

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

STATION CASINOS LLC, NP BOULDER LLC
d/b/a BOULDER STATION HOTEL & CASINO,
NP FIESTA LLC d/b/a FIESTA RANCHO
HOTEL & CASINO, STATION GVR
ACQUISITION, LLC d/b/a GREEN VALLEY
RANCH RESORT SPA CASINO, NP LAKE
MEAD LLC d/b/a FIESTA HENDERSON HOTEL
& CASINO, NP PALACE LLC d/b/a PALACE
STATION HOTEL & CASINO, NP RED ROCK
LLC d/b/a RED ROCK CASINO, RESORT &
SPA, NP SANTA FE LLC d/b/a SANTA FE
STATION HOTEL & CASINO, NP SUNSET LLC
d/b/a SUNSET STATION HOTEL & CASINO, NP
TEXAS LLC d/b/a TEXAS STATION
GAMBLING HALL & HOTEL

Cases 28-CA-185945
28-CA-188543
28-CA-188547
28-CA-190629

Subject to the approval of the Regional Director for the National Labor Relations Board (Board), the Charged Parties and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE-CAPTIONED CASES AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Settlement Agreement (Agreement), the Regional Office will send copies of the approved Notice to the Charged Parties in English, Spanish, and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Parties will then sign and date those Notices within 14 days and post them in all places where notices to employees are customarily posted at the Charged Parties' facilities located at 1505 S. Pavilion Center Dr. in Las Vegas, Nevada, 4111 Boulder Hwy. in Las Vegas, Nevada, 2400 N. Rancho Dr. in Las Vegas, Nevada, 2300 Paseo Verde Pkwy. in Henderson, Nevada, 777 W. Lake Mead Pkwy. in Henderson, Nevada, 2411 W. Sahara Ave. in Las Vegas, Nevada, 11011 W. Charleston Blvd. in Las Vegas, Nevada, 4949 N. Rancho Dr. in North Las Vegas, Nevada, 1301 W. Sunset Rd. in Henderson, Nevada, and 2101 Texas Star Lane in North Las Vegas, Nevada. The Charged Parties will keep all Notices posted for 60 consecutive days after the initial posting.

COMPLIANCE WITH NOTICE — The Charged Parties will comply with all the terms and provisions of said Notice.

PAYMENT OF BENEFITS — The benefit calculations are to be determined by the Regional Director. Charged Party NP Boulder LLC d/b/a Boulder Station Hotel & Casino agrees to provide records to the Board to determine the benefit calculations. Within 14 days from the Regional Director's determination of the benefit calculations, Charged Party NP Boulder LLC d/b/a Boulder Station Hotel & Casino will make whole employees at Boulder Station Hotel & Casino for the decrease in health plan premiums that were granted to employees since on about October 14, 2016 at Fiesta Rancho Hotel & Casino, Green Valley Ranch Resort, Casino & Spa, Fiesta Henderson Hotel & Casino, Palace Station Hotel & Casino, Red Rock Casino, Resort & Spa, Santa Fe Station Hotel & Casino, Sunset Station Hotel & Casino, and Texas Station Gambling Hall & Hotel, plus interest. No withholdings should be made from the payment of benefits or the interest.

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

LOCAL JOINT EXECUTIVE BOARD OF LAS VEGAS, CULINARY WORKERS LOCAL 226, AND BARTENDERS LOCAL 165, affiliated with UNITE HERE INTERNATIONAL UNION (the Union) is the employees' representative in dealing with us at Boulder Station Hotel & Casino regarding wages, hours, and other working conditions of the employees in the following unit (the Boulder Unit employees):

All full-time and regular part-time Banquet Captains, Banquet Servers, Bar/Beverage Porters, Bell Persons, Bartenders, Beverage Servers, Bus Persons, Concession Workers, Cooks, Cook's Helpers, Counter Attendants, Food Servers, Gourmet Host/Cashiers, Guest Room Attendants, Host/Cashiers, Housepersons, Kitchen Runners, Kitchen Workers, Lead Attendants, Pantry Workers, Porters, Room Runners, Service Bartenders, Sprinters, Stove Persons, Team Member Dining Room Attendants, and Utility Porters employed by the Employer at NP Boulder LLC, excluding all other employees employed by the Employer, including all front-desk employees, valet parkers, gaming employees (dealers, slot attendants, cage cashiers), drivers, engineering and maintenance employees, office clerical employees, confidential employees, guards, managers and supervisors as defined by the National Labor Relations Act (Act).

