October 2022

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THE NATIONAL MAGAZINE OF THE AMERICAN INDIAN GAMING INDUSTRY



G2E Show Issue

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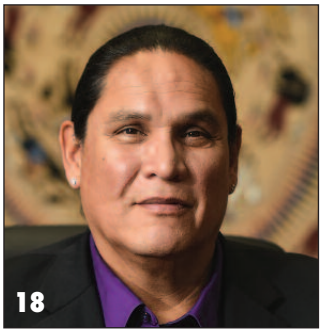


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Timothy Nevaquaya

Timothy Tate Nevaquaya

Cover Artwork: *Ten Bears Leading the Charge*

Timothy Tate Nevaquaya is an award-winning Comanche artist from Apache, OK. The son of the late Comanche master artist and flutist, Doc Tate Nevaquaya, Timothy's art career began at the foot of his father's drafting table. His early education included direction from his father in the fundamentals of Comanche art forms as well as Comanche flute making, composition, and performance. These early experiences inspired his dance with Oklahoma Indian art, Native American flute music, and Comanche history and culture. As a youth, he participated in the renaissance of Comanche flute music and art. His artistic teachers were the renowned Southern Plains Indian artists, which came from his father's circle of friends.

As a musician, Timothy has been part of the reemergence of the Native American flute culture. At age 12, he began to compose music on his father's flutes, and at age 14 he began crafting his own flutes by hand.

Timothy Tate Nevaquaya has performed with and shown his artwork with the American Indian Dance Theatre, Smithsonian National Museum of the American Indian, Oklahoma City Philharmonic, Briscoe Western Art Museum, Oklahoma Governor's Ball, and more.

His artwork can be found at Atcitty's on the Plaza in Taos, NM, True West Gallery in Santa Fe, NM, Exhibit C in Oklahoma City, OK, and others. Tim makes his home with his wife, Alicia, and sons in Tulsa, OK. ♣

For more information about Timothy Nevaquaya's artwork, call (918) 699-9850 or email nevaquaya@yahoo.com.




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FROM THE PUBLISHER

This month, we head to the Global Gaming Expo (G2E) in Las Vegas – the largest gaming industry conference and tradeshow in North America. Held at the Venetian Expo, the event will take place October 10-13. With so much change in the world over the last two years, this edition of G2E will no doubt be filled with energy, innovation and opportunity for the industry going forward.

In this issue, we profile leading companies exhibiting at G2E that are working in the tribal gaming space. We highlight their most exciting products and services to be on display at the show, as well as some of their recent successes helping tribal properties.

Spas at tribal casino resorts feature unparalleled design and the latest in health and wellness technologies – leading the charge in pushing the spa experience to new levels. This month, we showcase California spas in the first of a series from across Indian Country.

Major devastation in the wake of Hurricane Ian is coming to light, and tragically, many lives have been lost. While some communities have been almost completely destroyed, others have experienced various degrees of damage and displacement to contend with, leaving many Floridians in a state of catastrophe. It will take enormous efforts from inside and outside of Florida to assist in helping these devastated communities. For those wishing to contribute financially, the Florida Disaster Fund, American Red Cross, United Way and the Salvation Army are all accepting donations on behalf of storm efforts, to name a few. It will take the collective actions of many to provide the financial, material and physical assistance needed to help these communities at this extraordinary time.

If you are able to attend G2E this year, be sure to stop by booth #3817 to pick up the latest edition of *Indian Gaming* magazine, see our daily news site on display, and say hello!

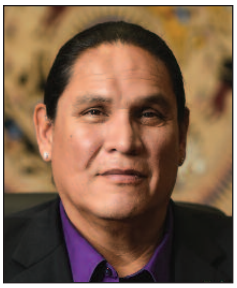


Steve Burke, Publisher

NIGA Associate Member • G2E Show Publication

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Tribal Gaming Rebounds by Putting Communities First

by Ernest L. Stevens, Jr.

As many from the Indian gaming industry prepare to descend on Las Vegas to participate in the Global Gaming Expo, we plan to celebrate the recovery of tribal gaming while also keeping a sharp focus on the significant challenges ahead.

The recent rebound of the Indian gaming industry came as no surprise to those who live and work in Indian Country. The COVID-19 pandemic had a disproportionate impact on Native communities from both the health care and economic perspectives. To address the health threat, tribal leaders put their communities first, closing Indian gaming operations nationwide for a good portion of 2020. Indian gaming revenues suffered a resulting 20 percent decrease that year.

With the vision of putting the health and safety of people first, combined with world-class regulation as tribal gaming operations slowly reopened, tribal hotels and casinos maintained our leadership in COVID safety. We implemented state industry standards, instituting strict testing, masking, and social distancing standards.

This tireless and meticulous work built trust and confidence in our operations, and led to an incredible post-pandemic resurgence for Indian gaming nationwide. Indian gaming revenues topped $39 billion in 2021: an increase of 40 percent over 2020 and more than 13 percent over the record revenues generated in 2019. The tribal gaming industry's comeback is a resounding affirmation of Indian Country's resilience and the safety-first approach taken by tribal leadership nationwide.

The state of the Indian gaming industry is strong and growing stronger. But we cannot rest. We know more must be done to protect and strengthen tribal sovereignty. In the 117th Congress, we have done just that.

Congress delivered historic levels of investments to Native Nations through the American Rescue Plan and the Bipartisan Infrastructure Act. These laws provide state, local and territorial governments with resources to help fight the pandemic and rebuild communities. Both laws delivered similar resources directly to tribal governments, acknowledging and respecting the status of Indian tribes as separate distinct governments.

Another long-awaited policy victory for Indian Country came earlier this year with the reauthorization of the Violence Against Women Act. VAWA 2022 reaffirms tribal sovereignty and will go far in addressing the tragic crisis of missing and murdered Native people while also improving public safety and justice in our communities.

While we celebrate our resurgence and these policy gains, all of Indian Country remains focused on a series of court battles that threaten foundational principles of federal Indian law.

We saw this in the *Castro-Huerta* case. On June 29, 2022, the United States Supreme Court, in *Oklahoma v. Castro-Huerta,* ignored two centuries of precedent by granting state courts jurisdiction over crimes committed by non-Indians in Indian Country. For two hundred years, courts followed the principle that states have no power on Indian lands unless Congress authorizes it. The Supreme Court turned this foundational principle on its head.

We are working with our champions in Congress to address this dangerous decision, but we are also keeping an eye on two upcoming cases that attack the very core of tribal sovereignty.

On November 9, 2022, one day after the midterm elections, the Supreme Court will hear arguments in *Brackeen v. Haaland*. In this case, states and adoption agencies falsely claim that the Indian Child Welfare Act is based on race and ancestry. ICWA has worked for a half-century to keep Indian children with Indian families. Congress enacted this crucial law in response to the high number of Indian children being removed from their families by public and private agencies and placed in non-Indian families. The purpose of ICWA is to "protect the best interests of Indian children and to promote the stability and security of Indian tribes and families." In doing so, ICWA respects tribal government laws and tribal court systems.

A similar case, *Maverick Gaming, LLC v. United States,* involves a commercial cardroom in the State of Washington, again falsely claiming that the Indian Gaming Regulatory Act is based on "race and ancestry." The same law firm seeking to overturn ICWA is representing Maverick Gaming in this case. The case is a direct attack on the Indian gaming industry. We applaud the Shoalwater Bay Indian Community who has now applied to intervene in this case.

While not grounded in law or fact, we take this challenge head-on because of what's at stake. More than 240 tribal governments have used Indian gaming to revive our communities for fifty years. Indian gaming generates more than 300,000 direct jobs on Indian lands annually. Our operations serve as economic anchors for community development and entrepreneurship. Revenues generated from Indian gaming have worked to rebuild basic infrastructure and enhance the delivery of health care, education, and public safety services to Indian Country. Moreover, the tremendous revenue offshoot of our Indian gaming industry has contributed significantly to

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the overall economic and employment growth in the U.S.

Like the Indian Child Welfare Act, the Indian Gaming Regulatory Act is based not on the race or ancestry of any individual. Instead, it is grounded in the U.S. Constitution's acknowledgement of Indian tribes as separate distinct governments. These legal attacks serve to highlight the importance of the upcoming midterm elections. Our vote is our voice and our power.

The Indian Gaming Association's "My Vote Will Count" campaign is partnering with Member Tribes and sister organizations to educate, empower, and encourage all of Indian Country to register and commit to making a plan to vote. The My Vote Will Count campaign has stops planned throughout Indian Country.

We know that Native youth are the key to unlocking the full potential of our vote. We are recruiting young men and women warriors to serve as ambassadors to organize their communities and educate everyone about the importance of their vote.

Exercising our voting rights empowers our people and advances our future. Importantly, it also serves to honor the sacrifices of our ancestors who fought to protect tribal sovereignty and our way of life.

The consequences for Indian Country in this election are existential. Your vote will ensure that we send people to Congress who will work with Indian Country to protect tribal sovereignty and put judges on the federal bench who understand federal Indian law.

As we gather to celebrate our industry at the Global Gaming Expo, we will do so with a fierce focus on our communities and the continued right of tribal governments to protect Native families, our ability to promote tribal government economic development, and our very way of life. ♣

Ernest L. Stevens, Jr. is Chairman of the Indian Gaming Association. He can be reached by calling (202) 546-7711 or visit www.indiangaming.org.



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Recent Cases in the United States Supreme Court and Their Impact on Indian Gaming

by Jonodev Chaudhuri

The United States Supreme Court's 2021-22 term brought significant victories, and losses, for Indian Country. In *Ysleta del sur Pueblo v. Texas,* the Court, in an opinion authored by Justice Gorsuch (joined by Justices Breyer, Sotomayor, Kagan, and Barrett), adopted a reading of the Ysleta del Sur Pueblo and Alabama and Coushatta Indian Tribes of Texas Restoration Act that limits the statute's prohibition against gaming to only those activities prohibited, rather than regulated, by the State of Texas. This decision effectively affirmed the role of Congress in legislating over Indian affairs and has significant implications for tribal sovereignty and tribal economic development.

But it is hard to square *Ysleta del sur* with another decision issued by the Court this past term: *Oklahoma v. Castro-Huerta*. In *Castro-Huerta,* the very same Court disregarded its own longstanding doctrine upholding the exclusive authority of Congress over Indian affairs and concluded that the General Crimes Act affords states with criminal jurisdiction over crimes committed against Indian victims on "Indian Country" lands, despite the fact that Congress itself did not grant states this jurisdiction. In reaching this conclusion, Justice Kavanaugh, in his majority opinion, declared the Court's 1832 decision in *Worcester v. Georgia* to be overturned, claiming *Worcester* had actually been overturned in a 1962 decision, *Village of Kake v. Egan*. *Village of Kake,* however, dealt with off-reservation fishing rights in Alaska – not crimes committed on a reservation against a tribal citizen in their own home. According to Justice Kavanaugh, *Worcester* was simply a misunderstanding. However, Indian law experts across Indian Country agree that the majority opinion in *Castro-Huerta* flips Indian law on its head and creates significant problems for public safety in Indian Country.

But the Court's decision in *Castro-Huerta* also carries consequences for tribal economic development, as the decision on the whole conflates civil law analysis with criminal. In adjudicating the plain meaning of the General Crimes Act, Justice Kavanaugh employed the *Bracker* balancing test. Under *Bracker* preemption may occur if state exercise of jurisdiction unlawfully infringes on tribal self-government. It is a test in the civil context that balances the interests of tribes, states, and the federal government. Until *Castro-Huerta,* it had not been applied in the criminal context.

The problem in applying the civil *Bracker* test to the facts of this criminal case is that the Court found an absence of preemption in *Castro-Huerta,* concluding that the exercise of state criminal jurisdiction over a non-Indian stepfather abusing a tribal citizen child did not infringe on tribal government. It is difficult to imagine what could infringe on tribal self-government more than interfering with a sovereign's right to prosecute criminals who abuse child citizens in their own homes.

What does this have to do with gaming and tribal economic development? Everything. The Court's earlier decision in *Ysleta del sur* signals the Court's continued understanding that, as the Court previously held in *Cabazon,* tribes have the inherent right to engage in gaming and economic development on tribal lands, and states have no jurisdiction to regulate Indian gaming on tribal lands unless or until Congress acts to give them such jurisdiction. Although *Castro-Huerta* does not directly call into question this analysis or reasoning, the decision creates uncertainty about when and where the *Castro-Huerta* Court's preemption analysis will be applied, and how.

Ultimately, the *Castro-Huerta* Court's departure from preserving the exclusive authority of Congress to legislate over Indian affairs raises concerns for the role Congress has typically played in preserving tribal economic development against intrusions from states and state regulation. Technically, the Court's discussion of state authority over tribal lands, beyond the interpretation of the General Crimes Act, constitutes dicta. But the discussion in *Castro-Huerta* should not be ignored.

As advocates for tribal sovereignty and tribal economic development, our goal should be to ensure that the holding in *Ysleta del sur* is upheld and enforced, and that the dicta in *Castro-Huerta* becomes irrelevant. To that end, Congress's exclusive authority over Indian affairs will need to be restored, most likely through legislative action. Indian Country continues to face threats in the Supreme Court in the upcoming term, specifically in the *Brackeen v. Haaland* case where plaintiffs are asking the Supreme Court to conclude that the Indian Child Welfare Act violates the Tenth Amendment and states' rights. *Brackeen* will be argued on November 9th. In the meantime, it is critical that we come together and remain unified in our request that Congress take action to address the public safety crisis created by *Castro-Huerta,* and further, cement its own role as the only branch of the U.S. government that has the requisite authority to decide how and when states are able to exercise jurisdiction over our citizens and tribal lands. ♣

Jonodev Chaudhuri is Principal at Chaudhuri Law and Ambassador of the Muscogee (Creek) Nation. Chaudhuri served as Chairman of the National Indian Gaming Commission from 2013-2019. He can be reached by calling (480) 216-9483 or email jchaudhuri@chaudhurilaw.com.

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G2E 2022: Spotlight on Products & Services

At this year's Global Gaming Expo (G2E), companies working in the tribal gaming space will be showcasing their most exciting products and services at the show. We feature some of the leading companies below and spotlight their recent successes in Indian Country.

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RECENT PROJECTS: Cuningham's recent successes include the new Hell's Kitchen restaurant at the Rincon Tribe's Harrah's Southern California Resort in Funner, CA. Working with both the tribe and multi-Michelin-starred chef and television personality Gordon Ramsay's team on the new concept restaurant, which is the largest location of Hell's Kitchen to date, allowed Cuningham to create something truly special. Fully booked before its first official day of business, Hell's Kitchen's guests find a full-service restaurant with an elegant bar, exhibition kitchen, plush lounge, selfie-worthy wine tunnel, Gordon Ramsay hologram, and an entry flame feature.

Cuningham's success comes from their team's flexibility and creativity as they focus on designing for the future by incorporating measures that allow guests to have fun and memorable



Caesars Sportsbook at Spokane Tribe Casino

experiences. Other tribal resort projects include Cuningham's work with the Spokane Tribe on an expansion master plan that doubles the size of the gaming floor. Part of this work included adding a best-in-class Caesars Sportsbook to the casino earlier this year. The sportsbook includes dynamic visual displays coupled with Cuningham's custom-designed 86′ scrolling scorekeeper to help fans catch every minute of their game. The curved shape is inspired by the tribe's history as a river people and mimics the flow of water. Cuningham has also been working on the renovation and 24,000 sq. ft. expansion at Tachi Palace Casino Resort in Lemoore, CA, with modernized features, including the conversion of a buffet into an expanded food market and a high-limit room that recently opened.

Gasser Chair

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G2E SHOWCASE: Gasser Chair will be exhibiting new seating products for all areas of a casino property, including new designs for their Park Avenue tables games stools, luxuriously comfortable Chaney series, and a completely new gaming series, the Rayen.

The new Park Avenue back design gives a fresh aesthetic to the already trusted and proven series and utilizes Gasser's in-house molded foam



"Gasser has been a part of G2E since it started back in 2001 and has been in the gaming industry since the beginning. We have made some great friends and lasting partnerships along the way and look forward to continuing to help our partners create memorable experiences for their customers."

Mark Gasser, President – Gasser Chair

packages to ensure the very best seating experience.

The Chaney series is expanding with two new back designs – an opened back design and a heavily requested wrap-around back design. The Rayen was developed to provide casino personnel with a gaming series that offers an aesthetic that is unmatched in the gaming market. G2E attendees will be able to see the Rayen's groundbreaking features for the first time at this year's show.

In addition, Gasser will be showcasing multiple new designs for slot stools, table games stools, high limit seating, sportsbook chairs, as well as event center seating and dining chairs, expanding on their position as the ultimate one-stop casino seating company.

RECENT PROJECTS: Gasser collaborated with Wilton Rancheria and was selected as the solo seating supplier for their new Sky River Casino. Gasser supplied their entire gaming floor with Player's Choice and Alto slot stools, Park Avenue table games stools, and high limit Conley stools and chairs – more than 2,200 chairs total.

Working with Wilton Rancheria, their designers, and property managers, Gasser was tasked with satisfying the end users as well as their operations team on site. An on-time delivery was critical to ensure their august grand opening. Gasser delivered on time to help Wilton create a memorable and comfortable customer experience.

Additional noteworthy installations include multiple Hard Rock properties, Kickapoo Lucky Eagle Casino Hotel in Texas, and Chickasaw Nation properties.



Gaming Laboratories International (GLI)

(702) 914-2220
gaminglabs.com
G2E Booth #4430



"Our goal is to help suppliers, operators, regulators, and third-party vendors navigate their way forward successfully, with the highest levels of technical and regulatory integrity."

Kelly Myers, Manager, Client Solutions
GLI

G2E SHOWCASE: GLI offers suppliers, operators, and regulators an unsurpassed range of services and tools designed to help the industry continue to grow. For example, as more jurisdictions legalize sports betting and iGaming, and as technology becomes increasingly complex, companies are seeking ways to be more competitive and cost-efficient, and GLI's wide array of ongoing regulatory advisory services helps companies of all sizes.

At the show, GLI will also offer insights into iGaming and iLottery; sports betting and event wagering; pre-certification testing; rule-writing and technical standards development; responsible gaming auditing; historical horse racing (HHR); gaming training and educational services; and cybersecurity audits and professional services.

RECENT PROJECTS: GLI has been active in training tribal commissions on advances in sports betting as well as helping tribes meet the highest levels of compliance. The company conducted sports wagering training with Pokagon, Oneida, Colville, Nisqually, Tulalip, and Catawba Nation, and conducted Slots 101 training for Wilton Rancheria and Enterprise Rancheria. To help with compliance, GLI assisted the Catawba Nation with software installation and verification on all games for the opening of their new casino and assisted with the verification of their sports betting system; installed the company's IRIS verification software at Pokagon properties, and provided a field services team to Wilton Rancheria's Sky Rivers Casino to help expedite the certification of 2,000 slot machines.

HBG Design

(901) 525-2557
hbg.design
G2E Booth #3236



"HBG Design looks forward to attending G2E 2022 and showcasing the best in gaming/entertainment and hospitality design."

Dike Bacon, Principal
HBG Design

G2E SHOWCASE: HBG will be featuring the designs of several newly completed projects and upcoming project openings, including the 105,000 sq. ft. Eagle Mountain Casino in Porterville, CA, for the Tule River Tribe, opening early 2023. The design will recall the majesty of the giant sequoia and the golden eagle, each important representations of tribal culture.

HBG Design eagerly presents the Rain Rock Casino Resort expansion design in Yreka, CA, which recently broke ground to add more gaming space, 72 guestrooms and eight cottage suites, a luxurious garden pool, and an events/convention center at its casino property.

The firm's showcase will include the highly anticipated 252-room hotel tower and the six-story Aquadome at Gun Lake Casino in Wayland, MI, for the Match-E-Be-Nash-She-Wish Band of Pottawatomi Indians (Gun Lake Tribe). Inspired by the sun's path across the sky, HBG's design of the Aquadome creates a glass-roofed, climate-controlled indoor landscaped pool and event center atrium environment – a concept and implementation that will stand out in the region for its uniqueness of form and experience.

HBG Design's team of 100 architects, interior designers, and support professionals in Memphis, TN, San Diego, CA, and Dallas, TX, have helped build the firm's focused specialty as a



Gun Lake Casino's Aquadome

hbg
DESIGN

Gun Lake Casino Aquadome and Hotel
Wayland, Michigan

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premier provider of professional services in the Indian gaming industry. The firm is consistently recognized as a Top 5 Casino Design firm and a Top 10 Hotel Design firm by *BD&C* and *Hotel Business*.

RECENT PROJECTS: The first ever Rock & Brews Casino and Restaurant recently opened for business in Braman, OK, in North Central Oklahoma. Owned by the Kaw Nation, the project introduces a distinctive 'agrarian-industrial' architectural and interior design by HBG Design fitting the rural locale, and an expertly curated interactive rock-inspired entertainment experience that only Rock & Brews – and its co-founders Paul Stanley and Gene Simmons of iconic rock band, KISS – could provide.

HBG Design celebrates the recent opening of the casino expansion at Four Winds Casino Resort in South Bend, IN, for the Pokagon Band of Potawatomi Indians. The casino expansion blends harmoniously with HBG's design of the phase one casino and precedes the 2023 opening of the 23-story, 317-key, 83 suite hotel tower. The hotel expansion will offer a mix of vibrant spa and event amenities and spectacular views of the region from a new rooftop pool, bar, and lounge experience.

