


# BOYD GAMING

**TO:** All Team Members  
**FROM:** Keith Smith   
**DATE:** January 1, 2024  
**SUBJECT:** TEAM MEMBER HOTLINE: 866-4U2-TELL

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Boyd Style is the foundation on which Boyd Gaming operates. Its elements – Integrity, Value Relationships, Exceed Expectations, and Work Smart – form the basis for how we conduct ourselves as a Company and for the behaviors we expect of each other.

We rely on our team members to help make sure we all adhere to the highest standards of behavior. We encourage you to report situations which are inconsistent with our values, including those that may reflect a lack of integrity, be unethical, or even illegal. In addition, one of the best ways we can provide a safe environment for team members and guests is to report unsafe situations when we become aware of them.

In most cases, the preferred way to report concerns is by speaking directly with your supervisor, manager or a Human Resources Representative. However, we realize that may not always be possible or in some cases you may not feel comfortable with this approach. That is why we provide a Team Member Hotline – **866-4U2-TELL (866-482-8355)** – for team members to call.

This toll-free number is always available. It is answered by an independent service provider, not a Boyd Gaming team member. This provider forwards the information reported **directly to** Boyd Gaming senior management. When using the Team Member Hotline, you are not required to provide your name when you call, so you can remain anonymous if you would prefer.

The Company is committed to honoring and preserving the values of our founders. One way we do so is by reporting problems to management so the appropriate action can be taken. Please feel free to reach out to your supervisor, a Human Resources Representative, or others in management if you have any questions.