become a winner. From the casino perspective, the game offers players an option to experience what could otherwise be a short session at the table, keeping player's engaged longer. The game also features a progressive wager capability with an attractive edge for the house.

"We are proud of all the work done to date on 3 Card LowBall Poker and now we are ready to bring the game to Indian Country," said Sandy Mask, President and owner of the game. The game is ready to launch and Roll-On has begun setting appointments to demonstrate this new exciting poker game.

Ho-Chunk Gaming Wisconsin Dells Selects Spectra as New Food and Hospitality Partner

Spectra has been named the new in-house caterer and food provider for Ho-Chunk Gaming Wisconsin Dells. Spectra will develop systematic efficiencies, purchasing best practices and brand-relationship opportunities to complement the organization's plan for strategic growth, with the core of the

partnership's focus on training and development of the casino's 225 employees.

With two decades of experience, Mike Doocey, Regional Vice President of Spectra's Casino Division, will oversee the relationship with Ho-Chunk. "The training and development of Ho-Chunk employees is our number one priority during the transition," said Doocey. "Aligning Spectra's knowledge with each employee's passion will drive this partnership. We want to set up the organization and its hard-working, dedicated employees for long-term success."

Rob Reider, Chief Operations Officer at Ho-Chunk Nation's Department of Business, will administer the contract to ensure that all current employees are offered opportunities to grow their careers.

"We know change doesn't happen overnight," Reider said, "but we know Spectra will help us develop new strategies to support the long-term growth of our full-time and part-time employees. And what's good for our people is good for our community."

Salish Cliffs Golf Club Earns *Golfweek* 2019 Top 100 Resort Courses' Distinction

Salish Cliffs Golf Club continues to garner national attention, as the club was again named to *Golfweek's* Top 100 Resort Courses for 2019. The scenic Puget Sound layout moved up to No. 61 in the annual review of American resort courses, a distinction bestowed by the national media outlet based upon ratings completed during the preceding 12 months.

"We are proud to be included in *Golfweek's* Top 100 Resort Courses, particularly amongst those courses in the golf-rich Pacific Northwest," says David Kass, PGA Professional at Salish Cliffs. "With our course conditioning standards, quality food and beverage service and welcoming staff, we continuously provide a great value to locals and guests alike."

Circling Raven Garners Distinction in *Golf Advisor's* 'Best Courses of the Mountain West' List

Coeur d'Alene Casino Resort Hotel recently announced that Circling Raven Golf Club, the resort's championship course designed by Gene Bates, has earned "best of" accolades from reviewers on *Golf Advisor* in its "Best of 2018: Mountain West" annual compendium.

The yearly *Golf Advisor* lists are compiled by analyzing the ratings and reviews submitted by members of the community throughout the year. It uses the *Golf Advisor* Index logic that weights newer reviews and combine it with a course's weighted subcategory averages. Reviews from trusted and active reviewers are weighted heavier than inactive members. Courses must offer public access and

have been reviewed in 2018 to be eligible for the honors.

"With many exceptional courses in the Mountain West, the Coeur d'Alene Tribe is proud that golfers think so highly of Circling Raven. We strive to exceed our guests' expectations on and off the course," said Laura Stensgar, CDA Casino Resort Hotel, Director of Public Relations and Cultural Tourism. "Circling Raven will celebrate its 15th anniversary season this year with special offers and events, and we hope this acclaim inspires players to visit us, celebrate our anniversary with us, and judge the course for themselves."

Agua Caliente Casino Resort Spa Named Number One Spa in California by *Spas of America*

Spas of America has unveiled its Top 100 Spas of 2018 and named Sunstone Spa at Agua Caliente Casino Resort Spa as the No. 3 spa on its list of North American spas, and the No. 1 spa, not just in California, but the entire western region of North America. The top ranking spa and wellness travel website *spasofamerica.com* is the prestigious go-to resource for spa and wellness travel, basing its annual list on unique page views and consumer choices. This year's Top 100 Spas includes 73 spas from the United States (including 14 from region-leading California), 17 spas from Canada, four from Mexico, and one each from the Bahamas, Brazil, and Costa Rica.

Saverio R. Scheri III, Chief Operating Officer of Agua Caliente Casino Resorts, said, "We are thrilled that our spa and casino are receiving the honors they deserve and it's a perfect start to our new year. The placing of Sunstone Spa at such a high ranking on the *Spas of America* Top 100 is a remarkable achievement considering they have more than 800 resort, hotel and health spas listed on their website."

At the same time, local Coachella Valley newspaper *The Desert Sun* announced its Best of the Valley winners list for 2019 and heading its Entertainment section is Agua Caliente Casino Resort Spa in Rancho Mirage as Best Casino. *The Desert Sun* also gave honorable mention to Agua Caliente's sister property, Spa Resort Casino in downtown Palm Springs, as its No. 3 choice casino.