Quick Custom Intelligence

(858) 299-5715

quickcustomintelligence.com

G2E Booth #2046



"QCI has been humbled by the positive and collaborative experience of working with the tribal nations across North America. We thank the tribal nations for their business, and above all else, we are incredibly grateful for their trust in letting us help with such critical aspects of their enterprise."

Andrew Cardno, Co-Founder & CTO
Quick Custom Intelligence

G2E SHOWCASE: Quick Custom Intelligence (QCI) will showcase the QCI Platform that has now been delivered to 85 resorts and 4,000 route locations worldwide. The QCI Platform has seen a major upgrade to version 5.1 in which the core feature enhancements have been driven by the dynamic and diverse QCI community.

Furthermore, version 5.1 delivers an enhanced infrastructure stack that allows for large-scale deployments and integration of many different data sources. QCI's ability to bring in the varying types of complex casino data from the many different systems used in a casino creates a cross-resort player record inside QCI's data platform, therefore, empowering the QCI community of users with the ability to execute queries on-demand against a highly-optimized single source of truth and make actionable data-driven decisions in real-time. To bring this vision to fruition, QCI is releasing the QCI Enterprise Platform.

The QCI Enterprise Platform, which QCI's Co-founder and CTO, Andrew Cardno, referred to as "an exercise in data fanaticism" has been built on the success of QCI Loyalty to bring a seamless, individually tailored customer journey from the time a guest arrives in the parking garage to the gaming tables and everywhere in between. The QCI Enterprise Platform enables customers to engage with the business in a meaningful way, while also enabling property operators to create deeply personalized brand experiences that uniquely satisfies the needs of each guest and makes them feel special.

RECENT PROJECTS: QCI has partnered with tribal properties and deployed 50 tribal resorts at a rate of approximately one tribal resort every 10 days over the last 18 months. Their tribal resort customer partners, comprising the majority of the QCI community, are seeing enhancements in customer engagement, employee retention, job satisfaction and fulfillment.

QCI is getting rid of the drudgery of data cleanup for tribal casinos and providing a clean, modern user experience that today's workforce expects, and most importantly, gets actionable data directly in the hands of tribal operators to not only make their jobs easier and more efficient, but also makes the day-to-day processes fun.

SuzoHapp

(888) 289-4277

suzohapp.com

G2E Booth #4233

G2E SHOWCASE: At this year's G2E, SuzoHapp will be launching three new additions to its sports betting ecosystem. SuzoHapp has designed this ecosystem with the idea in mind that sports are inherently social. People like to watch sports with other people, which is why they congregate in bars. SuzoHapp aims to encourage that social experience of a bar by creating a betting atmosphere reflective of the location that customers

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BOOTH #2046



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- Michael Michaud, General Manager

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- Mary Jewett, Director of Marketing

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- Vice President of Planning & Analytics

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NATIONAL INDIAN GAMING ASSOCIATION ASSOCIATE MEMBER 2022

Quick Custom Intelligence



"We offer a suite of high-quality, fully customizable terminals that creates a complete sports betting ecosystem that automates the betting experience from start to finish. For us, it's all about how we can help our customers maximize on in-play betting in retail settings and encourage the social betting experience. We designed our new devices to help capture that, and that's what we are most focused on at this show."

Todd Sims, Vice President of Sales for Americas
SuzoHapp



want to be in. In the European sports betting market, almost 70% of sports betting revenue is from in-play betting. In the U.S., in-play betting is the industry's greatest opportunity. SuzoHapp has solutions to allow customers to place those in-play bets in retail settings without removing themselves from the social event by betting on their phone and instead engaging in the atmosphere. Last year, SuzoHapp launched the SBT-500, a cashless tabletop sports betting terminal designed to fit in video poker bar slots allowing customers to place bets while actively watching a game. This year, the company is releasing an updated model that includes cash acceptance with a bill validator and cash box matching the dimensions of existing video poker machines for an easy swap, allowing customers to continue that in-play betting anonymously with cash.

Additionally, SuzoHapp is launching the SBT-750, a fully immersive and inclusive betting experience that is ADA accessible, designed to create a sports book stadium-like feeling for everyone. Lastly, SuzoHapp is launching a handheld betting device for operators, designed by retail and restaurant industry veteran Elo Touch Solutions, that allows customers to remain anonymous, but is primed to be wherever the customer is. This handheld device with a mobile printer allows bets to be placed in cash with an employee and prints a bet slip on site – perfect for stadiums or bars. All units are built with the same foundational hardware allowing updates and training to be made across the ecosystem and are supported by SuzoHapp's traditional kiosk – the SBT-1000; the cashier point-of-sale – the SBT-OTC; and the payout cash redemption terminal – the CountR Silver CashIO.

Vaask

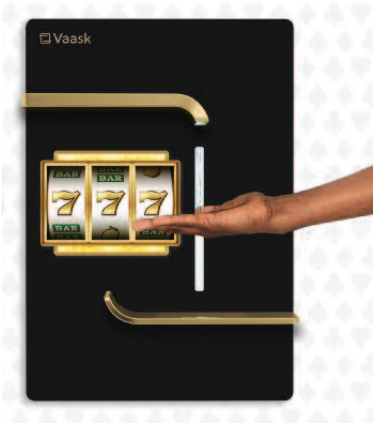
(512) 956-7687
vaask.com
G2E Booth #2320



"Vaask is one of those products best experienced in person, which is why we are thrilled to be at G2E this year. If you want to show your guests you care about their health and safety, you couldn't pick a better solution."

Jon Olsen, CEO
Vaask

G2E SHOWCASE: Vaask's touchless hand sanitizing fixture provides a superior performance engineered to be virtually mess-free and low maintenance. The laser sensor accurately dispenses sanitizer from the large-capacity cartridge, refillable with any alcohol-based gel of your choice. Built to last, the U.S.-manufactured fixture comes with a 5-year warranty. Vaask can be customized to complement the design of any space and comes in three mounting options.



RECENT PROJECTS: Tribes have been the first to allow Vaask to walk through their buildings and map out placement of Vaask units. Vaask is close to closing some of its largest sales to date and has been grateful for the opportunity to give these properties the full Vaask experience. The U.S. Centers for Disease Control and Prevention recommends hand sanitizer over hand washing in common situations, and Vaask presents a permanent, effective and economical solution to help prevent the spread of germs.

Veridocs

(702) 988-0331
veridocs.com
G2E Booth #1516

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G2E SHOWCASE: This year, Veridocs will introduce the Evolution platform, which enhances its current casino offerings including TrueAuthentication and TrueListCheck technologies for faster results and a more streamlined user experience.

The Evolution platform features streamlined, scalable, browser-based user interfaces in easy-to-use formats for accurate, faster use at the front-end scanning stations, as well as for reviewing transactions behind the scenes in the back-of-house. The UI platform extends to the security console and unlimited enterprise-wide monitoring through surveillance alerts, customized reporting, and clear audit trails. Evolution also easily integrates with third-party systems such as player loyalty programs.

As part of the new platform, Veridocs has developed a new identity management module, TrueListReview. TrueListReview lets organizations monitor all customer lists for continued compliance on a schedule or on demand. This reduces the risk that occurs when a patron clears an initial list check, but lands on a watch list afterwards. TrueListReview can also be used as a standalone product to monitor internal customer lists, regulatory and government watch lists, and other third-party lists.



"Tradeshows are our favorite time to connect with gaming industry professionals about how authentication, list checking and integration can better protect their properties and patrons and help assure compliance."

Joe Oprosko, President & CEO
Veridocs

RECENT PROJECTS: Veridocs has recently completed installations of its casino solutions – including TrueAuthentication and TrueListCheck – in tribal properties in Las Vegas, CA, WA, NE, PA and NY. With these installations, these properties can be certain of who is walking through their doors. They can also be certain that they have the unmatched support of Veridocs' customer service team if issues arise. ♣





Bowling Centers at Indian Casinos – 2022

by Matthew J. Klas

Bowling centers have become an increasingly popular amenity at Indian casinos. In 2007, there were 12 bowling centers at tribally-owned casinos throughout the U.S. By 2015, that number had nearly doubled to 22 bowling centers. As of now, there are 29 bowling centers at Indian casinos in the U.S., a 31.8 percent increase over 2015 and a 141.7 percent increase over 2007.

What accounts for this growth and continued popularity? Bowling centers, like other popular casino amenities, can attract visitors from greater distances and encourage guests to stay longer. A bowling center can also be an important addition to the community, accommodating local bowling demand and league play, often presenting the best or even the

Table 1: Indian Casinos with Bowling Centers

Casino, Bowling Center	State	# of Lanes	Gaming Positions	Hotel Rooms	Pos. / Lane	Rooms / Lane	Pos. / Room	Other
Santa Ana Star, Starlight Bowling Center	NM	36	1,705	204	47.4	5.7	8.4	Arcade
Tachi Palace Hotel & Casino, Coyote Entertainment Center	CA	30	2,370	255	79.0	8.5	9.3	Arcade, Billiards Room, Cinema
Morongo Casino Resort Spa, Canyon Lanes at Morongo	CA	24	4,644	310	193.5	12.9	15.0	Arcade, Gaming Machines, Pro Shop
Fantasy Springs Casino, Fantasy Lanes	CA	24	2,280	250	95.0	10.4	9.1	Arcade, Sports Lounge
Black Oak Casino, Black Oak Lanes	CA	24	1,517	148	63.2	6.2	10.3	Arcade
Isleta Casino Resort, Isleta Fun Connection	NM	24	2,009	201	83.7	8.4	10.0	Arcade, Billiards, Laser Tag
Santa Claran Hotel Casino, Big Rock Bowling Center	NM	24	694	122	28.9	5.1	5.7	Food and Drink
Treasure Island Resort & Casino, Island Xtreme Bowling	MN	24	2,507	788	104.5	32.8	3.2	Arcade
Cocopah Casino Resort & Conf. Ctr., Wild River Family Entertainment Center	AZ	24	531	101	22.1	4.2	5.3	Arcade, Laser Tag
Harrah's Ak-Chin Hotel & Casino, Ak-Chin Circle Entertainment Center	AZ	24	1,285	529	53.5	22.0	2.4	Arcade, Cinema, Laser Tag
Ada Gaming West, Laser Zone Family Fun Center	OK	24	369	-	15.4	NA	NA	Arcade, Laser Tag, Mini-Golf
Sky Ute Casino Resort, Rolling Thunder Lanes	CO	24	656	140	27.3	5.8	4.7	Arcade, Mini-Golf, Playground
Firelake Casino, Firelake Bowling Center	OK	24	750	-	31.3	NA	NA	Arcade, Bar & Grill, Pro Shop
Harrah's Cherokee Casino Resort, UltraStar Multi-Tainment Center	NC	24	3,975	1,833	165.6	76.4	2.2	Arcade, Private Gaming Stations
Wildhorse Resort & Casino, Quaking Aspen Lanes at Family FunPlex	OR	24	1,326	300	55.3	12.5	4.4	Arcade, Cinema, Food Court
Gold Country Casino, Tyme to Bowl Lanes	CA	24	1,055	87	44.0	3.6	12.1	Arcade
Cliff Castle Casino, Shake Rattle and Bowl	AZ	20	741	202	37.1	10.1	3.7	Arcade, KidsQuest
Foxwoods Casino Resort, High Rollers	CT	20	5,275	2,369	263.8	118.5	2.2	Arcade, Bar & Grill, GoKarts, Ice Rink, VR, Zip Line
Choctaw Resort Casino, The District	OK	20	8,152	1,750	407.6	87.5	4.7	Arcade, Cinema
Wind Creek Casino & Hotel, Strikes Bowling Alley	AL	16	1,700	236	106.3	14.8	7.2	Arcade, Billiards, Cinema
Cities of Gold Casino, Strike Gold Bowling Center	NM	16	506	124	31.6	7.8	4.1	Arcade, Snack Bar
Harrah's Cherokee Valley River Casino & Hotel, UltraStar Multi-Tainment Center	NC	16	1,683	300	105.2	18.8	5.6	Arcade
Angel of the Winds Casino Resort, Strikerz Bowling	WA	16	1,615	125	100.9	7.8	12.9	Bar and Lounge
Viejas Casino, Viejas Bowl at Viejas Outlets	CA	12	2,724	396	227.0	33.0	6.9	Arcade, Grill, Skating Rink, Video Games
Tonkawa Hotel & Casino, The Hub	OK	12	657	66	54.8	5.5	10.0	Arcade, Gamer Lounge, Move Theater, Sports Bar
Bear River Casino Resort, Bear River Family Entertainment Center	CA	10	516	104	51.6	10.4	5.0	Arcade, Laser Tag
Yellow Brick Road Casino, The Lanes	NY	6	592	-	98.7	NA	NA	Billiards, Golf Simulator, Shuffleboard
River Bend Casino & Hotel, Club 60 West	OK	4	830	92	207.5	23.0	9.0	Billiards, Shuffleboard
Mystic Lake Casino Hotel, Dakota Fitness	MN	3	4,344	766	1,448.0	255.3	5.7	Arcade, Mini-Bowling
Total (29 Bowling Centers)		**573**						
Average (Mean)		**19.8**	**1,965.8**	**406.8**	**146.5**	**31.0**	**6.9**	
Median		**24.0**	**1,517.0**	**202.0**	**79.0**	**10.4**	**5.7**	

Source: KlasRobinson Q.E.D.

"Bowling centers, like other popular casino amenities, can attract visitors from greater distances and encourage guests to stay longer."

only option for bowlers in the area. In addition, bowling is an accessible pastime, more easily enjoyed by casual players than sports with a higher learning curve, such as golf. Bowling centers combine well with other amenities such as arcades and movie theaters. Finally, bowling centers can represent a more affordable investment with a smaller footprint for a casino property than other entertainment options such as concert venues or golf courses. They may even require fewer employees than other entertainment options because much of the bowling mechanism is automated (e.g., ball return, pin replacement, and score keeping).

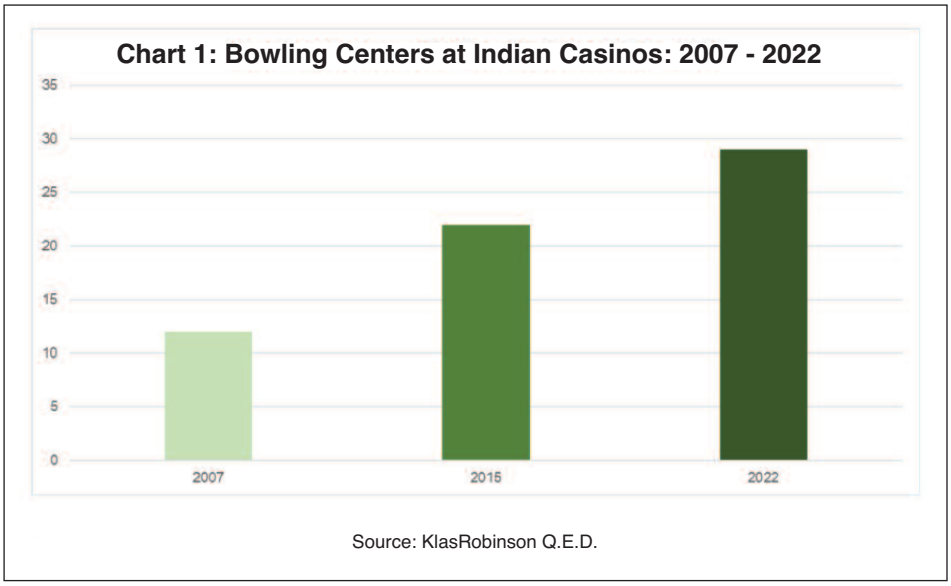
Table 1 presents a summary of bowling centers affiliated with Indian casinos in the U.S. Of the 29 bowling centers affiliated with casinos in Indian Country, seven are located in California, five in Oklahoma, four in New Mexico, three in Arizona, two each of Minnesota and North Carolina, and one in each of Alabama, Colorado, Connecticut, New York, Oregon and Washington. While bowling alleys at Indian casinos range in size from three to 36 lanes, the average number of lanes is 19.8 with a median of 24 lanes per center.

The number of gaming positions for bowling centers affiliated with Indian casinos ranges from a low of 369 to a high of 8,152 with an average of 1,965.8 gaming positions and a median of 1,517 gaming positions. Bowling centers affiliated with Indian casinos have an average of 146.5 gaming positions per lane with a median of 79 positions per lane.

The vast majority of Indian casinos with affiliated bowling facilities have hotels. Depending on the number of lanes and hotel rooms, bowling centers with on-site lodging at Indian casinos can also host regional bowling tournaments. Of the existing Indian casinos with hotels, the number of rooms per lane ranges from fewer than four to over 250, with an average of 31 rooms per lane and a median of 10.4 rooms per lane.



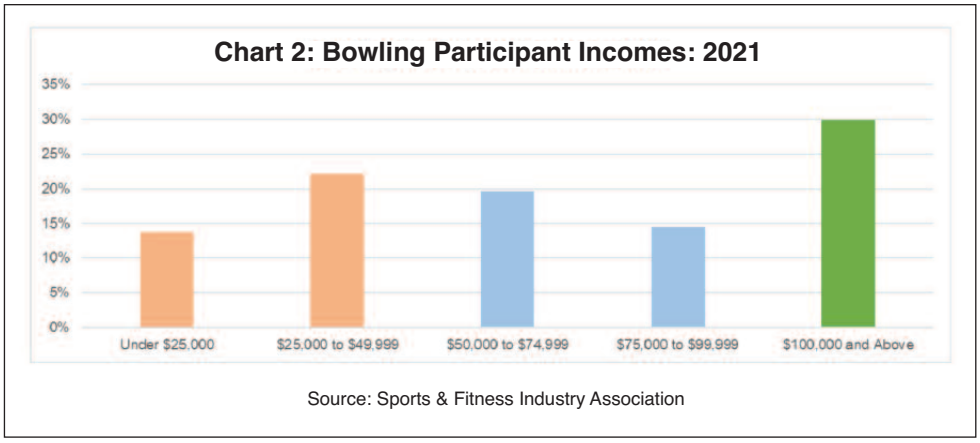
Most bowling alleys at Indian casinos are accompanied by other amenities that support the overall entertainment offering. Arcades are especially common and are present at 86 percent of facilities with bowling centers. Cinemas are another amenity that compliment bowling alleys – 21 percent of properties with bowling centers also feature a cinema. Facilities may also include laser tag, video game lounges and billiards rooms. Such amenities help target adults looking for a social evening and families who are looking for multiple entertainment options at one location. These groups are drawn to the social or family-friendly elements of the experience and may be willing to spend more money than the league player demographic.



According to the Sports & Fitness Industry Association (SFIA), there were an estimated 41.7 million bowling participants in the U.S. in 2021, an 8.2 percent drop from 2019, before the pandemic. However, 2021 still saw an increase of 3.8 percent in bowling participation over 2020. From 2016 through 2019, bowling participation remained consistent between 45.4 million and 45.9 million participants with little year-to-year variation. An estimated 13.7 percent of the total U.S. population age six or older bowls at least once per year. Between 2016 and 2019, this number ranged from 15 to 15.5 percent before dropping during the pandemic.

The number of bowling centers in the U.S. has declined by 12 percent since 2015 according to IBISWorld, a market research company. These closures were partially a result of the pandemic, but they were also the continuation of a steady trend of establishments closing since well before Covid-19. The number of bowling centers in 2019 was already 8.7 percent lower than in 2015, showing that the decline was in effect before the pandemic hastened further shuttering.

One reason for the closure of bowling alleys nationwide is the industry's shift away from league bowlers toward casual consumers who are more interested in the social experience and associated amenities. As the industry has adjusted to changing habits and shifted its focus toward casual bowlers, the smaller, no-frills facilities that typically cater toward league players have been put under pressure and many have closed. According to the SFIA, an estimated 19.8 percent of bowling participants bowled 13 or more times per year in 2021. In 2016, these frequent bowlers represented 21.9 percent of total bowlers in the country. In a 2017 report, the Bowling Proprietors' Association of America, a trade organization for bowling centers, estimated that league play accounted for 33 percent of traditional bowling revenue, with the remainder coming from shoe rental and open play. The more successful bowling centers have been able to target casual bowlers by offering larger facilities with attractive amenities beyond simple bowling.



Casual bowlers can be split into two segments. One group is made up of adults who are looking for high quality food and drink options, as well as a fun, social atmosphere to accompany their evening of bowling. The second segment is made up of families who are looking for a range of entertainment options that cater to different ages at a single location. Either way, added amenities on top of

traditional bowling facilities are essential to capture casual play.