THE UNION is the employees' representative in dealing with us at Palace Station Hotel & Casino regarding wages, hours, and other working conditions of the employees in the following unit (the Palace Unit employees):

All regular full-time and regular part-time banquet captains, banquet servers, bar/beverage porters, bartenders, beverage servers, bus persons, concession workers, cooks, cook's helpers, counter attendants, food servers, gourmet host/cashiers, guest room attendants, host/cashiers, housepersons, kitchen runners, kitchen workers, lead attendants, pantry workers, porters, room runners, service bartenders, sprinters, stove persons, team member dining room attendants, and utility porters employed by the Employer in Las Vegas, Nevada; excluding all other employees, including all front-desk employees, bellpersons, valet parkers,

gaming employees (dealers, slot attendants, cage cashiers), drivers, engineering and maintenance employees, office clerical employees, confidential employees, and all guards, managers and supervisors as defined by the Act.

WE WILL NOT fail or refuse to bargain in good faith with the Union for a collective-bargaining agreement covering the Palace Unit employees.

WE WILL NOT promise you better wages or benefits or other improved terms and conditions of employment to discourage you from supporting the Union.

WE WILL NOT ask you about your complaints and grievances and imply that we will fix them in order to discourage you from supporting the Union.

WE WILL NOT give you new or better benefits, such as reducing the number of Room Credits, eliminating the guest room attendants' air conditioner filter cleaning duties, reducing discipline for a violation of the Master Key policy, reducing discipline for a violation of the Lost & Found policy, reducing discipline for a violation of the Dropped Credit policy, purchasing new linen carts, increasing staffing levels in the kitchen, purchasing new equipment for the Internal Maintenance department, or installing games in the Employee Dining Room, to discourage you from supporting the Union.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for the Boulder Unit employees and Palace Unit employees (collectively, the "Unit employees").

WE WILL, based on the Union's acceptance of our offer, provide the Boulder Unit employees the reduction in health plan premiums that were provided to employees at Fiesta Rancho Hotel & Casino, Green Valley Ranch Resort, Casino & Spa, Fiesta Henderson Hotel & Casino, Palace Station Hotel & Casino, Red Rock Casino, Resort & Spa, Santa Fe Station Hotel & Casino, Sunset Station Hotel & Casino, and Texas Station Gambling Hall & Hotel.

WE WILL make whole Boulder Unit employees for the difference in health plan premium payments between what they paid and the reduction that was implemented on about October 14, 2016 at Fiesta Rancho Hotel & Casino, Green Valley Ranch Resort, Casino & Spa, Fiesta Henderson Hotel & Casino, Palace Station Hotel & Casino, Red Rock Casino, Resort & Spa, Santa Fe Station Hotel & Casino, Sunset Station Hotel & Casino, and Texas Station Gambling Hall & Hotel.

**STATION CASINOS LLC, NP BOULDER LLC
d/b/a BOULDER STATION HOTEL &
CASINO, NP FIESTA LLC d/b/a FIESTA
RANCHO HOTEL & CASINO, STATION GVR
ACQUISITION, LLC d/b/a GREEN VALLEY
RANCH RESORT SPA CASINO, NP LAKE
MEAD LLC d/b/a FIESTA HENDERSON
HOTEL & CASINO, NP PALACE LLC d/b/a
PALACE STATION HOTEL & CASINO, NP
RED ROCK LLC d/b/a RED ROCK CASINO,
RESORT & SPA, NP SANTA FE LLC d/b/a
SANTA FE STATION HOTEL & CASINO, NP
SUNSET LLC d/b/a SUNSET STATION
HOTEL & CASINO, NP TEXAS LLC d/b/a
TEXAS STATION GAMBLING HALL &
HOTEL**

(Employer)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

2600 North Central Avenue, Suite 1400
Phoenix, AZ 85004

Telephone: (602)640-2160
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.