AGS Wins 'Best and Brightest Companies to Work for in the Nation' Award for Second Year in a Row

AGS recently announced that it won the Best and Brightest Companies to Work For in the Nation® award for 2018 –the second year in a row that AGS has won this coveted distinction. AGS also won Atlanta's 2018 and 2017 Best and Brightest Companies to Work For, a testament to the company's employee-focused culture at its R&D centers in the Atlanta, Georgia metro area. Out of the 2,400 companies that submitted nominations for the 2018 Best and

Brightest national award, only 512 were named to prestigious Best and Brightest list.

AGS President and Chief Executive Officer David Lopez said, “We are elated to win the nation’s Best and Brightest Companies to Work For two years in a row and dedicate this award to our employees. 2018 was an incredible year for AGS. We took the company public and are now listed on the New York Stock Exchange, received key approvals that are fueling our growth, and announced several strategic acquisitions that will accelerate our momentum. But few events are as meaningful for us as this win, which underscores and recognizes our focus on having a great corporate culture in which our team loves coming to work every day, takes great pride in contributing to our shared success, and passionately believes in our mission and values.”

AGS was selected by an independent research firm following a confidential survey of all U.S. employees that evaluated key measures in various categories, including compensation, benefits, and employee solutions; employee enrichment, engagement, and retention; employee education and development; recruitment, selection, and orientation; employee achievements and recognition; communication and shared vision; diversity and inclusion; work-life balance; community initiatives; and strategic company performance.

Aristocrat Installs its First Tribal Lottery System TLS Games in Washington at Tulalip, Quil Ceda

Aristocrat has installed its first Tribal Lottery System (TLS) games in the State of Washington at the Tulalip Resort Casino and Quil Ceda Creek Casino. The new games – Birds of Pay™, Buffalo Gold Collection™, Wild Lepre’Coins™, and Wild Panda™ Gold – are the first games in the state provided by Aristocrat on the TLS platform.

The games come to Tulalip and Quil Ceda by means of the Tulalip Tribes of Washington’s sponsoring Aristocrat’s entrance into the TLS market. That sponsorship allowed the company to sell its cabinets and games in the state.

“We are excited for the Tulalip/Aristocrat partnership and what it means to the Washington market. Aristocrat has established solid product performance and will bring a superior library of content for our guests’ enjoyment,” said Don Hegnes, Tulalip Resort Casino Slots Director.

“Tulalip Resort Casino and Quil Ceda Creek Casino are excited to be the first properties to introduce Aristocrat cabinets and games into the Washington market. Since the first install, our guests continue to embrace the product,” said Belinda Hegnes, Quil Ceda Creek Casino Slots Director.

“We are very excited to bring these new games to Tulalip, Quil Ceda, and Washington State. We have worked

diligently to create new games based on player-favorite titles that fully comply with TLS regulations, and we are grateful to the Tulalip Tribes of Washington for their sponsorship and encouragement throughout this process,” said Siobhan Lane, Senior Vice President, Marketing and Gaming Operations.

The games are the first in a series of titles Aristocrat plans to bring to the state over the next year. “Our product road map is strong and includes many titles from our core product portfolio that players enjoy. We are committed to the Washington market and are excited to support our customers with a wide range of player-favorite titles,” said Lane.

Talking Stick Resort Partners with Topgolf Arizona to Offer Elevated Entertainment Experiences

Talking Stick Resort, an enterprise owned and operated by the Salt River Pima-Maricopa Indian Community, recently announced its new partnership with Topgolf in Arizona. As part of the agreement the resort will obtain the naming right to the main bar areas at Topgolf locations throughout greater Phoenix.

“Topgolf, like Talking Stick Resort, is a leader for entertainment in the Valley making a partnership between our enterprises an obvious choice,” said Ramon Martinez, director of public relations for Talking Stick Resort. “We are excited to be a part of such an innovative organization as it continues to grow.”

Beginning in late November, the main bars in three of the Topgolf locations will be renamed Talking Stick Resort Bar. Among the locations featuring the newly minted lounge are Topgolf Scottsdale, Topgolf Gilbert and the newest location, Topgolf Glendale. Each bar features a variety of spacious seating, a full menu of local beers, wine and top-shelf cocktails including an array of margaritas, mules and Bloody Marys. In addition to the bar naming rights, advertising for Talking Stick Resort will be featured throughout each Topgolf location.

Guests at Topgolf will see enhancements in the branded bars, including charging stations and will be able to win Talking Stick Resort VIP Experiences through four-week giveaway promotions in each venue. Members of Talking Stick Rewards will also be eligible for exclusive Topgolf offers throughout the partnership.

“We are thrilled to partner with Talking Stick Resort, a proven leader in entertainment and hospitality in the Phoenix market. Through this partnership, they have helped us elevate our guest experience and provide rewards members with special offers at both venues” said Rodney Ferrell, Vice President of Global Partnerships at Topgolf. ♣