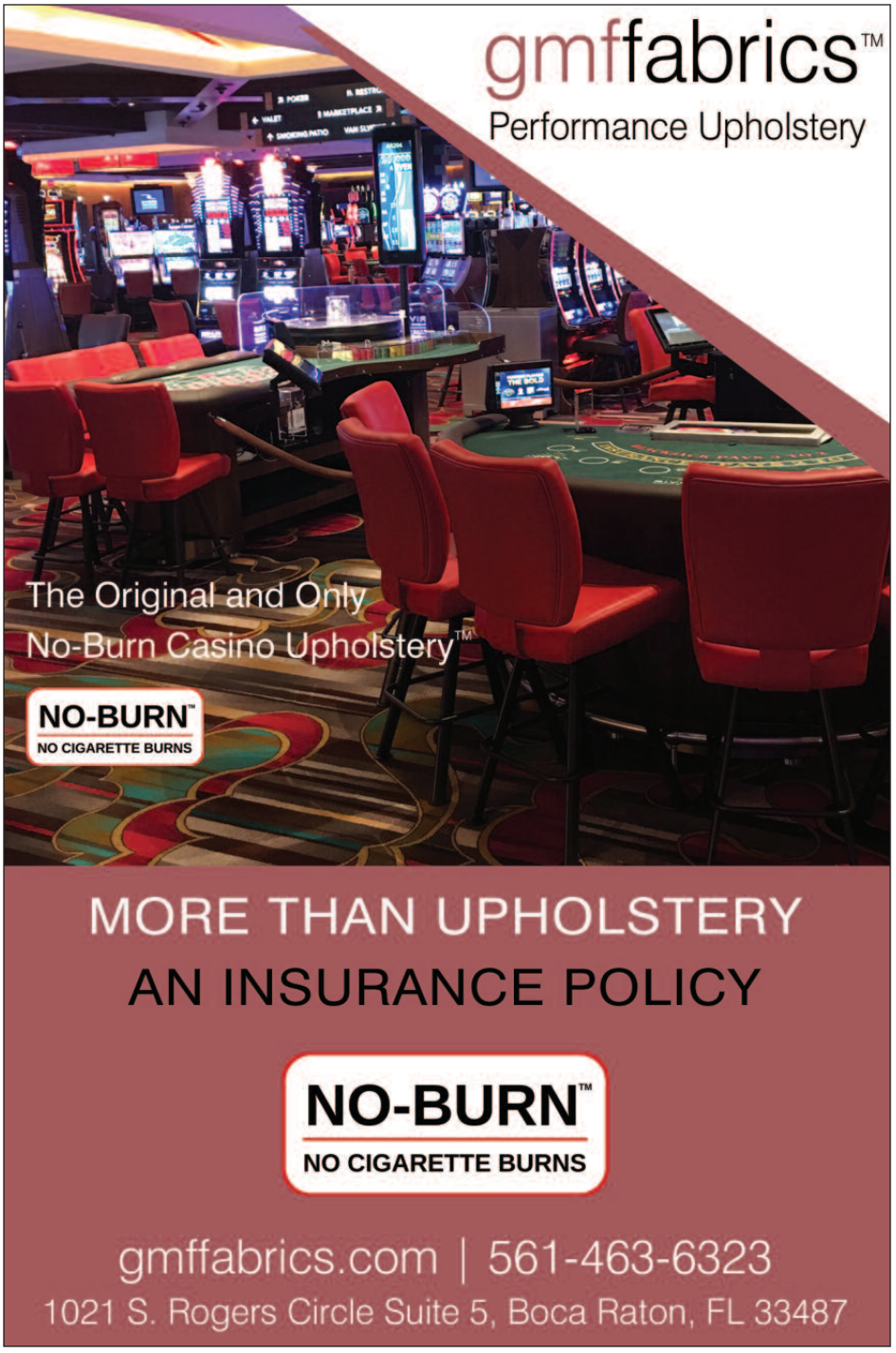
According to the SFIA, in 2021, an estimated 53 percent of bowling participants in the U.S. were male. An estimated 48.8 percent were between the ages of 25 and 54 years old, compared to 38.6 percent for the nation as a whole. Children ages 6 to 12 made up 13.8 percent of bowling participants in 2021.

The SFIA estimates that 29.9 percent of bowlers in the U.S. in 2021 had an annual income of $100,000 or more. This affluent segment may spend more money on food and drink, as well as other entertainment amenities associated with a bowling center. Accordingly, the bowling participant segment with an income of $100,000 or more is a coveted demographic in the changing bowling industry as focus shifts to casual players.

Casinos, especially those that are located around affluent areas, are well-positioned to capture the higher-spending demographic. The aim of many properties will be to create the right mix of amenities, atmosphere, and food and beverage offerings to attract either adults seeking a social, high-quality outing or families seeking multiple convenient entertainment options at a single location.

The best amenity mix and atmosphere will vary from property to property. Different casinos are positioned to serve different demographics. For some, the goal of a bowling center will be to welcome families to the property, especially from the local community. For other casinos, the purpose of the bowling center will be to attract an adult demographic, sometimes from further distances, and encourage them to spend more money and time at the property, emphasizing food, drink, and social engagement. In either case, casinos will be looking to maximize incremental gaming revenue. Owners and managers considering the addition or expansion of a bowling offering will need to take these considerations into account as they evaluate the viability of their plans. ♣

Matthew J. Klas is a Senior Associate at KlasRobinson Q.E.D., a national consulting firm specializing in the feasibility and economic impact of casinos, hotels, and other related ancillary developments in Indian Country. He can be reached by calling (800) 475-8140 or email mklas@klasrobinsonqed.com.





Non-Smoking Trends in Indian Gaming

by Andrew Klebanow

In mid-2020, as casinos across the U.S. began to resume operations after the onset of the pandemic, gaming operators implemented a variety of measures in order to provide safe environments for their employees and guests. Commercial operators primarily relied on state gaming regulators to establish safety standards while Indian tribes turned to local and state health departments for guidance as well as their own tribal regulatory authorities.

Many Indian tribes established health and safety protocols that exceeded county and state requirements. One such protocol was the suspension of indoor smoking. For any number of reasons, including the difficulty in enforcing mask mandates when customers smoked or the recognition that COVID-19 was spread through airborne particulates, many Indian casinos across the U.S. implemented smoking bans.



By the end of 2020, over 200 Indian casinos across the U.S. introduced smoking bans including Foxwoods Resort Casino and Mohegan Sun in Connecticut, as well as two of the largest casinos in California: the Pechanga Casino Resort and the Yaamava' Resort and Casino at San Manuel. Two years after the onset of the pandemic, 157 Indian casinos remain 100 percent smoke free.

Today, Indian casino policies regarding indoor cigarette smoking have evolved into four distinct categories:

1) Complete bans on indoor smoking with a commitment that those bans remain permanent.

2) Complete bans on indoor smoking with the possibility that smoking might be re-introduced sometime in the future.

3) Partial restrictions on indoor smoking with more gaming space allocated to non-smoking areas.

4) A return to smoking policies that were in place prior to the pandemic.

Permanent Bans Codified into Law by Tribal Leadership

On May 5, 2020, the Angel of the Winds Casino Resort in Arlington, WA became the first Indian casino to publicly announce that it would re-open as a non-smoking property, and that the new policy would be permanent. Leadership had looked at their local demographics and found that 87 percent of the surrounding counties' adults were non-smokers. Prior to the pandemic, Angel of the Winds provided a separate non-smoking gaming area that was partitioned from the main casino floor with the majority of gaming space designated as a smoking zone. The question that was asked by leadership was, why give thirteen percent of the population the vast majority of the casino's gaming space? They also saw an opportunity to attract a demographic that did not like smoking environments.

By the end of 2021, more tribes announced that their smoking bans would also be permanent. These included some of the largest gaming enterprises in the U.S. as well as many smaller casinos. Among them were the Ho-Chunk Nation, operator of five casinos in Wisconsin; the Forest County Potawatomi, operator of the Potawatomi Casino & Hotel in Milwaukee; the Navajo Nation, operator of four casinos in New Mexico and Arizona; the Eastern Band of



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"In addition to the 157 properties that no longer permit indoor smoking, a large number of casinos have dramatically reduced the amount of gaming space where smoking is permitted. Many have simply flipped their space allocation, converting former non-smoking areas into smoking zones."

Cherokee Indians, owner of two casino resorts in North Carolina; and Pechanga Casino Resort, one of the largest and most successful gaming enterprises in the U.S.

Provisional Bans on Indoor Smoking

The majority of Indian casinos that chose to prohibit smoking continue to do so today without having made any formal announcements that their policies would be permanent. In the greater Albuquerque gaming market, where five casinos compete for their share of the local and regional gaming market, all of the properties implemented property-wide smoking bans when they re-opened in 2020 and those bans remain in place today. Only one property announced that its ban would be permanent. The others may be waiting to see what their competitors may do in the future. To date, no one has made a move to re-introduce smoking in their casinos.



Partial Restrictions

In addition to the 157 properties that no longer permit indoor smoking, a large number of casinos have dramatically reduced the amount of gaming space where smoking is permitted. Many have simply flipped their space allocation, converting former non-smoking areas into smoking zones. Those zones often include areas that were walled off from the main gaming floor, essentially pushing smokers to the back of the casino. Not surprisingly, those newly designated smoking zones have performed at rates similar to what they did when they were non-smoking areas. This lends credence to the belief that location, mix of games, and isolation from the main gaming floor all play an important role in machine performance – and not smoking policy.

Return to Pre-Pandemic Policies

For many operators, the primary goal after re-opening in 2020 was to return to business as usual as quickly as possible, which included restoring pre-pandemic smoking policies. In their defense, they recognized that the revenues generated by their gaming enterprises were a critical source of funding for tribal services and did not want to put those revenues at risk by placing restrictions on indoor smoking. It is perhaps for this reason that the majority of Indian casinos have returned to pre-pandemic smoking policies.

Smoking policies in Indian casinos continue to evolve. Ultimately, each tribe must weigh what is best for its business, its customers and employees. What remains clear is that COVID changed customer attitudes and expectations across a wide variety of industries. Smoking in casinos is just another example of that phenomenon. ♣

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The Affordable Housing Crisis: *An Existential Threat for Gaming and Hospitality*

by Chris Province

There are more conversations taking place about employee compensation than ever before. Seemingly every casino property has increased pay over the last year. The question remains, though, are the recruitment and retention challenges for line level employees any closer to being solved as a result of these increases? Could there be deeper, systemic challenges creating chronic understaffing for gaming and hospitality operators? After deeper analysis, it appears the most pressing employment issue for many tribal operators is the lack of affordable housing for the people working in lower wage positions. Lower wage positions comprise a majority of front-line casino and resort staff and the people who fill these roles are the heart-and-soul of the operation. They are also the most likely to be struggling now as post-pandemic increases in housing and food costs create a persistent threat to their well-being.

How has the affordable housing challenge migrated? Historically, housing shortages have been a challenge to employment in coastal cities. Now, the challenge of affordable housing has spread across the country and exists today as a national problem – affecting urban, suburban, and rural areas in nearly every state. People are moving from high-cost urban areas and bringing the affordable housing crisis with them. Areas with lower housing costs are experiencing rapid population growth and resulting mortgage and rent increases in historically affordable markets can range from 25-55 percent.

What's driving the affordable housing crisis? The affordable housing crisis is driven by economic factors of supply and demand. During the pandemic, consumers found themselves with a glut of savings while interest rates made investment in housing attractive, driving up demand. At the same time, the U.S. experienced a nationwide labor shortage and supply chain challenges reduced the availability of building materials, driving down supply. These factors combine to create a perfect storm for elevated housing costs. Nationwide home and rent prices increased nearly 20 percent in 2021 – the highest increase since 1979. According to a housing advocate group Up for Growth, the U.S. is currently short 3.79 million homes and there are 169 metro areas failing to keep up with housing. Families with low-to-moderate incomes are increasingly having a hard time finding housing they can afford, with 70 percent of low-to-moderate income earners finding themselves financially strained by housing costs. The shortage of affordable and available homes disproportionately affects minority households. Without assistance for low and moderate-income employees in high-cost areas, employees find it difficult to secure housing and chronic understaffing persists. Chronic understaffing exacts an incredible toll across the entire workforce, creating challenges to morale and increasing occurrences of burnout as employees carry the extra day-to-day load, with no relief in sight.

What are Employer-Assisted Housing (EAH) Solutions? EAH is any housing program – rental or homeownership – that an employer helps finance or assists in developing in some way. These programs provide a channel for employers to help employees with the cost of owning or renting a home, typically in neighborhoods near the workplace.

What are the competitive advantages of EAH programs? EAH programs enable recruitment, increase loyalty, and improve retention. Commuting times are greatly reduced and employees report higher morale because of their economic security and work/life balance. Research shows that employees who own homes are more productive, work harder, and are more willing to go the extra mile to help their company grow and succeed. Effective EAH programs also generate tremendous amounts of social good will.

What are the most common EAH benefits? EAH programs can be delivered from the perspective of supply or demand. Demand-side EAH benefits can include down payment or closing cost assistance that can be forgiven over time, rent subsides, secondary financing, homebuyer education, or moving cost assistance. Supply-side EAH benefits, while less common, include cash contributions to developers, land donations, construction financing, and low-income housing tax credit investment. Demand-side solutions are typically preferred by employers because of their lower costs when compared to supply-side options. While the demand-side EAH solutions have lower administrative requirements, the challenge of these solutions is that for them to be effective, adequate housing must exist in the first place. For communities without available housing, supply-side solutions are the path to increasing the affordable housing stock for low and moderate-income households.

What are some primary considerations for EAH programs? EAH is unfamiliar to most companies, meaning greater competitive advantage is available for organizations with effective solutions. When considering which EAH benefits may best fit your organization, some things to keep in mind are:

- Employers are permitted to donate excess land to developers in exchange for priority consideration for their employees and right of first refusal when the property is sold.
- Employers with capital or access to lower interest rates are permitted to provide construction financing.
- Communities can leverage government funds through matching programs where every dollar of housing assistance

provided by a company is matched by state or local government up to a specified limit. While matching funds don't directly benefit the employer financially, they can provide a competitive advantage in recruiting when appropriately leveraged.

- In some high-cost areas, rental assistance may be more effective than homeownership assistance for low-income employees, so it's important to assess the needs of the workforce and your specific market conditions relative to rent and ownership expenses.

- IRS regulations prohibit housing from being restricted to occupancy only by company employees, but businesses are allowed to negotiate specific terms for employees.

What are some of the unique challenges in the management of multi-family employee housing facilities? The prevalence of adverse social behaviors within employee populations will vary based on the demographics being served. How to effectively manage a "zero tolerance" policy towards domestic violence, illicit drug activity and other behaviors harmful to employee communities is imperative. It is highly recommended that employee property leases include language that legally allows evictions on these matters. Registered tenant enforcement is also paramount to avoid the housing benefit being used to benefit another party. The cost of turning over units can also be substantial and damage to property is not uncommon. As a result, payroll deduction permissions for these instances are also recommended.

What opportunities are created by this challenge? This crisis calls for courageous leaders. A lack of affordable housing places stress on existing operations and constrains expansion opportunities. Many tribes with the financial resources to expand their enterprise are asking, "How do we employ staff for an expansion when we can't staff our current operations?" This is a legitimate question, and one that will require meaningful conversations and courageous action to answer.

A lack of affordable housing makes it extremely difficult to attract employees. By offering housing benefits, employers differentiate themselves and increase competitive advantage for talent. EAH programs are not designed to be a one-size-fits-all solution and rely on senior leaders from impacted organizations to assess their specific needs and available resources to increase their competitiveness and ability to serve their employee communities. ♣

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Implement Consumer Protection to Avoid Risking Massive Fines

by Andrew Cardno

The age of sending communication without consequence is gone. In response to massive consumer demand, governments worldwide are getting serious about consumer protection. The pattern seems to be laws are implemented and, at first, are largely ignored (e.g., FCC's anti-robocall regulations), then fines of hundreds of millions are imposed.

While it may not seem like a big deal as you look at your inbox currently inundated with spam, the reality is that CAN-SPAM laws have real teeth and are a part of a new wave of consumer protection sentiment.

Every casino-affiliated email you send runs the risk of substantial fines – ranging from an individual email from a host to mass emails from the database marketing team.

Database Marketing Compliance

The depth of detail that goes into a casino organization's marketing program involves some of the most complex personalized marketing segmentation of any industry, with the gold standard of marketing involving tens of thousands of segments with individualized offers. The main method of promoting your casino is accomplished through marketing campaign emails (commercial electronic mail message, or CEMM), and these are subject to penalties greater than $40,000 for each separate email in violation of the CAN-SPAM Act requirements.

By spending countless hours doing data preparation and segmenting player lists to send out tens or hundreds of thousands of CEMMs per month to your players, not only are your casino's marketing efforts tremendous, but the fines would certainly be as well if your casino isn't compliant with CAN-SPAM requirements. Therefore, it's imperative to ensure these efforts to increase your casino's revenue haven't been wasted by ultimately incurring fines for non-compliance.

CAN-SPAM Requirements

There are seven things you should know to ensure your casino's emails comply with the Act's provisions:

- ***No false or misleading header information:*** the "From:" "To:" and "Reply To:" fields as well as the domain name and email address must be accurate, and they must identify the business or the person sending the email.
- ***No deceptive subject lines:*** It is illegal to use a subject line that would mislead people about the contents or subject matter of the message; make sure your subject line accurately reflects what's in the email.
- ***Identify that this message is an ad:*** You must include a clear and conspicuous disclosure that the email is an advertisement; this can be as simple as text at the bottom of the email stating, "This advertisement was sent by (casino name)."
- ***Give your address:*** This means providing the address of the casino your CEMM is marketing on behalf of.
- ***Tell recipients how to opt-out or unsubscribe:*** Make this information easy to find and understand, and give recipients an email address or a website they can use to opt out or unsubscribe.
- ***Promptly honor opt-out requests:*** When someone asks to be removed from your email list, you must delete their name and address within 10 business days.
- ***Your casino is responsible for compliance with CAN-SPAM:*** Even if a third-party handles your casino marketing program, it's up to you to make sure the email messages meet these requirements.

Player Development Compliance

It's obvious that mass-marketing emails must comply, but what about personal relationship emails from a casino employee to a player? If the primary purpose of the email is transactional or relationship-based, such as a casino host responding to a player's question about an event or providing a response facilitating or confirming a transaction the player has already agreed to, the host wouldn't necessarily need to meet the seven requirements listed above. However, the purpose of the email, whether commercial, transactional, or relationship, is determined by the message's primary purpose.

An example of a commercial purpose might be a host emailing their player, notifying them of an upcoming event and encouraging them to attend because it's exactly the type of event that player enjoys. This is an excellent example of a host who creates personalized experiences for players by understanding their players' interests and preferences and appropriately uses that knowledge from the host/player relationship to proactively communicate with their book of business. Although this example demonstrates the ideal qualities of a host who creates deeply tailored brand experiences for their players, they could be violating the CAN-SPAM Act if they don't, at minimum, have an opt-out option within the email.

If a host sends an email thanking their player for visiting last weekend, this would most likely be classified as a transactional or relationship email; therefore, an unsubscribe or opt-out button would not be necessary to have in the email. However, if this email goes on to describe upcoming events or promotions

the player might be interested in, this could be commercial in nature. Although the host may initially intend the email to have a transactional or relationship purpose, if they go on promoting the casino's upcoming events or offers at greater length, the purpose could be commercial, despite the sender's original intention; additionally, this example could further be non-compliant with CAN-SPAM if the subject line or heading of the email thanks the guest for visiting the casino because it can be considered misleading based on the overall purpose of the message becomes commercial advertising.

Risk Level

Complying with CAN-SPAM regarding promotional casino marketing offers and campaign mailers is rather simple since these emails obviously serve the commercial purpose of the business, and requirements are straightforward and easy to comply with. However, when it comes to individual emails sent from an employee to a guest, it can be challenging to identify whether the purpose commercial, transactional, or relationship.

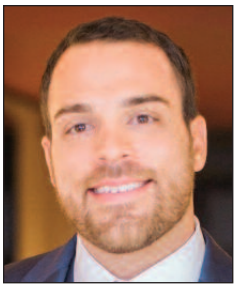
Individual personalized emails from a host to a player usually seem like a relationship email from our perspective as operators, and is exactly the type of communication a player development manager would want their host team engaging in to drive additional visits and revenue. Unfortunately, no matter how deeply-personalized the email is or what the sender's true intention of the message is, an email from a host to a player can easily fall under the commercial purpose category.

The safest way to ensure 1-1 emails from casino employees to customers comply with CAN-SPAM is to eliminate the need to decipher what category it falls under by assuming that all emails sent from casino team members to customers are commercial in nature. Therefore, implementing an email standard for employees who directly communicate with guests (e.g., host and player development team members) including an unsubscribe button, the business address, and a message such as, "the email you are receiving may contain advertisement from (casino name)," would provide a solid foundation for organization-wide email compliance with CAN-SPAM.

The remaining aspect of complying with the CAN-SPAM Act is ensuring that all recipients choosing to opt-out of emails have their name and address promptly removed from email lists at least within 10 days of the request being made. ♣

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Business Intelligence is Changing Managerial Styles

by Adam H. Smith

Operating in an industry that is largely dependent on disposable income creates inherent challenges and poses difficulty performing financial forecasts that align with stakeholder expectations. Historically, operations have either excelled during economic expansion or fallen short during a recession – essentially riding the ebb and flow of market conditions and therefore creating a constant evolution of any gaming professional. To a certain extent, this is true for any industry as consumers are influenced by their financial situations, and as a result, companies rise and fall in correlation. Allowing ebbs and flows of outside market conditions to dictate a casino's success, or lack thereof, is a significant problem. In gaming and hospitality, beating market conditions has largely been considered unfeasible based on the nature of the business; however, allowing this mindset to permeate creates a reactive versus proactive management style. In today's market, there is more access to management tools than ever before and the most significant to enter the industry are business intelligence (BI) resources. BI is changing everything we know about conducting business and how gaming professionals manage stakeholder expectations. At the convergence of data and information systems is BI, and using this information to spontaneously make management decisions can keep a casino three steps ahead of competition. In line with evolving business decision-making, casinos should consider the role BI is playing in restructuring organizations. Breaking down entity structure with the help of BI can revolutionize gaming operations and therefore better position a facility to be proactive in how it is managed and organized.

Organizational Structure

Working in department silos is a common business problem but varies in impact – in a service industry such as gaming, it is a major dilemma. The common organizational structure often inhibits creativity and collaboration but is successful in more mundane tasks. Since the days of Henry Ford's assembly line production methodology, we have accepted this process of operational management as the standard, and for decades it has been successful given the lack of technology. Creating individual departments with managers is a great way to keep people from straying away from a linear production mentality. While this structure may still be ideal for building automobiles or producing a single product repetitively, it falls short in a service industry. Consider the following:

- Software enhancement and creation can align with individual departments, for example, different applications for player's club, slot system, table games, and accounting. Management often reaches out to each department individually to seek operational information for a particular purpose.
- In the gaming industry, if individual thought is avoided for a repetitive process, employee morale may be low.

BI enables department convergence where individual silos are eliminated enhancing team member involvement and participation towards strategic goals. We often blame a general manager or chief executive officer when the innate problems of a manager/assembly line organization fails, but this is largely misguided. It is hard to evaluate internal system failures, so allowing a continual ebb and flow with the market is easier but can result in negative performance. BI software and techniques are changing how organizations are structured by putting the team in a single department with common goals, shared interests, and applications. Every team member has access to the casino's BI environment that pulls all information into customized dashboards or viewports. A facility may still have a leader of a particular activity, but they are not represented by individual departments. The days of having individual departments for each business activity are numbered and being replaced with BI that enhances the organization's decision-making as a collective group.

Marketing and Business Intelligence

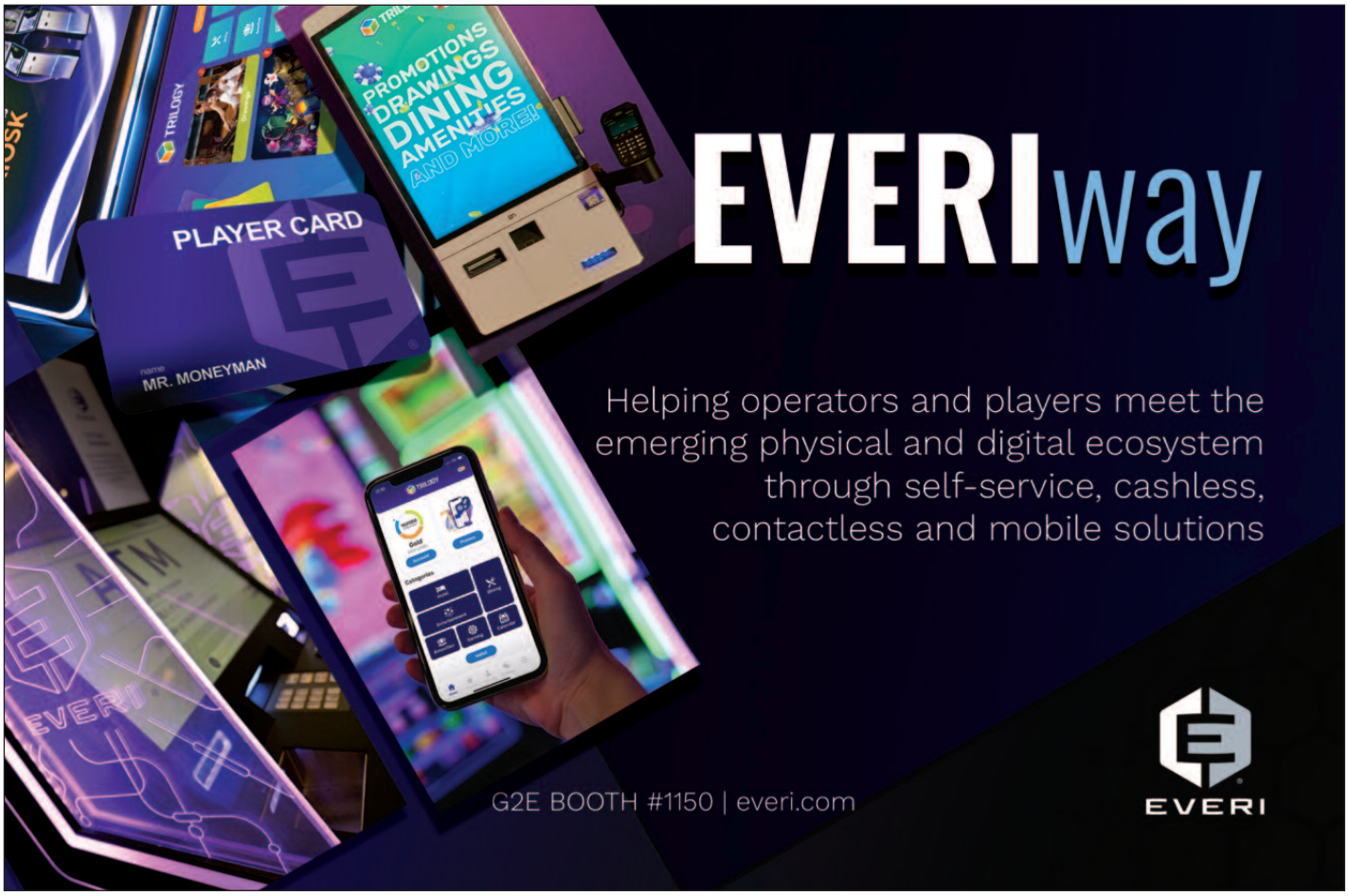
Marketing strategies and player development is at the core of the gaming industry. Every decision follows a consistent progress path using a centralized hub of data to support the patron development decision-making. Those familiar with the Bank Secrecy Act Title 31 compliance requirements understand "know your customer" or KYC. It is an important concept outside of compliance, influencing the decisions made by organizational leaders. With BI, casinos can follow the activity of patrons on the gaming floor, anticipating and offering relevant experiences and promotions to them. Many casinos have the same tiered player incentive program where more free play is provided to those who gamble the most. This is great and likely increases revenue opportunities for a facility, but a question exists in whether it fully uses all information available to successfully promote and enhance a patron's experience. Another question to consider is whether a facility's top players really care about more free play, or do they want a genuine and customized experience when they enter the casino's doors. BI takes all casino resources and data and puts them into

"Business Intelligence (BI) takes all casino resources and data and puts them into one application – one software environment that is readily available."

one application – one software environment that is readily available. Finding out how a particular bank of machines is doing, what food was ordered, what gaming machines individual patrons like in real-time is merely a tab on a hand-held device.

If a facility can break down the barriers that averts readily available information vital for successful and spontaneous decision-making, then an organization can move into managing an experience for their patrons versus simply hoping the economic market conditions allow for revenue growth. Consider a visit to a restaurant in which a service or item was provided prior to asking, or a visit to a hotel in which the room includes items that are customized to the experiences sought by specific individuals. These are examples of an organization's ability to capture data through business intelligence that drives decision-making. A one-size fits all approach to player or patron development is a recipe for failure, especially during uncertain economic times. Creating loyal patrons starts at breaking down information system barriers within a facility and using BI and big data to drive organizational structure and decisions. Fostering team member creativity and workplace enjoyment leads to better service for patrons. Give team members BI and a facility will thrive in its ability to promote, attract, and achieve successful patron development and growth. A gaming facility that is managed proactively provides the best service to new and loyal patrons. ♣

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Revised Processes and Strategies to Maximize Operational Capabilities in the New Environment of Lower Staffing Levels

by Craig Pendleton

The business community is adjusting to new lower numbers of available staff. Most have revised compensation and benefit levels to compete with other employers seeking the same employees. Some have made aggressive changes to compete for new staff including hiring bonuses, referral fees for casino staff, gasoline assistance for commuters, housing assistance for key positions, creating more internal growth development paths, enhanced flexibility of shifts and schedules, and expanded employee recognition programs. Most employers have established what they believe is a realistically achievable, though not necessarily desired, amount of staffing. In most cases, returning to the amount of pre-pandemic amenities is now unrealistic. Casinos are determining who the most important customers are to provide with food and beverage amenities from a business perspective.

The next strategies to best utilize new staffing levels are to streamline and modify operations by addressing simplification of products offered, in-house production, style of service, and customer engagement in the steps of service. Additional strategies include the application of new expanded technology, adjusting physical layout, and operational processes.

Strategies to Accomplish Providing Food and Beverage Using a More Limited Level of Staff

Simplify menus: Reduce and adjust menus to offer less items with rotating specials. Menu items still offered should be customer favorites that were best sellers on past menus. Every element of each menu item must use the best ingredients available to create distinctive differences from the competition. If serving a hamburger – use the best meat (this could be a fresh ground mix of different beef cuts), unique seasonings, distinctive cooking methods, the freshest and finest quality bun available. Offer different options of toppings, seasonings, and add-ons. Create a signature item in each menu category that is unique and better than what is offered by the surrounding operations.

Simplify food and beverage production and style of service: Outsource food preparation in some areas. Concentrate on final cooking and plating. Convert prep cook staff members to line cooks or to dining room positions. If needed, convert full-service outlets to modified service using adjusted physical layout/steps to provide service. Modified service may include customer interaction and involvement in the process of ordering, picking up food, getting their own beverages, and transacting payment for their meal.

Add Technology in Food and Beverage Outlets

Electronic mobile and/or kiosk waitlists: Enable guests to add themselves to waitlists remotely via mobile app or directly using kiosks. The system quotes wait times and pages guests via their cell phone or a pager when their table is ready. Some systems can even direct guests to their actual table for self-seating.

Table control systems: Provide real-time total control of dining room tables, table seated time clocks, table status, automatic server rotation of next party assigned, dirty table alerts, supervisor alerts, and main control at host/hostess stand.

Menus: Go paperless and convert to Electronic/QR mobile menus. This system can interface with menu boards and update menu items allowing item and pricing adjustments in real-time.

Ordering: *Guest self-ordering utilizing:* QR mobile or kiosk ordering without utilizing service staff to place orders. Or *Streamlined Service Staff ordering utilizing:* Handheld point-of-sale (POS) devices for servers that allow order taking and cashiering functions tableside without requiring a trip to the kitchen or side station.

Kitchen display systems (KDS)/server paging systems: This system replaces kitchen ticket printers. These have extensive benefits that coordinate and time production cooking, reduce required cook's line cross communication, allow review of "all day counts" (total of each item that should be cooking), offer ticket/table clocks, have "food in pick up window" clocks, server/manager pager alerts when food orders are ready eliminating trips to check on food, and allow for supervisor alerts when performance goes outside of established standards.

Prep/expo carryout order and packaging tech: Assists in grouping and preparing food for carryout. Add a printer for carryout orders that prints labels for each item that includes a checklist of add-ons, condiments, and sides listed. Include a hot items ticket and a cold items ticket to attach to each bag.

Self-payment by guests: Via mobile app or kiosk. A guest is able to instantly retrieve their check and pay at the table using debit/credit card, electronic comp redemption, individual discounts based upon offers or loyalty tier, pay from players card if redeeming comp points or using a cashless payment system.

- *Handheld POS terminals + food runners = Improved guest service from servers who can wait on more tables, spend more time with guests, and make more money.*
- *Larger server stations due to greater efficiencies = more guests served = larger total individual sales = larger total tips for each server.*



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Add Technology in Bars and Gaming Floor Beverage

Gaming player self-ordering of beverages (beverage ordering service system): Allows a player to order their own beverage directly from the slot machine they are playing. Most slot interface systems now have this capability. Once the player orders a beverage, the cocktail server delivers it directly to the player and collects payment.

Handheld ordering and payment devices interfaced with the POS: Allows cocktail servers to remotely order beverages from the gaming floor directly to the bartender and also allows transaction of customer payment at the point of order.

Automatic bartending dispensing stations: Cocktail dispensing stations interface with the casino POS system to allow cocktail servers to get their own beverages without a bartender. This system ties into the liquor gun system. The server rings in the beverage order, preps the glasses, and uses the station to dispense the cocktail.

Make Physical Adjustments

Review each service process and how many physical steps are required to perform them: Modify processes to reduce or eliminate extra steps and distances. Relocate the most needed items closer to the service area (to go boxes, beverage refills, serviceware, place bus tubs closer to dining room stations). Locate hot/cold carryout order holding cabinets at the point of guest pickup and complete all final packaging and bagging at the time of guest pickup (helps reduce the amount of serviceware and condiments that are wasted when bagging).

Consider converting to self-serve beverages: In more casual service outlets.

Make Staffing Flexibility Adjustments

Crosstrain staff members and flex their duties based upon each day's staffing that shows up for work. Typically, the balance will swing either towards front of house or back of house.

If short in the front of house: Dishroom staff can bus tables in the dining room while allowing dirty dishes to accumulate at the dishstation. Flex dishwashing staff between outlets. Lead line cooks can expo on the server's side of the pass shelf.

If short in the back of house: Bussers can help dishwashers, servers with beverages, and with pre-bussing. Bussers/servers can run carryout orders to the front staging area. Use food runners for order delivery to guests at their table.

Action Steps Longer Term

Take a hard look at what other staff resources are available and already working at the casino that can be utilized during rush periods. As technology is added in different departments to make job functions simpler, the additional work hours freed up should be targeted for immediate use prior to the staff members becoming acclimating to their additional "free time."

Opportunities Available at Many Properties

Merge kitchens/cooklines to serve more than one dining room: One shared kitchen positioned between two dining rooms. Place a single dishstation between dining rooms and kitchens to allow shared staffing. Add internal composting to reduce trash hauling,

Repurpose existing staff member duties and responsibilities: This includes using office staff, warehouse staff, and food production staff to perform duties in dining rooms/kitchens for a few hours during the busiest meal period rushes.

Revise purchasing/warehousing processes to "just in time" receiving of product: Received products flow directly to outlets and are not being warehoused, shelved, rotated, and then later transferred to outlets. Stop ordering to store, stack, transfer etc. Touch the product once.

Switch to bulk purchasing programs: *Cooking oil:* to save steps in filtering/draining/refilling and increase safety in not hauling old cooking oil throughout the kitchen to outdoor grease barrels. This also eliminates the packaging (tubs and boxes) and the back dock smells/insects. *Bulk CO2:* eliminates hauling, storing, exchanging, and safety chaining requirement of high pressure CO2 tanks.

Utilize supplier staff to perform certain processes in the place of casino staff: *Processes for receiving:* change to scanner-based receiving with vendors and require them to palletize products with all labels facing outwards to reduce check-in times and allow the delivery driver to directly move items to storage after being scanned in. Readjust draft beer layouts in beer coolers that will require draft beer delivery staff to stock and rotate kegs.

For Tribes Considering Becoming Landlords

After years of consideration by many tribes located in more remote areas and away from many potential staff members, opportunity exists to develop additional tribal enterprises by owning and managing housing. This can be entered into in a conservative fashion by starting with a small amount of mobile housing units for key supervision (assisted housing when seeking help from outside the area when the local staffing pool does not yield any more candidates). If this works well, grant-based modular, or pre-fab housing can be considered as rental units to expand available housing for casino employees, to expand the potential labor pool, and to create an additional diversified income stream for the tribe outside of casino profits.

The Future

There are a tremendous number of opportunities for each casino to reinvent, readjust processes, and physical layout to compensate for smaller staffing levels while gaining the financial benefits of lower costs and greater profitability. ♣

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"America"
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Spas in Indian Country: *Spotlight on California*

Tribal casino resorts boast some of the most luxurious and relaxing spas for guests looking to indulge their senses. This month, we showcase California spas in the first of a series from across the country as we find out what makes each destination special and unique.

Sunstone Spa

Agua Caliente Resort Casino Spa Rancho Mirage

Rancho Mirage, CA

aguacalientecasinos.com/spa

Year built: 2008

Approx. 10,500 sq. ft.

11 treatment rooms with 6 nail & hair salon stations

The therapeutic and healthy elements interwoven throughout Sunstone Spa are all part of the unique guest experience. Sunstone layers multiple benefits into its services and amenities down to the smallest detail such as integrating grounding elements and salt therapy. The ambiance is inviting and soothing, with special attention by team members who always ensure the guest experience is personalized and met with care. From electromagnetic field blocking material peppered throughout the spa and infrared-heated treatment tables, to salt inhalation booths and best-in-class products, Sunstone guests leave with a one-of-a-kind experience.

Sunstone Spa is the only *Forbes* five-star tribal casino spa in the nation. At 10,500 sq. ft., it features a state-of-the-art fitness center, private spa pool with whirlpools, a full locker room and wet facility, grounding rooms, a coed lounge with refreshments, private cabanas, and an outdoor meditation lounge. The spa has 11 treatment rooms offering facials, massages, scrubs, and wraps. The salon has two manicure, two pedicure and two hair stations for beauty care.



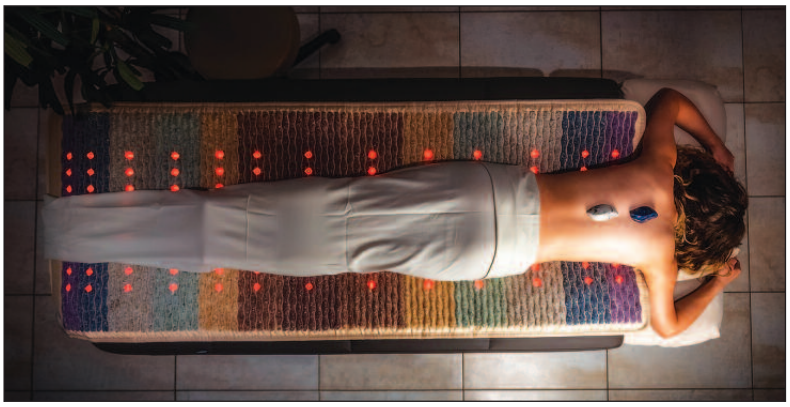


As guests enter Sunstone Spa, they are greeted by an inviting spa specialist who offers a full orientation of the amenities. Sunstone uses traditional and customized gemstones that focus on the healing elements from water enhancement to massage heated gemstones, oils and heated mats.

Sunstone Spa features aromatherapy showers that reduce chlorine and generate natural negative ions. Guests love the organic skincare line offered for the entire experience, from pre to post shower. The steam rooms are infused with pure eucalyptus oil to support mood, antimicrobial, sinus and lungs while the salt wall dry saunas emit vapors of menthol crystals. Just steps away, a halotherapy salt chamber booth uses pharmaceutical-grade salt that is ground into fine dust powder and injected into the booth for a concentrated halotherapy session. These sessions are known to support allergies, sinus issues, asthma, bronchitis, emphysema and COPD by opening up sinus and lung passages and increasing oxygen.

Sunstone is the only conductive spa in the desert. The spa has been retrofitted with conductive grounding carpeting throughout, creating a healthier environment for guests. While lounging in this special space, guided meditations using 360 virtual reality and acoustic wellness takes the guest to beaches, waterfalls, deserts, forests and mountains.

The coed lounge offers desert snacks of date cookies, rolled dates and dried fruits and nuts from the local date farm, paired with fruit elixir hydration water enhanced with gemstones, health sparklers and immune support teas. Just outside is the private spa pool featuring a mountainous backdrop, a meditation cabana and whirlpool.



The treatment tables at Sunstone Spa were retrofitted with care and thought to provide a next-level spa experience. All tables are lined with crushed gemstones that are naturally heated and emit infrared heat and negative ions. Vibrations add relaxation to the service and are enhanced with chromatic light therapy. They are designed to contour to your body and are lined with a grounding strip to further enhance the treatment. All massages are tailored to the guest's needs and include a foot scrub and heated gemstones for hot stone massages. Massage oils are infused with gemstones of quartz and combine aromatherapy and arnica to reduce inflammation. Sunstone focuses on pairing and infusions to layer therapeutic benefits into single services for optimal results. These methods apply towards Sunstone's body services that use local indigenous ingredients of sage, arnica, lavender and salt as well as desert mud clays from herbs and plants to the mineral-rich Earth. With the enhanced treatment tables, facials are also taken to the next level of treating the whole body while focusing on the face using clinical grade skincare, light therapy, oxygen infusions and the power of a Jetpeel device.

The salon offers one of the purest, organic vegan nail care lines on the market made in the U.S. with zero hormone disruptors or toxic ingredients. The hair salon not only focuses on the styling of hair, but also the health of the scalp.

Sunstone also looks to be green and sustainable. The spa has partnered with Pathwater to reduce its use of plastic by using aluminum bottles integrated with the spa's QR code and logo, reducing paper menu usage. Sunstone Spa's amenities use bamboo and glass rather than plastic, and the fabrics throughout are designed to be lightweight. This cuts the drying time to save energy on bulk loads.

Sunstone is working to not only be part of helping guest and team member health by focusing on the body, mind and spirit, but also protecting the planet.

Sunstone Spa is consistently working to improve the guest experience both in offerings and in the way guests are treated. Caring for guests to help take a load off their shoulders, release stress and replenish their hearts and minds is what the Sunstone Spa team loves to do. What makes Sunstone special is how they treat their guests and each other, and how they incorporate unique therapies and equipment for one-of-a-kind experiences.

The Spa at Cache Creek

Cache Creek Casino Resort

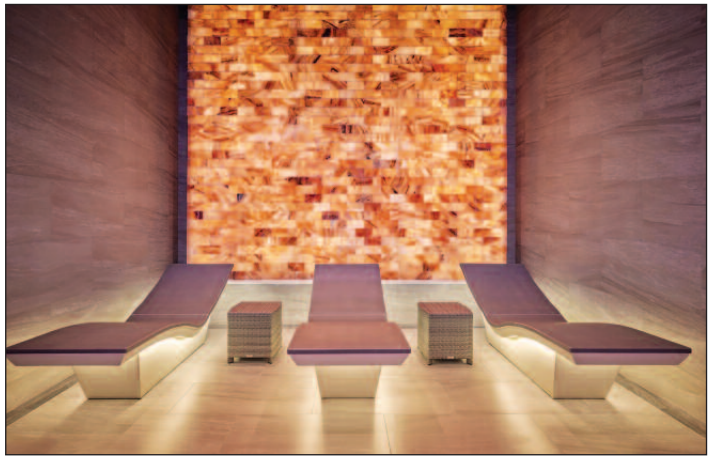
Brooks, CA

cachecreek.com/spa

Year built: 2019

Approx. 12,000 sq. ft.

11 treatment rooms





The Spa at Cache Creek is located inside the North Tower of Cache Creek Casino Resort, which is owned and operated by the Yocha Dehe Wintun Nation. The recently renovated, well-appointed spa offers guests a 12,000 sq. ft. oasis of relaxation. Guests can leave their cares at the door and indulge their senses with a full-service salon, body wraps, manicures and pedicures, lash extensions, world-class hairstylists, and

signature massages including aromatherapy, Swedish, deep tissue and hot stone.

The spa's signature HydraFacial treatment is a non-invasive skin resurfacing treatment that removes dead skin cells while cleansing, hydrating and moisturizing – with no downtime. Added peptides, serums and a customized mask make this 80-minute treatment a must-have experience. Guests also have the option to indulge themselves with several other skin care





treatments, including an Ormedic Lift, Signature Face Lift, or an O2 Oxygen Facial.

For a true state of bliss, guests can make their way to the spa's relaxation lounges to enjoy a eucalyptus-infused steam room, wet and dry cedar saunas, and a spacious whirlpool. Not to be missed is the Himalayan salt wall with heated zero-gravity chairs that take relaxation to another level. As a bonus, all spa guests also have access to the serene, private adults-only pool located right outside the spa doors on the fifth floor of the North Tower, complete with private cabanas, a jacuzzi, and a pool bar.

Serenity Springs Spa & Salon

Chukchansi Gold Resort & Casino

Coarsegold, CA

chukchansigold.com/resort

Year built: 2008

Approx. 13,000 sq. ft.

6 treatment rooms





Nestled near the majestic Yosemite National Park, Chukchansi Gold Resort & Casino brings the beauty of the Sierra Foothills into a world-class destination resort with an environment inspired by the bounty of the surrounding California landscapes.

When it's time to unwind, there's no better respite than Serenity Springs Spa, where guests can enjoy a rejuvenating

treatment menu featuring therapeutic massages, luxurious body treatments, soothing facials and full-service salon services in a tranquil environment.

Guests can experience a classic Swedish or deep-tissue massage or indulge in a signature offering, like the Placid Paradise Massage – a head to toe, tension-releasing session that incorporates custom-blended aromatherapy and basalt volcanic rocks to renew a sense of well-being. Body treatment rituals to exfoliate, cleanse and repair skin combine exotic aromatherapies with the finest techniques to leave guests invigorated and pampered.

For the ultimate spa day, Serenity Springs Spa features an eight-hour experience including a Swedish body massage, hot oil scalp treatment, exotic pure Fiji sugar exfoliation, customized facial, ultimate manicure and pedicure, hair style, makeup application and complimentary spa lunch.



Serenity Springs Spa includes a wide variety of services perfect for any occasion. From a personal escape to pampering packages for brides and wedding parties, every occasion is made more special at Serenity Springs.

The Spa

Chumash Casino Resort

Santa Ynez, CA

chumashcasino.com/resort/spa

Year built: 2016

Approx. 5,000 sq. ft.

7 treatment rooms and 2 couples suites

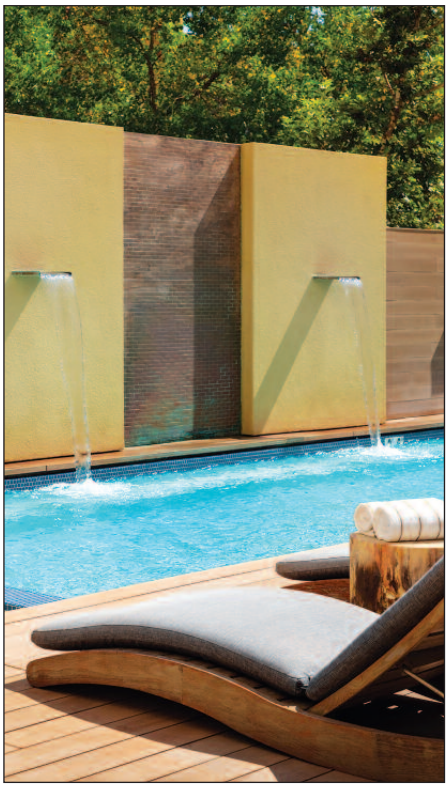


Guests can set themselves free in The Spa at Chumash Casino Resort, a luxurious spa/sanctuary in the Valley of the Chumash. Guests can relax, unwind and free themselves from the burdens of daily stress, if even only for an hour. The rejuvenating benefits of the spa's holistic wellness services, such as the Chumash Signature Massage, are designed to improve energy levels, promote restful sleep, and melt away muscle tension. The body and mind is refreshed with restorative massage therapies and luxurious, organic skin care treatments. Spa technicians pamper guests in style and comfort. Guests can select their favorites from hot stone, deep tissue, Swedish, maternity, and couple's massages that will leave them feeling like their true self once more.



The Spa at the Chumash is part of the Four Diamond AAA-rated Hotel and Spa that provides a variety of services for the purpose of improving health, beauty, and relaxation through personal care treatments. A retail shop boasts unique fashions and a variety of skincare products, including





cosmetics, treatment oils and supplies, as well as CBD and other therapeutic selections. For meditation and relaxation, take advantage of the spa's outside triple-water relaxation pools and deck with water features for spa guests exclusively and breathe in the fresh air of the Santa Ynez Valley.

Set within the beautiful Santa Ynez Valley, the 5,000 sq. ft. spa features seven treatment rooms and two couple's suites with copper soaking tubs as well as locker areas, hot sauna, steam rooms, Swedish showers, and an outdoor area with a salt pool, cold plunge, and a whirlpool. The facility has a large retail section with trained professionals who help guests with fashion designer clothing, tonic goods, and skin care products. Spa Services and a private deck is available from 10 a.m. to 6 p.m. and reservations are encouraged. Walk-ins are welcomed based on availability.

The Spa at Harrah's

Harrah's Resort Southern California

Funner, CA

harrahssocal.com/resort

Year built: 2004, renovated in 2017

Approx. 11,000 sq. ft.

15 treatment rooms



Located in the Southern California desert among swaying palm trees and consistent sunshine, the 11,000 sq. ft. on-property spa, The Spa at Harrah's, features 15 treatment rooms, hand-salted salt water baths, a full-service salon and specialty wellness packaging to lock in zen.

With the recent inauguration of the city's new and first female mayor, Jane Lynch, The Spa has introduced two new spa treatments as part of her platform of 'wellness focused programming' and implementing more 'fun' into Funner.

Experience the new 'Fun, Fun, Fun Facial' throughout the fall season and into the new year, a treatment that utilizes the NuFace Facial technique, leaving skin exfoliated and toned. A microcurrent unit stimulates the muscles and tightens the skin while improving facial contour, skin tone and reduces wrinkles as a way to relieve the skin from days spent basking in the sun.

Guests can also try the 'Funner State of Mind Massage,'





a full body massage specifically designed to alleviate stress and ease aching muscles. They can make this massage their own by choosing one of three essential oils – lavender, citrus or eucalyptus.

Additional pampering is available through the spa's full-service salon, offering fun updos, trims, blowouts and more – the perfect way for any guest to get ready for an exciting weekend at Harrah's Resort SoCal.

Located in California's exciting new city, Funner, Harrah's Resort Southern California is the perfect destination for those seeking good times with an added touch of relaxation.

Sage Spa

Morongo Casino Resort & Spa

Cabazon, CA

morongocasinoresort.com/spa

Year built: 2004

Over 7,000 sq. ft.

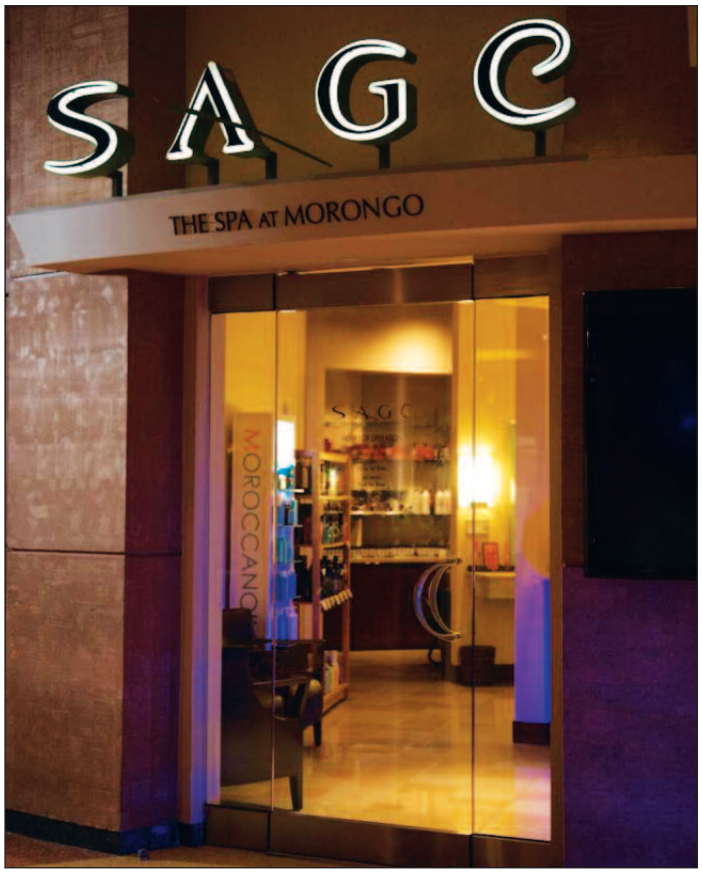
14 treatment rooms



Sage Spa at the Morongo Casino Resort & Spa is unlike any other facility in the Palm Springs area. Named after the plant that's been used by tribes for centuries to purify and cleanse, Sage Spa has 14 treatment rooms along with saunas, steam rooms, jacuzzis and cold plunge pools – offering a tranquil and serene environment that allows guests to relax and rejuvenate.

Unlike other spas in Southern California, Sage offers unique and innovative treatments. Two worth highlighting include the HydraFacial and CBD infused massages.

Sage's HydraFacial is a results-driven anti-aging facial that uses high-tech equipment to reduce the depth of wrinkles. The process begins with a detoxification process that uses lymphatic drainage. Then, the Signature HydraFacial deeply cleanses, exfoliates, extracts and hydrates the skin while





addressing guests' specific skin concern with a booster of their choice. This treatment concludes with LED light therapy to further reduce the visible signs of aging. Sage is one of the few locations in the area offering this high-tech specialty treatment, and many guests visit weekly to maintain results.

Sage also offers a wide variety of massage treatments, such as Swedish, deep tissue, sacred stone, or reflexology, with the option to add relaxing CBD oil. This helps decrease inflammation within joints and muscles, soothes anxiety, melts tension, reduces blood pressure, rehabilitates muscles and reduces chronic pain.

Sage is also home to Radiance Salon, offering professional hair, manicure and pedicure treatments, as well as waxing services. One of Radiance's most impressive treatments is the Ultimate Moroccanoil Manicure and Pedicure. This service revitalizes the skin and stimulates the senses. The experience begins with a cuticle trim and nail shaping followed with Moroccanoil's unique and luxurious orange peel scrub that gently exfoliates the skin, preparing it for the rich hydrating effects of honey and lavender scented Intense Hydrating Treatment. The service concludes with a choice of either Moroccan oil's citrus scented enriched hand cream or the spa's signature scented Body Soufflé, both leaving your hands soft and supple.

Discover this premier choice among desert spas, whether preparing for a special occasion or simply looking for sweet restoration.

Spa Pechanga

Pechanga Resort Casino

Temecula, CA

pechanga.com/indulge/spa

Year built: 2018

Approx. 25,000 sq. ft.

17 treatment rooms



Located in the Mediterranean-like climate of the Temecula Valley, Spa Pechanga offers the perfect atmosphere for year-round healing. The 25,000 sq. ft. luxury spa overlooks the rolling foothills of the ancestral land of the Pechanga Band of Indians.

As guests enter into Spa Pechanga's lobby, they notice the eye-catching chandeliers made entirely of white shells. Resembling the shells the Pechanga people would have collected and brought back with them from the ocean shores near what is now Oceanside, CA, the piece ushers guests in who see the long strands gently sway. Native sculptures and art also surround, but are understated throughout the lobby and the rest of the two story, stand alone spa. Treatments utilizing native botanicals take place in 17 luxurious rooms, several with floor-to-ceiling windows and verandas allowing spa guests to take in clean, fresh air before or following a treatment. Guests can relax under the Southern California sun at the private, outdoor spa pool and cabanas. Other amenities include eucalyptus steam rooms, dry saunas, whirlpools, hydrotherapy pools, and fitness facilities. Guests can make an entire day of going to Spa Pechanga. When they book a treatment, they can come early, or stay after to utilize the full suite of amenities at the spa.





Spa Pechanga's identity is inspired by the Pechanga people's reverence of native botanicals and the strength of the Great Oak Tree known as Wi'aasal. Therapies such as the Great Oak Massage, the Lavender Tranquility Pedicure, or the Journey of the Payómkawichum – Zero Gravity Relaxation Soundscape experience incorporate the healing powers of nature and the highest quality of service. Treatments inspire mindfulness and well-being, inviting guests to calm the mind, nurture the body, and rejuvenate the spirit. Many treatments involve the use of botanicals including sage, prickly pear, chia and other healing elements used for centuries by Native people.

Treatments at Spa Pechanga are open to hotel guests, guests of Temecula Creek Inn, the Pechanga RV Resort, and red tier club members and above.

Spa Ritual

Sycuan Casino Resort

El Cajon, CA

sycuan.com/book/spa-ritual-at-sycuan

Year built: 2019

Approx. 8,000 sq. ft. spa and 600 sq. ft. fitness center

8 treatment rooms

Voted San Diego's best hair salon, best massage and best day spa, Spa Ritual is a full-service luxury spa offering relaxing massage therapy, skincare treatments, waxing and salon services. The facility features a steam room, dry sauna and a co-ed relaxation lounge with complimentary refreshments.



The spa and salon offer a sanctuary to rest, reduce and restore.



Wellness treatments include oxygen facials, sought-after HydraFacial, massages, body treatments, manicures, pedicures, brow and lash tinting, lash lifts and more. Each service on the Spa Ritual's extensive menu was carefully crafted for optimal relaxation and rejuvenation.

The Reduce Hot Stone Massage places hot stones on the stress areas of the body to release tensions and toxins for deep relaxation. Combined with massage pressure points and essential oils, this experience is pure bliss.

The Deluxe Manicure and Pedicure includes exfoliation, foot bath, hand and foot massage, cuticle clean up, nail shaping and polish.

The Ageless Oxygen Facial uses the flow of oxygen to power this luxurious, instantly hydrating treatment with undeniable visible results. Great for all skin types, this treatment plumps, optimizes skin tone, reduces pore size, and softens the appearance of fine lines. Guests can choose from rejuvenating, brightening, vitamin C, antioxidant, collagen or vitamin A treatments.

The Royal Milk & Honey Wrap uses Fijian honey and coconut milk combined to create a royal ritual experience.





This treatment is designed to hydrate, nourish, tighten and strengthen the skin. Organic cane sugar combined with exotic nut oils gently exfoliate the skin. A moisturizing honey masque high in antioxidants and vitamins are painted on and gently massaged into the skin. A Fijian scalp treatment is then applied to the scalp leaving the skin soothed and replenished.

The one-of-a-kind Mommy To Be Massage is designed to nurture and honor the body during pregnancy. Swedish techniques are used to reduce stress, promote relaxation and increase circulation. This massage is performed in a side lying position or on deluxe pregnancy support pillows positioned to ensure ultimate comfort and relaxation.

The award-winning team at Spa Ritual provides each guest with a customized experience so that they can experience the ritual of rest, reduce and restore.

The Spa at Tachi Palace Casino Resort

Tachi Palace Casino Resort

Lemoore, CA

tachipalace.com/hotel-spa/spa

Year built: 2007, renovated 2022, phase II in 2023

Approx. 600 sq. ft.

4 treatment rooms

The Spa at the Tachi Palace Casino Resort is newly remodeled this year, with completion of the second phase targeted for mid-2023.

The Tachi Palace Spa offers four therapy rooms and therapists are well versed in various styles such as Swedish, deep tissue, aroma touch therapy, couples, and hot stone. A specialty offered is prenatal therapeutic massages. The Spa provides a dry sauna experience that is suggested for each guest to warm up before massages to open pores and get the best massage results.





Massage times can range from 30 minutes up to 90 minutes. Various add-ons are offered such as therapeutic CBD and aromatherapy.

The Spa at Tachi Palace also carries aromatherapy oils, lotions, and cold press exfoliating soaps for guests to purchase and take home to continue their spa experience. The spa also offers monthly specials and is currently open



Thursdays through Sundays, with up-to-date times listed on the spa website.

When in California's Central Valley, visitors can stop at the Tachi Palace Casino Resort and enjoy a staycation where they can unwind with a relaxing massage and lounge poolside in a luxurious cabana – all while sipping on a cold beverage in the clear blue skies of the valley.

Spa at Thunder Valley

Thunder Valley Casino Resort

Lincoln, CA

thundervalleyresort.com/spa

Year built: 2003

Approx. 11,000 sq. ft.

10 treatment rooms and 2 couples suites



Spa at Thunder Valley features a full menu of incredible services beautifully designed to give each guest a four-diamond experience. Starting in the spa's serene Meditation Room, guests slip into a plush robe before visiting the steam room or dry sauna – before or after a treatment. Guests are welcome to enjoy water, herbal teas, and fruit at any time. Monthly specials at the spa make for the ultimate experience.

The spa's extensive treatment menu includes a wide range of relaxation and therapeutic massage services tailored to each guest's desired level of pressure. Rejuvenating facials and body scrubs utilize top-of-the-line cosmeceutical ingredients such as natural grape seed, alpha hydroxy acids, botanicals and peptides with anti-aging properties. Pedicures and manicures – with natural or gel nail services – as well as face and body waxing applications can be scheduled separately or combined with any massage or facial.





Spa appointments include access to a beautiful pool and hot tub, just a few steps away. Open seasonally, Coconut Pool features luxurious cabana and lounger rentals and poolside food and beverage service from Coconut Bar. Comfortable loungers for two make for an elegant pool day.

Seasonal private cabanas offer luxurious amenities including internet access, flat-screen TV's, ceiling fans, mini refrigerator stocked with bottled waters plus a refreshing morning fruit plate followed by an afternoon cheese and cracker plate.

Spa at Thunder Valley is the perfect pampering escape for total relaxation and rejuvenation. ♣

Sky River Casino Celebrates Grand Opening Weekend With Ribbon Cutting Ceremony

Sky River Casino recently celebrated its grand opening weekend, with a ribbon cutting ceremony featuring speeches from both Wilton Rancheria leadership and Boyd Gaming. Festivities continued with a traditional awakening ceremony featuring lion dancers and a mystery prize giveaway for Sky River Rewards members.

The casino, which was built in partnership between the Wilton Rancheria and Boyd Gaming, opened ahead of schedule and is the newest and largest casino to open in Northern California in nearly a decade.



Wilton Rancheria leadership cuts the ribbon at the grand opening of Sky River Casino. L-R: Jay Williams, Tribal Council; Jesus Tarango, Chairman; Raquel Williams, Vice Chairwoman; Don Brown, Tribal Council; Tanya Caldwell, Tribal Council; Kevin Singh, Tribal Council; and Antonio Ruiz, Tribal Council.

"The past month has truly exceeded our expectations and we are grateful to our guests who have come from near and far to visit and our team members that have worked to make Sky River Casino the success that it has become," said Chris Gibase, President and Chief Operating Officer. "Now that we are open, we look forward to our continued partnership and support for the City of Elk Grove and the surrounding communities."

Sky River Casino offers multiple dining options including SR Prime Steakhouse, 32 Brews Street, Dragon Beaux (opening Winter) and The Market at Sky River. The Market is a one-of-a-kind marketplace featuring a variety of cuisines and flavors by popular local chefs. Restaurants include Aurelia's Taqueria, Butcher's Burgers, CA99 Hot Chicken, Fukuro by Kru, Chickie's Pizzeria, Global Eats, Desserts, Koi Palace Express, Ocean, Roli Roti, and Sky River Java.

Sky River also features 80 table games including baccarat and Pai Gow, as well as over 2,000 slot machines. The Sky River Casino High Limit Room is also available to enhance the guest experience. Sky River's rewards program, Sky River Rewards, features cardless play and a cashless wallet for guests.

We-Ko-Pa Casino Resort Launches Sportsbook



The We-Ko-Pa Casino Resort has introduced the property's new sportsbook featuring state-of-the-art 4K video walls and displays, a cashier stand with four wagering terminals, and strategically located betting kiosks designed to appeal to sports betting enthusiasts throughout Arizona.

"We took our time in creating our new sportsbook because we wanted to learn from those that came before us, maximize existing resources, and leverage the latest electronic advancements so we could take our facility to the next level of gaming excellence," said Kirk Brumbaugh, Table Games Director for We-Ko-Pa Casino Resort.

Powered by Betfred Sportsbook, the new sportsbook boasts a massive Planar 4K direct view LED video wall (47' wide by 9' tall) that can show three separate games side-by-side, with each screen measuring 18'4' diagonally. Each screen can be further split into four separate 9.2' diagonal sections, allowing up to 12 separate games to be seen simultaneously.

Opening just in time for football season, the new sportsbook is connected to WKP Sports & Entertainment, a full-service sports bar that offers a variety of innovative appetizers, wings, burgers, sandwiches, pizza, salads and entrees along with more than 45 draft beers, signature cocktails, their proprietary Party Punch, beer cocktails, wine, premium spirits and adult milkshakes. Beverage service will be available during the sportsbook hours of operation.

The new sportsbook is open seven days a week from 10am on weekdays (9am on Saturday and Sunday), until closing.

Tulalip Resort, Quil Ceda Creek Casinos Celebrate Opening of New Retail Sportsbooks

Tulalip Resort Casino and Quil Ceda Creek Casino have celebrated the opening of two retail sportsbooks. The events featured Seattle Mariners great and Baseball Hall of Fame member Randy Johnson at Tulalip Resort Casino, and Seattle Seahawks legend and Pro Football Hall of Fame inductee Steve Largent at Quil Ceda Creek Casino.

"Like all of us at Tulalip Resort Casino and Quil Ceda Creek Casino, the DraftKings team is committed to excellence, and we intend to give local sports fans an experience that can't be beat," said Brandon Jones, Sportsbook Manager at Tulalip Resort Casino. "These new retail sportsbooks will take our existing world-class gaming experience to a new level, and we are thrilled to be able to show our guests these additions to both properties beginning today."



Former Seattle Mariners Bucky Jacobsen and Randy Johnson, along with Tulalip Chairwoman Teri Gobin and Tulalip Tribal Council members cut the ribbon at the sportsbook opening ceremony.

The retail sportsbooks feature live in-game sports betting and other engaging wagering options, with viewing of sporting events on two of the largest LED screens in the Northwest. Customers at Tulalip Resort Casino's 5,005 sq. ft. sportsbook can watch up to 10 live sporting events on a LED television screen spanning more than 800 sq. ft. while placing bets at 20 kiosks and four over-the-counter ticket windows. The retail sportsbook also offers cocktail service and menu options. Another ten sports betting kiosks are located throughout Tulalip's gaming floor.

Quil Ceda Creek Casino's new sportsbook features 20 sports betting kiosks and three over-the-counter ticket windows located on the gaming floor and at "The Stage," Quil Ceda Casino's entertainment venue and nightclub. The four video walls in The Stage span a total of 896 sq. ft., comprised of 13 million pixels, which can display up to ten different views simultaneously. Both of the sportsbooks are outfitted with an array of betting resources, including odds boards, scrolling tickers with live-score updates, statistics, and player information. The sportsbook also features a beer and wine bar, with food offerings available nearby for guests.

Oneida Celebrates Groundbreaking for New Community Cultural Center on Nation Homelands



The Oneida Indian Nation recently held a groundbreaking celebration to mark the beginning of construction of its new community and cultural center. Located on Oneida Indian Nation lands, the community center is the latest step in the Oneida Indian Nation's ongoing revitalization of its homelands and investments in the preservation of a vibrant community for generations to come.

"When complete, the community center will be so much more than just impressive features," said Ray Halbritter, Oneida Indian Nation Representative and Oneida Nation Enterprises CEO. "It will truly be the center of our Nation – an investment in the very heart of our community and a permanent representation of all the history and meaning that term encompasses. Like all that we undertake, it will benefit not just those of us gathered here today, but our children, grandchildren, and great-grandchildren unto the Seventh Generation. Here, they will find a vibrant community and a place they may always call home."

When complete, the 65,000 sq. ft. community center will be among the largest tribal centers of its kind in the U.S. Its amenities will include: areas for language and cultural programming and education; spaces for community meals and other gatherings; library; exhibit space; field house for lacrosse games and cultural events; natatorium with an accessible pool, children's pool, and spa; gymnasium; fitness center; running



of a feather and a stone floor with a snapping turtle shell pattern emphasize the Oneida Indian Nation's connection to the earth and the Creator.

In addition to the construction of the new community center, the next phase of the Oneida Neighborhoods Project will also include additional housing for Nation members. This fall, construction will begin to double elder housing and increase other available member housing by 50 percent. Expanded housing will also be accompanied by new road infrastructure to accommodate this increase in residency.

While the Oneida Indian Nation community center has been designed to provide resources and amenities for Nation members, it will also welcome members of other tribal nations and area residents.

track; play area; and conference rooms and office space.

The community center's design will be infused with Oneida culture and traditions throughout. At the center's entrance, broad wooden slats recreate the threading of a wampum belt, highlighting the important connections between people and Nations. The four elements are represented throughout the complex's architecture, as are details that bring to mind the construction of a Haudenosaunee longhouse. In the community center's culture core, a skylight in the shape



UArizona Opens First Tribal Microcampus to Serve Pascua Yaqui Tribe

A new University of Arizona (UArizona) microcampus will serve the Pascua Yaqui Tribe in Tucson, giving tribal members what leaders called a "homecourt advantage" to complete college degrees and certificates and access university technology, research and tutoring services.

The university celebrated the grand opening of the microcampus with a ribbon cutting ceremony in the newly renovated, 5,000 sq. ft. space, which sits just east of the tribal reservation, formerly housing the Hohokam Middle School.

"This new University of Arizona location designed to serve the Pascua Yaqui Tribe represents a significant milestone in our ongoing commitment to Native American communities – especially those whose traditional homelands include Southern Arizona," said University of Arizona President Robert C. Robbins. "It has been a goal of mine for years to establish a campus for every tribe in the state and I hope this will be the first of many."

In-person attendees included Pascua Yaqui Tribal Chairman Peter Yucupicio; members of the Pascua Yaqui Tribal Council; Regent Cecilia Mata, Secretary of the Arizona Board of Regents; Levi Esquerra, UArizona Senior Vice President for Native American Advancement and Tribal Engagement; Marc Miller, Dean of the James E. Rogers College of Law; and José Francisco Calí Tzay, the United Nations' Special Rapporteur on the Rights of Indigenous Peoples, who is also a lecturer in the College of Law and Associate Director of the college's Indigenous Peoples Law and Policy Program's Human Rights Clinical Programs.

"This is home, and now this is your home here at the microcampus, right here by our reservation where our ancestors have lived for a long time," said Chairman Yucupicio. "Let's make this the best place to come and study."

The new microcampus is the result of a university strategic plan initiative to better serve Native American communities. It is also the latest development stemming from an agreement between the university and the tribe, signed last year, to help tribal members more easily access higher education and workforce training programs.

"That intergovernmental agreement set the foundation for more partnerships with the tribe, and that was one of the most significant steps to getting this microcampus up and running," said Esquerra. "Today is a celebration, but there's so much more coming after this. This has opened the doors wide open for more



Pascua Yaqui Tribe and University of Arizona leaders cut a ribbon to celebrate the grand opening of the university's newest microcampus, the first to serve an Indigenous tribe. Photo: Chris Richards/University of Arizona

collaboration between the Pascua Yaqui Tribe and the University of Arizona."

Leaders with the tribe's education department worked with university leaders to develop the initial curriculum for the microcampus according to the tribe's priorities to develop its workforce. UArizona will work with tribal leadership and department heads to survey the tribe's employees, most of whom are Yaqui Tribe members, about which courses they want to take. The tribe has about 19,000 enrolled members, with roughly 5,000 living on the reservation, located on the southwest side of Tucson.

"Today, we celebrate bringing this opportunity home to the reservation, so that no one has to leave if that's not what they choose to do for themselves," said Serina Preciado, the tribe's education director. "We advance the narrative of what it means to be from 'the rez' today. I'm happy to say that at Pascua Yaqui, we have world-class higher education right in our backyard."

Selina Martinez, a Yaqui architect, designed the renovations for the microcampus. University and tribal branding were incorporated alongside Yaqui motifs, such as flowers that reference Sea Ania, or Flower World, which represents the beginning of life and the result of hard work in Yaqui tradition and ceremony. A sign outside the new space reads "Huya Miisim" – Yaqui for "Wildcats." ♣



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PROSPEROUS LION™

See your money double in Prosperous Lion™, presented on AGS' Orion Slant™ dual screen cabinet and offered in player-selectable, multi-denominations at $.01, $.02, $.05 and $.10 increments.



Part of the Money Charge™ Boosted game family, this title takes classic hold and spin mechanics to a new level with a glowing orb that boosts players' chances at electrifying wins. Money Charge Boosted Bonus is triggered with six or more cash-on-reels symbols in the base game. It can also be triggered with three or more bonus symbols in the base game and selected in bonus gateway. The bonus begins with locking all reels with lion symbols and turning those without into independent spinning reels. The player starts with three spins, and any additional cash-on-reel symbols result in the spin counter resetting to three. If there are 13 or fewer cash-on-reel symbols, then one reel will have boost symbols and boost any cash-on-reels symbols in the same row or column. The free spins bonus, selected in the bonus gateway, starts with up to 15 free spins (based on the gateway) with up to 8x wild multipliers added to the reels. The top screen orb animation adds an exciting dynamic that attracts players and instantly translates the game's primary goal.

With abilities to "boost" up prizes and player-chosen free games with multiplier bonuses, this title is sure to be a buzz on the casino floor.

Everi

Phone: (512) 334-7500
everi.com
G2E Booth #1150

FU BLOSSOM™ SERIES



Fu Blossom Blessings™ and Fu Blossom Prosperity™ showcase alluring Asian style art packages and a compelling feature set that is sure to stand out on any floor. Land the Fortune Spins mode for plenty of multiplier action. Trigger the Fortune Pick feature in the Fortune Spins mode to upgrade the multiplier up to 5x for additional player upside and chase.

THE ADVENTURES OF ROCKY & BULLWINKLE & FRIENDS

Rocky & Bullwinkle™ and Boris & Natasha™ are based on the iconic animated variety television show that first aired in 1959 based on the exploits



of Rocky and Bullwinkle and their antagonists Boris and Natasha. These classic three-reel, nine-line stepper games feature a five-tier progressive and operator configurable max bet from nine coins up to ninety coins. Both themes are full of thrilling features including frequently hitting multipliers, symbol triggered progressives, and a bonus wheel.

IGT

Phone: (702) 669-7777
igt.com
G2E Booth #3659

HOT LINK™ BLUE MOON II EXPRESS / MONEY BEANS EXPRESS

Heat up the floor with IGT's Hot Link™ video slots featuring two legacy base themes with two distinct support titles, Blue Moon II Express and Money Beans Express.

The action-packed title features three progressive jackpots and two fixed prizes that can be won throughout the entire game, plus a lock and respin feature, and two unique free games experiences. The 3x5 reel base game can be played at 5, 20, or 40 lines with corresponding denominations. If six or more fireball symbols land anywhere on the reels, the lock and

respin begins. During the lock and respin, the player can win the grand jackpot prize if three consecutive spins pass without adding a new fireball symbol or when all 15 spots are filled. Each Hot Link theme also offers a thrilling free games bonus with a 3x multiplier. In Blue Moon II Express, if a player lands three, four, or five wild and dolphin symbols, 16 free games will be awarded. Money Beans Express awards eight free games when a player lands three, four, or five wild or money bean symbols.



Hot Link Blue Moon II and Money Beans Express are a five-50 credit cost to cover game based on the selected denomination.

SCARAB ULTRA™



IGT's Scarab Ultra™ is the latest iteration of Scarab™, one of IGT's most successful titles on dual-screen cabinets. It delivers everything players love from the original game with an all-new jackpot playoff with a guaranteed jackpot win.

Housed on the state-of-the-art CrystalCurve™ Ultra cabinet, Scarab Ultra features a new animated Golden Scarab symbol that initiates multiple golden frames during play. In the base game, players have 10 games to land a Scarab symbol on the reels. When the Scarab symbol is landed, it turns the position into a golden spot. After the tenth wagered game, each collected golden spot turns into a wild for the Wild Stays Charges Then Pays™ feature that can lead to massive wins. After three or more pyramid symbols land, the free game selection screen is activated and offers three player-selectable options for the opportunity to play for more spins or more wild positions. Finally, when three or more golden coin symbols land, the jackpot playoff is triggered, and players can win one of five different progressive jackpots.

Scarab Ultra is an 80-credit cost-to-cover game.

Konami Gaming

Phone: (702) 616-1400
konamigaming.com
G2E Booth #1256

BULL BLITZ™



Rack up the cash with a ride on Bull Blitz. This high-impact, high reward slot series by Konami Gaming takes credit prize events to even greater heights with the new Xtra Hit feature. Now arriving to North American audiences after proven success in the Australian market, Bull Blitz gives guests all the right elements from Konami's popular All Aboard, but with more potential coin payouts during the collection feature.

For each Xtra Hit symbol that lands during the Bull Blitz credit prize feature, players win coin prizes all over again. Backed by comprehensive multi-denomination options, this series offers players the chance at a big linked progressive grand jackpot, a progressive mega jackpot, and three standalone bonus awards. Bull Blitz is hitting casinos with two original base game options: Fortunes of the Orient and Roses & Riches – each with their own unique free game adventure.

With thrilling LED sign options and 49-inch curved screen delivery on the premium Dimension 49J, this original slot series is kicking up huge excitement on the casino floor.

LUCKY DRUMS™



Drum up some excitement and roll into riches with Lucky Drums. This multi-level progressive slot series by Konami Gaming offers three different grand reset options for operators to select from: $10,000, $5,000, and $2,500. In addition, the series supports a wide range of multi-denomination options, with fixed bonus awards that flexibly scale by selected denom.

Throughout primary play, Lucky Drum's standard 5-reel frame can double in height with any three or more wild drum symbols. After the reels pop upward, players are awarded a bonus re-spin on the expanded reel frame, for more ways to win. Players enjoy a chance at a

jackpot any time a wild drum symbol appears on the reels. If the jackpot feature is awarded, the player is transported to a circle of drums and invited to play their way through a pick 'em bonus and hit a big win. Lucky Drums makes its world debut with two original base games: Lion and Dragon.

Lucky Drums is available exclusively on Konami's Dimension 49™, ranked the industry's #1 highest performing core portrait / portrait slant cabinet for nine months. Custom pod fillers, bank fillers, end caps, and sign display options are also available, for an even greater showcase.

LIGHT & WONDER

Phone: (702) 584-7700
lnw.com
G2E Booth #1116

DUO FU DUO CAI GRAND



Duo Fu Duo Cai® is as much a staple of Light & Wonder as Light & Wonder is a staple of the gaming community. A wonderful, tried-and-true vehicle of success loved by many, the train gets to keep on rolling with Duo Fu Duo Cai Grand – Ingotcha and Duo Fu Duo Cai Grand – Dragons bringing back the double-pot true persistence feature, with enough spice between games to keep players interested.

In Dragons, volatility choice is available during the free bonus games, allowing anywhere from 3-15 free games with different amounts of guaranteed wilds depending on the player's choice. In Ingotcha however, the free games focus on hold and spin elements with players trying to collect coin symbols, with multipliers coming into play when a reel fills up with coins. And then, of course, you can't have a Duo Fu Duo Cai game without the Fu Babies®, and they get their appearance in the game's pick feature, offering a path towards the jackpots.

JIN JI BAO Xi GRAND



Jin Ji Bao Xi® is a dominant presence in Light & Wonder's current game landscape, and for great reason, considering the love of the franchise from the fans. And naturally, the ball has got to keep rolling.

With Jin Ji Bao Xi Grand – Phoenix WAP and Jin Ji Bao Xi Grand – Tiger WAP joining the mix, experience a great feature set with both games utilizing a top up feature, which capitalizes on hold and spin to great effect as players spin to collect Shou Gong symbols, with a golden top up allowing players to do so twice in a row for massive gains. In addition, the two games offer free games in distinct ways. Tiger gives players volatility control by choosing the number of free games they want but changing the number of repeat wins they get, and in Phoenix, players are given three free spins, but the ticker resets to three every time they get a repeat win. Both games also include a match-three game bringing back the Fu Babies® to earn jackpots.

True persistence is another element brought to the game in these new installments, ensuring excitement in every spin.

Novomatic Americas

Phone: (224) 802-2974
novomaticamericas.com
G2E Booth #1259

THUNDER CASH™ LINK – COIN FISHING

Be a reel legend. Cast your reel into the wild waters of Coin Fishing™. Jump into the deep sea full of riches. The features are sure to give you some fishtastic wins. The oh-fish-al new game is coming to the Thunder Cash™ series. Dive in and see what you catch.



During the base game, Lucky Catch randomly appears on five reels only and triggers the Lucky Catch bonus, which instantly awards all coin prizes on the screen. Six or more scattered coins trigger the Lock 'N' Win feature: all coins are held in position while the remaining reel position turns into individual reels for three initial respins. Respins are reset to three as long as additional coins appear. Every Lucky Catch, the symbol appears

anywhere on the screen during the feature, all coin prizes except major are instantly collected. The feature ends when either no free spins remain, or the grand jackpot is won (full screen of coins). Prizes are grand and major jackpots as well as minor and mini awards. The game is a 10-line (fixed), 5-reel video game. The top prize is 2,500x bet per line on a single line.

Prizes include grand (linked progressive) jackpot, major (standalone progressive) jackpot, minor award, and mini award. You'll be hooked when you play Coin Fishing and reel in lots of Thunder Cash™. Any fin is possible when you take this bait.

THUNDER CASH™ X LINK – CANDELAS DE LOS MUERTOS™ SEÑORITA SUERTE / CANDELAS DE LOS MUERTOS™ SEÑOR MUERTE



Light a candle and places your bets for the Thunder Cash™ X progressive prizes. Choose between Señor Muerte, the formidable figure and lord of the ultimate odds or the beautiful Señorita Suerte. These beautiful spirts of the dead have returned to celebrate luck and winning.

In these new and thrilling games, the Wild Sugar Skull substitutes for all symbols except candle. Six or more scattered candle symbols trigger the lock and respin feature with 15 reels. Additionally, any appearing candle can lead to a mystery trigger of the lock and spin feature. All candle symbols are held in position while remaining reel positions turn into individual reels for three initial respins. Respins are reset to three as long as additional candles appear. The feature ends when either no free spins remain, or the grand jackpot is won, which results in a full screen of candles.

Gather your candles, celebrate, and welcome back rewards with these lucky spirits to win big jackpots, awards and prizes.

CLASS II

AGS

Phone: (702) 722-6700
playags.com
G2E Booth #1253

LANTERN RISE™



An enchanting goddess illuminates the screen in the dynamic Lantern Rise™, part of the Ultimate Rise™ game family and now available on AGS' Orion Curve™ platform.

This immersive title features a free spins ladder, boasting up to 100 spins, an exciting base game with nudging wilds, and captivates players with a visual representation of bonus trigger progress through the main illuminating lantern. The Ultimate Rise bonus is triggered in the base game by landing on six or more lantern symbols, but one to five lantern symbols may also randomly trigger the bonus. Three bonus spins are awarded, and any additional lantern symbols landed on are locked into position, resetting the bonus spins to three. The amount of lantern symbols collected during the bonus determines the number of free spins won. In free spins bonus, win up to three extra rows, credit prizes, extra spins, and collect jackpot gems to progress towards corresponding jackpot prizes.

Stunning visuals, interactive gameplay, and a unique free spins ladder make Lantern Rise a must-have on every game floor.

Eclipse Gaming Systems

Phone: (770) 277-8783
eclipsegamingsystems.com
G2E Booth #2840

MUCHO GRANDE JACKPOT™



This festive 5x8 video slot, Mucho Grande Jackpot™, delivers a party every time it's played as slot enthusiasts immerse themselves in this bonus-rich and captivating game – a new title in Eclipse's Jackpot series.

Mucho Grande Jackpot takes the player south of the border to Mexico for a lively fiesta-like experience,

complete with multi-level jackpots, free spins, multipliers, a pick'em feature, and an exciting pinata hold-and-spin bonus. During this feature, each star pinata symbol that lands will explode and lock a prize into place for the duration of the pinata bonus. The pinata bonus awards are 1-15x the total bet, mini, minor, or major jackpot. If all 40 positions are locked, the grand jackpot is awarded and the bonus ends.

SPIN BIG GALAXY™



Players will look up to the stars as they play Big Spin Galaxy™, one of three Spin Big™ titles in Eclipse's Spin Big series. This video slot is highlighted by the player-favorite wheel, an attention-grabber on any casino floor. A big wheel with large progressives and multiple prizes encompasses the entire game screen, attracting players from near and far.

The Spin Big wheel bonus, free spins, and pick'em bonus take your players on a celestial adventure in this out-of-this-world theme. During the Spin Big wheel bonus, the wheel will spin once to award the free spins bonus, a credit prize, or a major or mini jackpot. The wheel symbol appears on reel three only; all Spin Big wheel prizes are multiplied by the bet multiplier. Spin Big Galaxy is a casino-floor must-have.

Everi

Phone: (512) 334-7500
everi.com
G2E Booth #1150

PLATINUM SIGNATURE SERIES



Black Diamond Platinum® and Crystal Star Platinum™ are progressions of the top performing Black Diamond® and Crystal Star® stepper games now with popular player mechanics for more ways to win. Both themes feature symbol triggered progressives and fixed multipliers that can multiply wins up to 30x. Platinum Spin™ acts as a free spin for a shot at one of four progressives.

WILD STACKS DELUXE SERIES

Wild Stacks Deluxe Ruby Fire™ and Wild Stacks Deluxe Sapphire Riches™ are classic nine-line progressive stepper games that offer operator configurable max bet from 9-90 coins. Both themes showcase a nudge mechanic that



features nudging stacked wilds with the opportunity for players to win multiple progressives with the nudge.

IGT

Phone: (702) 669-7777
igt.com
G2E Booth #3659

RISING SPINS™



Rise to the top with Rising Spins™ bingo featuring a classic fruit theme and a thrilling growing free games feature.

In the ten payline base game, three or more Rising Spins scatter symbols in any position on the reels, which can trigger up to 300 free games. The starting free games level is dependent on the number of Rising Spins scatter symbols that appear in

the triggering game, beginning with level one when three scatter symbols land. Four scatter symbols will activate level two, while five scatter symbols will activate level three. Furthering the fun, the game awards three respins for each scatter symbol that is landed. During the free games sessions, each line win resets the number of spins to three, and the current symbol on the reels is upgraded to the next symbol available on the next spin. Any line win with a red seven symbol will promote the player to the next level, and the top level is reached when only red sevens remain on the screen. An entire screen full of red seven symbols on all five reels awards 1,000x the bet.

Rising Spins is a 20-credit cost-to-cover game available on the PeakSlant32™ and CrystalDual™ cabinets.

MAGIC GONG™



Experience an enchanting world with Magic Gong™ bingo. Complete with a vibrant art package, the entertaining 6x4 reel base game will captivate players with the frequent Magic Gong feature and wild symbol action for big win opportunities.

In the base game, when a gold disc symbol lands anywhere on a reel, it will reveal a special symbol, and all other instances of the symbol on the reels will transform into wild symbols that can combine for large payouts. The energetic Magic Gong free games bonus feature is triggered when a bonus symbol lands on reel one and one or more gold disc symbols land on any of the reels. Before the free games begin, a captivating visual plays out, and additional gold disc symbols are added to the reels that contain the symbols. During each spin in the free games bonus, one or more reels are highlighted and guaranteed to trigger the Magic Gong feature for large win potential on every spin.

The 80-credit cost-to-cover game is available on the PeakSlant32™ and CrystalDual™ cabinets.

LIGHT & WONDER

Phone: (702) 584-7700
lnw.com
G2E Booth #1116

THUNDER DRUMS®

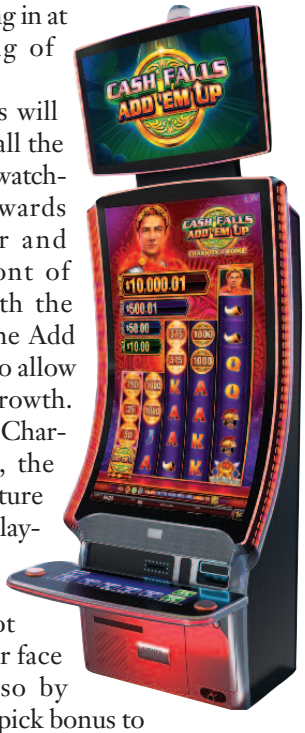
Focusing on bringing players a triple-pot mechanic with all the subtlety you would expect from a game called "Thunder Drums®," Thunder Drums – Leaping Lions makes its presence known and doesn't hide its excitement and noise.

Each of the three drums in this perceived persistence title offers a different bonus depending on which one triggers. Blue and green both bellow out a thunder prize, which gives a sum of credits up front as an instant win, but green gives free spins in addition to the thunder prize, prompting three spins with a ticker that resets on a gold drum symbol. The red drum is the jackpot drum, which triggers a pick-three game to decide your jackpot, with lightning symbols included to upgrade that jackpot. There's also a chance at more free games by having five or more of those gold drums appear anywhere on a single spin.



CASH FALLS ADD 'EM UP

The newest installments of the Cash Falls® franchise, Cash Falls Add 'Em Up – Chariots of Rome and Cash Falls Add 'Em Up – Lotus of Egypt will be dropping in at the beginning of next year.



These titles will bring players all the excitement of watching credit rewards climb higher and higher in front of their eyes with the inclusion of the Add 'Em Up coin to allow for massive growth. In addition, in Chariots of Rome, the free game feature here rewards players for getting a reel full of coins not only with their face value, but also by giving them a pick bonus to enhance what those coins offer. In the Lotus of Egypt free games, filling up a reel with coins gives a high-value GIG coin for that reel on top of what's already been earned. And of course, in order to figure out which glorious jackpot they get their hands on, when players land on a jackpot wheel coin during the normal game, they unlock the jackpot wheel feature, giving a chance at multiplied mini and minor jackpots as well as the full value of the major and mega jackpots.

Visit www.indiangaming.com

Table Games

AGS

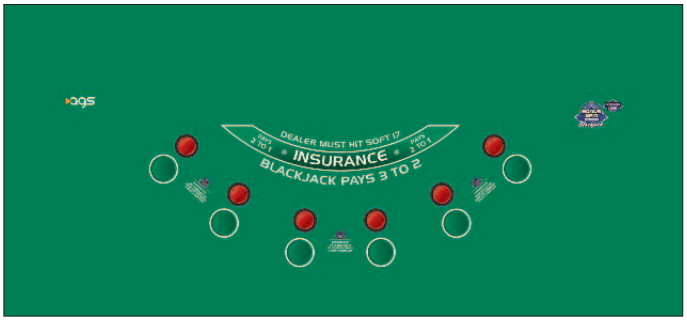
Phone: (702) 722-6700
playags.com
G2E Booth #1253



BONUS SPIN XTREME™ BACCARAT

Elevate your table games pit and supercharge your baccarat play with Bonus Spin Xtreme™ for Baccarat, an exciting addition to AGS' award-winning progressive side bet system, Bonus Spin Xtreme™. If either the player or the banker's hand wins 8-0 or optionally, 9-0, the Bonus Spin Xtreme Wheel Spin is triggered. Three concentric wheels provide the ability to award one unique jackpot winner, while simultaneously awarding all participating players a community prize. With the capability to link to all table games on a casino floor, offering a single shared progressive, Bonus Spin Xtreme Baccarat's patented game mechanics provide quickly growing jackpots that make for an exciting upgrade to any table floor.

BONUS SPIN XTREME™ BLACKJACK WITH XTREME 16



Bonus Spin Xtreme™ Blackjack with Xtreme 16 features patented game mechanics. Once all bets are placed, the game of blackjack is dealt. Players make their individual hand decisions, and when the action reaches the dealer, a wheel spin is triggered any time the dealer's first two cards are comprised of a 10-value card and a six. The dealer then completes drawing out to their hand, pays and takes all the player wagers as appropriate, and then initiates the bonus spin round. Bonus Spin Xtreme Blackjack with Xtreme 16 can link to all table games on a casino floor and offers a single shared progressive jackpot, requiring only one seed and providing larger jackpots that grow quicker.

LIGHT & WONDER

Phone: (702) 584-7700
lnw.com
G2E Booth #1116





ROULETTE X™

Roulette X™ offers players a supercharged bonus roulette experience that will keep players coming back for more. Roulette X allows players to choose their own level of volatility and the chance to win up to 500x the value of their wager on a single number. With each spin of the wheel, up to five numbers will randomly be selected to have a multiplier of 50x, 100x, 200x, or 500x the value. If the winning number lands on one of these multipliers, and the player has credits on that number, they are credited the win from that multiplier. An exciting, animated celebration and music are also accompanied with each win. Roulette X is currently offered on the Quartz™ Hybrid and Quartz Standalone platforms.

THREE CARD SABOTAGE®

It's a game of sabotage, Three Card Sabotage®. It's the player's three-card poker hand against the dealer's best three-card poker hand, and players are eligible to win an additional ante bonus payout based on the value of their three-card poker hand. This game also features the optional pair plus wager.

To begin, the dealer gives each player and themself three cards face down, and then places the next three cards face down in the area marked "Sabotage Cards." The dealer will take the top card and add it to their original three cards to make a four-card hand. Players now have an option to fold and lose their ante or place a play wager of 1x or 2x their ante.

The dealer will reveal their four cards and the two sabotage cards. If one or both sabotage cards match the rank of any cards in the dealer's hand, they must remove them. If the sabotage cards result in the dealer having less than three cards, they cannot have a straight or flush, they can only have a pair or high card. If the two sabotage cards don't match the dealer's hand, they will make their best three-card poker hand. ♣




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Check out these new product releases...

Sports Betting Ecosystem Additions



SuzoHapp is launching three new additions to its sports betting ecosystem. This ecosystem has been designed with the idea in mind that sports are inherently social. SuzoHapp aims to encourage that social experience by creating a betting atmosphere reflective of the location that customers want to be in. SuzoHapp has solutions to allow customers to place those in-play bets in retail settings without removing themselves from the social event by betting on their phone and instead engaging in the atmosphere.

SuzoHapp is releasing an updated model of the SBT-500 (tabletop sports betting terminal) that includes cash acceptance with a bill validator and cash box matching the dimensions of existing video poker machines for an easy swap, allowing customers to continue that in-play betting anonymously with cash. Additionally, SuzoHapp is launching the SBT-750, a fully immersive and inclusive betting experience that is ADA accessible, designed to create a sports book stadium-like feeling for everyone. Lastly, SuzoHapp is launching a handheld betting device for operators, designed by retail and restaurant industry veteran Elo Touch Solutions, that allows customers to remain anonymous but is perfectly primed to be wherever the customer is. This handheld device with a mobile printer allows bets to be placed in cash with an employee and prints a bet slip on site – perfect for stadiums or bars.

Contact: **SuzoHapp**
(888) 289-4277
suzohapp.com
G2E Booth #4233

TrueListReview

As part of their new Evolution platform, Veridocs recently introduced a new watch list monitoring module, TrueListReview. This complements Veridocs' real-time watch list management by allowing users to easily monitor customer lists for continued compliance after a patron's initial enrollment into player's clubs or other programs.

TrueListReview lets organizations monitor customer lists for continued compliance on demand or as scheduled. This reduces the risk that occurs when a patron clears an initial list check, but lands on a watch list afterwards. TrueListReview is compatible with internal customer lists, regulatory and government watch lists, and other third-party lists. Think of it as making a list and checking it twice.

TrueListReview users can be certain they know the person standing before them meets established criteria for entry or purchase – initially and for subsequent transactions. This saves time and money by helping companies maintain strong compliance to minimize risk of regulatory fines and reduces the threat of fraud. Veridocs touchless technologies enhance customer experience and safety for on-site patrons. TrueListReview is compatible with internal customer lists, regulatory and government watch lists, and other third-party lists.

Contact: **Veridocs**
(702) 988-0331
veridocs.com
G2E Booth #1516

LED Post Top Lamps

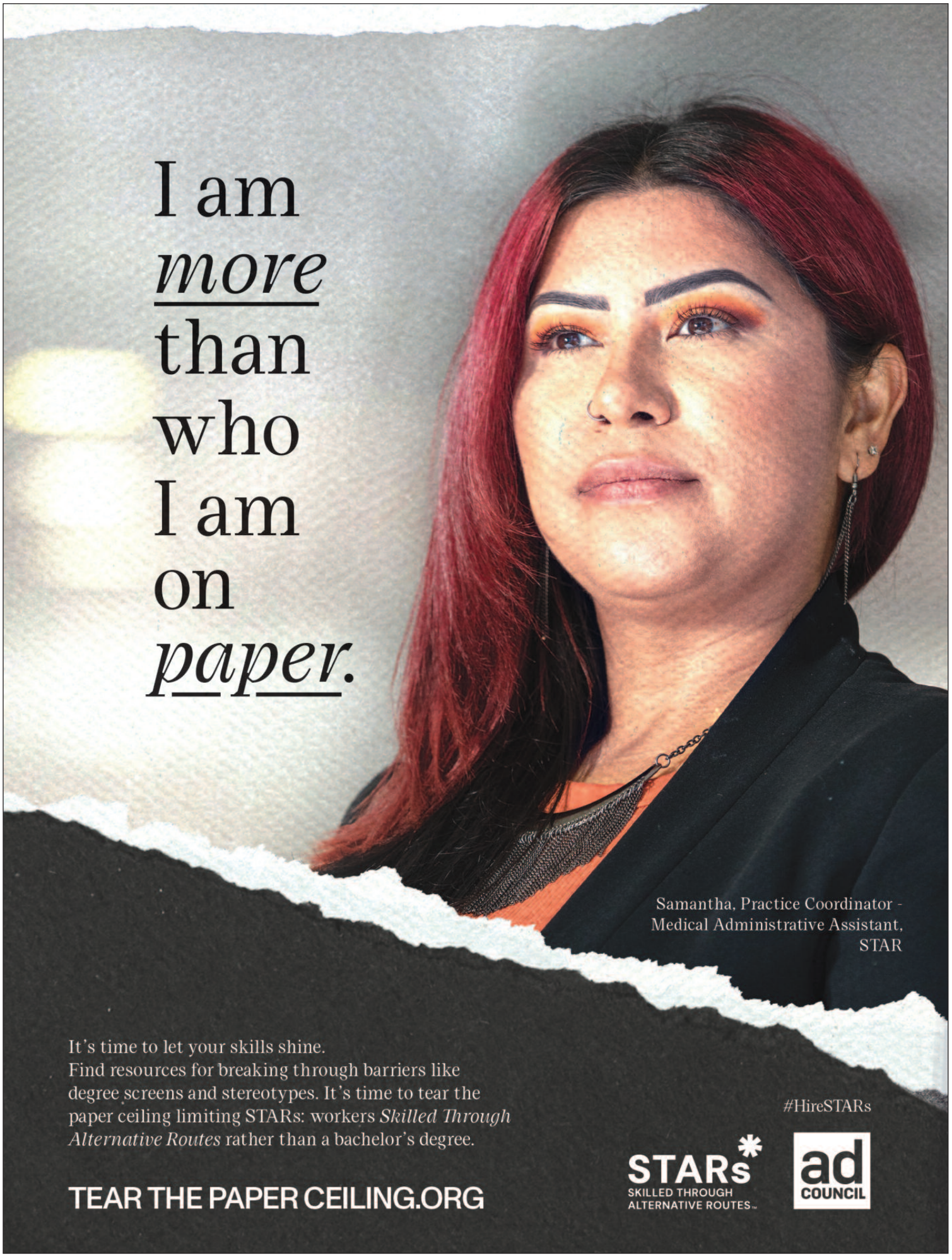


LEDtronics Inc. recently announced its newest series of UL-listed LED Post Top Lamps that put out an impressive amount of uniform, omnidirectional and brighter light for their compact size, with much more energy efficiency and longer life compared to the old-technology and larger post-top bulbs.

Because they are thermally managed, these LED bulbs are UL approved for enclosed applications (-40°F to 113°F) and are perfect for easy, direct drop-in installation into existing E26 Edison medium and E39 mogul screw-based lighting fixtures. This series of omnidirectional post top lamps are ideal for use in varied applications such as street lighting, outdoor parking area lighting, driveway/walkway lighting and security lighting.

This LED19B series of LED post top lamps come in a white polycarbonate body, offering long-lasting durability. They range in power outputs from 10 to 18 (E26 units) and 27 to 120 watts (E39 units), directly replacing old-technology incandescent, halogen and metal halide acorn lamps that would correspondingly consume 18 up to 250 watts. Reducing additional energy consumption by bypassing the ballast allows the bulbs to operate in a wide voltage input range of 120 to 277 VAC. They come with a wide operating temperature range of -40°F to ~+113°F. ♣

Contact: **LEDtronics**
(800) 579-4875
ledtronics.com


I am *more* than who I am on *paper*.
Samantha, Practice Coordinator - Medical Administrative Assistant, STAR
It's time to let your skills shine.
Find resources for breaking through barriers like degree screens and stereotypes. It's time to tear the paper ceiling limiting STARs: workers *Skilled Through Alternative Routes* rather than a bachelor's degree.
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ad COUNCIL

Potawatomi Hotel & Casino Names Kerry Janovitch CFO, Garret Finocchiaro CIO


Kerry Janovitch

Potawatomi Hotel & Casino has announced the hiring of two new executives at the property.

Kerry Janovitch has been promoted to Chief Financial Officer (CFO). She has spent the last seven years as the property's Accounting Director.

"Kerry is a creative, open-minded leader that believes in challenging the status quo to drive results," said Dominic Ortiz, Potawatomi Hotel & Casino CEO/General Manager. "Her leadership will help us build an entertainment destination revered by our competitors and celebrated by the people of Milwaukee."

Janovitch joined the business in 2015 after spending a number of years as a financial leader in the Pacific Northwest hospitality and entertainment industry. She has spent 27 years in tribal gaming and hospitality.


Garret Finocchiaro

Garret Finocchiaro joins Potawatomi Hotel & Casino as the property's first Chief Information Officer (CIO).

"Garret is an experienced, high-level casino executive with a proven track record of success," said Ortiz. "He has helped tribal nations build a forward-thinking mindset with long-term strategic insights into technology and security. We are honored to bring him to Milwaukee as we build a new future for Potawatomi Casino & Hotel."

Finocchiaro has 35 years of experience in technology and data management. He spent the last 10 years as Director of IT Operations and Support at Oneida Nations Enterprises in Verona, NY, overseeing technical services for four casinos, including its flagship property, Turning Stone Resort & Casino; three sportsbooks; five hotel properties; 40 food and beverage venues; and a number of other amenities.

Nathan Chapa Named VP of Hospitality at Seminole Hard Rock Hotel & Casino Tampa

Seminole Hard Rock Hotel & Casino Tampa has named Nathan Chapa Vice President of Hospitality. He will be responsible for all hotel operations departments, including front desk, group sales, VIP/butler services, spa, housekeeping, public space, wardrobe, and recreation. Additionally, Chapa will work with departments property-wide to implement resort operations strategies and policies.


Nathan Chapa

Chapa joined Hard Rock in 2018 as Director of Hotel Operations, playing an integral part in the pre-opening and opening of all hotel assets in the resort's expansion. Previously, Chapa was the Assistant General Manager of the Sandpearl Resort in Clearwater Beach, FL, and held several roles at the Don CeSar Hotel in St. Pete Beach, FL, including Hotel Manager – Beach House Suites, Housekeeping Manager, and Assistant Front Office Manager.

Chapa also spent several years in the Las Vegas market at the Venetian Palazzo Resort & Casino, Mandarin Oriental, and Red Rock Hotel & Casino.

Veridocs Names Jackie Suan Vice President of Business Development


Jackie Suan

Veridocs has promoted Jackie Suan to Vice President of Business Development. Suan has been involved with business development activities for most of her career, with the past eight years at Veridocs increasing her presence in the gaming and hospitality sector. She now leads the sales team to bring TrueAuthentication and TrueListCheck technologies to age-restricted retail, entrance and access control, and health care markets, while continuing to serve gaming and hospitality.

"During the past eight years, Jackie has been a huge asset to Veridocs customers and our team," said Joe Oprosko, Veridocs President and CEO. "She continues to be an inspiration to me personally. Her leadership will allow us to bring our advanced identity solutions to a full range of industries so they can be certain they know their customers."

Veridocs integrates ID authentication with list checking against internal, government, and proprietary watch lists to provide seamless and continuous identity management for compliance, monitoring, and loyalty program enrollment.

Gust Soteropulos Appointed Executive Vice President at Tutor Perini

Gust Soteropulos has joined Tutor Perini Corporation as Executive Vice President of Tutor Perini Building Corp. His responsibilities will include all operations for the company's Western Division and specific clients nationwide. He joins the company with over 40 years of industry experience.

Soteropulos is a USGBC LEED Accredited Professional

and a Registered Professional Civil Engineer. The *Los Angeles Business Journal* named him one of the Top 500 Most Influential People in 2018, 2019, 2020 and 2021.


Gust Soteropulos

Beginning his career as a field engineer with worldwide assignments, Soteropulos advanced through the years to include experience in all facets of the industry, providing solutions for the most complicated projects. Most recently, he held an executive position as Senior Vice President/General Manager of Webcor Builders for 13 years, responsible for Webcor's Southern California Group.

Before joining Webcor, Soteropulos was Vice President of Swinerton Builders for 12 years. There, he was responsible for leading their Los Angeles division's operations.

Cypress Bayou Casino Hotel Names Ryan Fitch Assistant Executive Chef


Ryan Fitch

Cypress Bayou Casino has announced the appointment of Ryan Fitch as the casino's Assistant Executive Chef. Fitch is a native of Gonzales, LA, and brings nearly two decades of experience in the restaurant industry.

"Much of what I know today about the restaurant industry is because of the fine professors at Nicholls State University," said Fitch. Fitch began work in several local restaurants and went on to help open Cypress Bayou Casino Hotel's Loco Mexican Grill & Cantina in 2007. He left Cypress Bayou Casino Hotel in 2009 to continue honing his skills as a chef in Louisiana and Florida.

"I am incredibly grateful to have been afforded the opportunity to rejoin Cypress Bayou Casino Hotel as the new Assistant Executive Chef," said Fitch. "I look forward to the challenges ahead, and I cannot wait to introduce new product offerings at the property."

Gun Lake Tribal Council Members Begin New Term

Members of Gun Lake Tribe's Tribal Council were recently sworn into office. Three seats were up for vote, and the members of Tribal Council elected include one new member, Virginia Sprague-Vanderband along with two incumbents – Nicole Overbeck and Chairman Bob Peters.

The newest council member, Virginia Sprague-Vanderband, has been a large part of the tribal community for decades. Her most recent position as Executive Director of Organizational Development and Training began back in 2010 with Gun Lake Casino.


Virgina Sprague-Vanderband

"We welcome Virginia to Tribal Council and look forward to the fresh viewpoint that she will bring to the leadership of Gun Lake Tribe," said Tribal Council Chairman Bob Peters.

The results of the recent tribal election left the position of Tribal Council Treasurer vacant. During the recent meeting, the council voted to place Nicole Overbeck in this position.

"Many thanks are due to Tomie Williamson for her years of service to the Citizens of Gun Lake Tribe," said Peters. "Tomie was Tribal Council's Treasurer during some of the most challenging times we've seen in recent years, and it has not gone unnoticed by the rest of Tribal Council and the citizens she served."

As a federally recognized Indian tribe, Gun Lake Tribe is a sovereign nation with the powers of self-government. As such, the Tribal Council is the elected governing body, comprised of seven Gun Lake tribal citizens. Serving council members are elected for a four-year term, with terms being staggered based on the voting district represented. Each council member must run for and gain re-election during their cycle in order to retain their seat.

United Auburn Indian Community Appoints Becky Johnson as Tribal Administrator


Becky Johnson

The United Auburn Indian Community (UAIC) has appointed Becky Johnson as the tribe's new Tribal Administrator.

"With over 25 years of management experience, Becky is a well-respected leader who brings a wealth of knowledge to UAIC as our new Tribal Administrator," said Gene Whitehouse, Chairman of UAIC. "In her role, Becky will lead the operations of our tribal government while incorporating our overall vision, mission, and values. We look forward to having Becky support our tribe as we work to meet our long-term goals and objectives."

As Tribal Administrator, Johnson will plan, manage, coordinate, and evaluate the day-to-day operations of the tribal government and provide strategic input under the general supervision of the Tribal Council. She will be responsible for ensuring effective and efficient achievement of tribal department policies and goals, while providing a vast array

of services to the tribe's membership.

"I feel privileged to join the incredibly collaborative, caring, and insightful team at UAIC," said Johnson. "As a proud member of the Hoopa Valley Tribe, I am deeply invested in protecting the tribe's history and culture while advancing their mission and providing instrumental services to the members of this community."

Prior to joining UAIC, Johnson served as Senior Manager for Pacific Gas and Electric Company (PG&E), where she led a team of over 100 internal employees and 5,000 contractors performing a variety of duties to provide critical services.

Johnson is the recipient of Sacramento Business Journal's "Top 40 Under 40" award and of PG&E's Clarke Award for environmental stewardship, Britton Citation Award for safety, and Speak Up recognition for compliance and ethics. She is the former Chair and Senior Fellow, American Leadership Forum; former CFO, Infragard; former President, Junior League of Sacramento; and former chair and alumna, Leadership Sacramento.

Johnson lives in Sacramento and is an enrolled member of the Hoopa Valley Tribe and of Karuk tribal descent.

Washington State Gambling Commission Adds Members to Leadership Team



Chris Wilson

The Washington State Gambling Commission (WSGC) has announced the addition of a new member of its leadership team and the promotion of a long-time agency leader.

Chris Wilson has joined the WSGC as Deputy Director. Wilson joins WSGC after serving as the Senior Military Advisor to the Adjutant General, Alaska National Guard and the Commissioner, Alaska Department of Military and Veterans Affairs overseeing the readiness, effective utilization, professional growth, and welfare for military forces assigned in the State of Alaska.



Gary Drumheller

Additionally, Gary Drumheller has been promoted to Assistant Director, overseeing the agency's operational units including licensing, regulation, enforcement, tribal gaming, and the electronic gaming lab. Drumheller is a state certified public manager and has held numerous board positions within the community and several law enforcement organizations, most recently as a board member of the Washington Sheriff and Police Chief Association's Accreditation Board.

Global Gaming Women Announces Additional Leadership Appointments



Lauren Bates

Global Gaming Women (GGW) has announced Lauren Bates as 1st Vice President and Siobhan Lane as the 2nd Vice President of the Board of Directors.

Lauren Bates is Vice President of Sales, Western Region, at Konami Gaming and is responsible for developing and managing her team of sales professionals, driving revenue, increasing the overall market and ship share, and developing and executing the annual business strategy.



Siobahn Lane

Siobhan Lane is the interim lead of the Gaming business unit of Light & Wonder while also serving as Gaming Chief Commercial Officer at the company, where she leads the North American business and oversees commercial strategy, product management, marketing, and data and analytics.

"We are at an exciting time for our industry and GGW," said Cassie Stratford, GGW President. "Our founding board members created this organization to encourage and support the professional advancement of women in gaming. Because of them, GGW has the legitimacy and recognition we do today. As our industry expands, it is a privilege to be able to build upon that vision alongside inspiring leaders such as Lauren and Siobhan. Both executives are authorities in organizational transformation and will be invaluable assets for GGW as we continue to develop our organizational structure and further advance our important mission."

"GGW is actively delivering vital educational programs, networking events, and development opportunities to women at all stages in their careers daily, thanks to the support of volunteers, mentors, members, and sponsors across the industry," said Bates. "The work we do is ambitious, impactful, and altogether necessary to advance the future of gaming. I am excited to help drive GGW's ongoing growth and development alongside the organization's board of directors and planning committees."

"It's truly an honor to be called upon by GGW to serve on the Board of Directors and help further expand and positively impact the gaming industry in this capacity," said Lane. "As a woman in the industry, this role with GGW is deeply personal to me. It is integral that we continue to create opportunities and spaces that uplift, celebrate and support the countless women in gaming who are inspiring and affecting change." ♣


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Gila River Receives Branding Entitlement on Arizona Coyotes Official Home Jerseys

The Arizona Coyotes and Gila River Resorts & Casinos have announced a multi-year partnership extension agreement that provides Gila River with the branding entitlement on the Arizona Coyotes official home jerseys. The announcement marks the first time in NHL history that a Native American-owned gaming enterprise will have its logo on an NHL team jersey. The Gila River Resorts & Casinos logo will be on the Coyotes' black Kachina jerseys for all home games played at Arizona State University's Mullett Arena beginning in October for the 2022-23 season. Additionally, Gila River will be the season-long presenting sponsor and participate in a variety of community activations throughout the season.

"We are thrilled to announce our extended partnership to add the Gila River Resorts & Casinos logo to our beloved home jerseys," said Xavier A. Gutierrez, Coyotes President & CEO. "Gila River has been a long-term partner for the Coyotes and we are grateful for their tremendous loyalty and support over the years. Like the Coyotes, Gila River prides themselves on their commitment to excellence and to positively impacting our community. We look forward to having Gila River's distinguished and respected name and logo on our incredibly popular black Kachina jerseys."

"Gila River is honored to be the first-ever Native American-owned gaming enterprise to have its logo on an NHL jersey," said Kenneth Manuel, CEO of Gila River Resorts & Casinos. "As local leaders, we have developed an incredible partnership with the Arizona Coyotes driving positive change in the community as well as bringing world-class hockey to the Valley. We are thrilled to embark on this historic journey paving the way for other Native American gaming enterprises."

Hard Rock International, Seminole Gaming Announce Nationwide Workforce Wage Increases

Hard Rock International and Seminole Gaming have announced wage increases for half its U.S. workforce. The increases apply to U.S. team members and new hires at company managed hotel, casino and cafe locations nationwide.

Ninety-five job classifications – including cooks, housekeepers, security, public space, and call center – are among the greatest impacted. In some cases, starting wages are increasing by over 60 percent. The new starting wages range between $18 and $21 an hour, with minimal exceptions – more than 2.5 times the federal minimum wage and exceeding each U.S. state minimum wage.

An entry-level team member in Florida, for instance, will receive between $8 and $11 per hour above the state's current $10 per hour minimum wage. The hourly rate increase for full-time team members equates to more than $16,000 per year above the state's minimum wage, a potentially life-changing pay increase for thousands of entry-level team members.

This recent $100 million investment in its team members is part of an ongoing effort to honor and appreciate its workforce, which has recently included paying frontline employees bonuses during the pandemic and other expanded benefits. It puts Hard Rock International and Seminole Gaming at the forefront of the gaming and hospitality industries, among those companies offering the most competitive wages.

"My career has encompassed over four decades and I have never been involved in such a historic event," said Jim Allen, Chairman of Hard Rock International, CEO of Seminole Gaming. "The support the Seminole Tribe of Florida has given me to enhance the standard of living for so many people is a dream come true. We have changed people's lives and I'm proud to be a part of it."

There are currently over 1,600 Hard Rock International and Seminole Gaming jobs open at the new higher starting wage rates.

Circling Raven Earns 'Best Casino Course' Distinction From *Golfweek*

Course raters have ranked Circling Raven No. 20 in *Golfweek's* Best 2022: Top 50 Casino Golf Courses in America. Designed by Gene Bates, Circling Raven has been ranked one of the country's top casino courses since opening in 2003. It has also earned Top 100 Resort, No. 1 Public Course in Idaho, and Pro Shop Merchandiser of the Year honors on multiple occasions.

Hundreds of members of *Golfweek's* course ratings panel continually evaluate courses and rate them based on 10 criteria. They also file a single, overall rating on each course. Those overall ratings on each course are averaged to produce a final rating for each that is then used to compile *Golfweek's* Best course rankings.

"It's part of our mission to provide guests and visitors with first-class amenities," said Laura Penney, CEO, Coeur d'Alene Casino Resort Hotel. "Receiving this critical acclaim is reinforcement that we are accomplishing this goal through Circling Raven."

Owned by the Coeur d'Alene Tribe and an amenity of its award-winning casino resort in the scenic Idaho panhandle, Circling Raven's 18 holes are routed across 620 acres of Palouse Region terrain. The course unfurls amid woodlands, wetlands and wildlife, including eagles and moose.

The course is home to the Circling Raven Championship presented by KXLY News 4, an Epson "#Road2LPGA" Tour event. This summer, more than 100 top women professionals vied for their share of the $200,000 prize purse.

Located approximately 50 minutes from Spokane International Airport, Circling Raven measures 7,189 yards from

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the rear tees. The golf club is one of several amenities that make the casino resort one of the most popular in the Western U.S. It features a full-service spa, recently renovated gaming floor, two hotel wings, multiple restaurants, live entertainment shows and events, and cultural activities that highlight the tribe's history.

Aristocrat Gaming Named Official Partner of New England Patriots and Gillette Stadium

Aristocrat Gaming and the New England Patriots have announced a multi-year partnership making Aristocrat an Official Partner of the Patriots and Gillette Stadium. As an Official Partner, Aristocrat will have prominent signage throughout the stadium year-round including in-stadium, on the concourse and in-game branding. Additional features will include in-game promotion and game-day activations.

The news of this partnership follows Aristocrat Gaming's recent announcement of their exclusive multi-year slot machine licensing agreement to build land-based NFL-themed slot machines. The NFL license offers a unique opportunity for fans to select their favorite teams, such as the Patriots, when using land-based gaming machines.

"We are ecstatic to partner with the New England Patriots, one of the most successful and legendary franchises in the NFL," said Hector Fernandez, CEO of Aristocrat Gaming. "We look forward to bringing our NFL-themed slot games to casinos across Massachusetts, providing an opportunity for passionate Patriots fans to experience their favorite team in new and exciting ways."

"The Patriots and Gillette Stadium are excited to partner with Aristocrat Gaming and explore many new opportunities to engage with our fans," said Murray Kohl, Vice President of Corporate Sponsorships for Kraft Sports + Entertainment. "We are thrilled to work with their innovative team on multiple activation and branding opportunities at Gillette Stadium throughout the Patriots season, as well as have the Patriots branding featured on their slot machines nationwide."

Cuningham Achieves Net Zero Carbon Across Firm's Internal Operations

Cuningham has announced that their internal operations are now net zero carbon. After a four-year effort to better understand their impact on the global environment, Cuningham is now making a commitment to reduce and offset 100 percent of the firm's greenhouse gas (GHG) emissions from all Scope 1 and 2 sources, plus a large portion of their Scope 3 emissions.

Over the past four years, Cuningham watched and tracked the firm's Scope 1, 2, and 3 emissions. Per EPA, Scope 1 includes emissions under a company's direct control, typically including vehicle fuel and fossil fuel consumed at a company's facilities. Scope 2 covers indirect emissions and includes primarily purchased electricity for offices and electric vehicles. Scope 3 is everything else that a company does. For the purposes of their study, Cuningham included air travel, travel to meetings and job sites, vehicle rental and ride share services, paper use, and electronic equipment.

During this time, the company's GHG emissions fell from a high of 5.73 metric tons per employee per year to 2.21 metric tons per employee per year – a 61 percent reduction resulting from a combination of changes in company policy and work-from-home efficiencies.

While Cuningham has reduced their emissions by 61 percent, they continue finding ways to expand their analysis and reduce the firm's GHG emissions across all three scopes. Cuningham is also purchasing offsets from Climate Vault for the small remainder of emissions they cannot eliminate on their own (i.e. leased real estate and goods and services contracted from third party vendors).

"At Cuningham, we have a clear and genuine shared belief throughout the firm that design must be regenerative, achieve ecological benefit, and promote social well-being," said Jacqueline Dompe, Chief Executive Officer. "That is why becoming net zero carbon in our internal operations is done in parallel with our commitment to reduce GHG emissions in the projects and experiences we create." ♣





"Elder's Knowledge"
Sculptor, Doug Hyde
5' x 4 1/2' x 4 1/2'
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Tunica-Biloxi Tribe of Louisiana Regains Ownership of Ancestral Lands

The Tunica-Biloxi Tribe of Louisiana and the City of Marksville signed an agreement transferring ownership of the Marksville Historic State Park back to the Tunica-Biloxi Tribe. The park is the location of sacred Native American burial grounds containing ancestral remains from Tunica-Biloxi citizens that once inhabited the area. The tribe plans to update and restore the property while maintaining the grounds and educating the public on the cultural significance of the park.

"Regaining ownership of this land and expanding public access to Tunica-Biloxi citizens is integral to the continued mission of tribal leadership," said Earl Barbry, Jr., Tunica-Biloxi Director of Community Planning. "This land has significant cultural value for our community, and we are pleased to continue preserving our rich culture and heritage on this site."

The Tunica-Biloxi Tribe of Louisiana will restore the Marksville Historic State Park and generate continued awareness of the storied history of the Tunica-Biloxi Tribe. The site's cultural significance is a driving force for the revitalization and beautification of the park. The project will also benefit the tribe's museum-focused tourism campaign and generate employment opportunities for tribal citizens and the surrounding community while bringing awareness to the tribe's history.

"This site is of significant value to the Tunica-Biloxi Tribe as part of our storied history here in Louisiana," said Tunica-Biloxi Chairman Marshall Pierite. "Prior tribal leadership worked for many years to restore this sacred place to the tribe, and we are pleased to once again be caretakers of our native lands."

"The City of Marksville has long been a partner with the Tunica-Biloxi Tribe of Louisiana," said Marksville Mayor John H. Lemoine. "This alliance reflects just another chapter in the tribe's ancestral history here in Marksville and their work to support this community."

The 42-acre Marksville State Historic Site is located on a bluff overlooking the Old River, adjacent to the town of Marksville. Archaeologists consider this prehistoric Native American ceremonial center to be of unique significance. The Marksville culture, a southeastern variant of the Hopewell culture centered in Ohio and Illinois, was characterized by elaborate mortuary ceremonialism, the construction of conical burial mounds, complex trade networks, decorative pottery and the importation of certain raw materials. It is also possible that this is the site of agriculture of a limited nature, such as the horticulture of native plants.

Although archaeological sites had been recognized throughout this area for many years, it was not until 1926 that the importance of the Marksville site was established. In that year, Gerald Fowke of the Smithsonian Institute conducted the first scientific investigation of the area and produced a detailed map of the Marksville site. In 1933, James A. Ford, an undergraduate student at Louisiana State University, and F. M. Setzler, also of the Smithsonian Institute, uncovered evidence that connected Marksville to the development of the Hopewell culture, which was then known to be based primarily in Ohio.



Marksville Mayor John H. Lemoine (left) and Tunica-Biloxi Chairman Marshall Pierite (right) at the signing of the agreement transferring ownership of the Marksville Historic State Park back to the Tunica-Biloxi Tribe.

The Indian Mound, which is the main portion of the Marksville site, is surrounded by semi-circular earthwork, which is 3,300 ft. long and ranges from 3-7 ft. in height. The open side of the enclosure is the edge of a bluff along the Old River. Openings in the earthwork, one on the western side and two on the southern end, suggest that its purpose was ceremonial rather than defensive. This enclosure probably was built to delineate a special area where the dead were buried, and formal affairs were conducted. Six mounds of various sizes and shapes are located within the main enclosure, and others are built outside of it. The Marksville State Historic Site was designated a National Historic Landmark by the U.S. Department of the Interior in 1964, and thus joined a select group of properties that have since been recognized for their importance in American history.

It is estimated that this land has not been in the possession of a Native American nation since the early 1800's. The late Earl Barbry Sr. was the first tribal chairman to try to regain possession of this land. However, the only terms Chairman Barbry was able to obtain involved the City of Marksville leasing said land back to the Tunica-Biloxi nation. This did not satisfy the Chairman's desire. So, after decades and multiple generations of tribal chairmen and state governors, both sides finally came together to execute this transfer of land ownership.

Congresswoman Strickland Advances Chehalis Tribal Rights Bill

Congresswoman Marilyn Strickland (WA-10) introduced a bill to expand economic development and protect treaty rights for the Confederated Tribes of the Chehalis. This bill will allow them to lease their lands held in trust for up to 99 years.

"I am proud to stand with the Chehalis Tribe as we work to give them greater access to economic opportunity while strengthening their sovereignty," said Strickland.

"I whole-heartedly support the Chehalis Tribe's commitment to spurring economic development in our region," said Congresswoman Jaime Herrera Beutler. "It's an honor to help advance this legislation through Congress that gives the tribe long-term certainty with the goal of increased job opportunities for folks in Southwest Washington."

Congresswoman Strickland's bill H.R. 6964 was brought up for a legislative hearing at the Subcommittee for Indigenous Peoples of the United States under the House Committee on Natural Resources on September 14th.

Sen. Maria Cantwell (D-WA) introduced companion legislation that would similarly extend land lease rights for the Chehalis Tribe and spoke out in support of the tribe during the bill's markup before the Senate Committee on Indian Affairs on May 19, 2022.

"This will open the door to more economic opportunities for the Chehalis Tribe," said Sen. Cantwell during the Senate Indian Affairs Committee markup in May. "It will allow the Chehalis Tribe to lease their trust lands for up to 99 years, which will help them attract businesses create jobs for tribal members and the surrounding community. The bill will provide the tribe with the necessary level of flexibility to help finance and encourage economic development projects. The Chehalis Tribe – or, I believe, any other tribes – should not be hindered because of the 1955 bill that limits tribal ability to lease their land."

This bill would amend the Long-Term Leasing Act of 1955, which prohibits tribes from leasing out their land for more than 25 years. Amending this provision would allow the Chehalis Tribe to lease land for up to 99 years, alleviating financial hardship.

Congress Introduces Bicameral Bill To Strengthen Tribal Law Enforcement in Indian Country

U.S. Rep. Ruben Gallego (AZ-07) and U.S. Senator Catherine Cortez Masto (D-NV) led Tom Cole (OK-04), Sharice Davids (KS-03), and Dan Newhouse (WA-03) in introducing the Bridging Agency Data Gaps & Ensuring Safety (BADGES) for Native Communities Act – bipartisan, bicameral legislation to strengthen tribal law enforcement and increase public safety in Indian Country.

The bill addresses federal inefficiencies that hurt Bureau of Indian Affairs (BIA) law enforcement recruitment and retention and increases the effectiveness of federal missing persons resources.

"The federal government has for years failed to provide Indian Country the resources needed to ensure public safety and support tribal law enforcement agencies," said Rep. Ruben Gallego. "In the aftermath of the *Oklahoma v. Castro-Huerta* decision, finding solutions that support tribal justice systems is more important than ever. That's why I am proud to lead the BADGES for Native Communities Act to address unmet public safety needs in Indian Country, improve tribal, federal, and state data sharing and communication in missing and murdered Indigenous persons cases, and improve recruitment and retention of tribal law enforcement officers to protect tribal communities. I look forward to getting this bipartisan bill signed into law."

"For too long, Indian Country has experienced barriers to justice because law enforcement agencies don't have what they need," said Senator Cortez Masto. "That's unacceptable, and this bill will help support law enforcement and make sure that crimes can be prosecuted and offenders brought to justice."

"Although we have made strides in the right direction in response to the crisis of missing and murdered Indigenous women, more can still be done," said Representative Tom Cole, Co-Chair of the Congressional Native American Caucus and member of the Chickasaw Nation of Oklahoma. "Far too often, tribal members suffer the consequences of inadequate law enforcement staffing, resources and coordination among agencies. Moreover, many states and tribal governments do not have programs or resource centers in place that effectively document and track missing persons cases. I am proud to join my colleagues in reintroducing this legislation that addresses these barriers and aims to make Native American communities safer by streamlining federal criminal database coordination and collecting essential information relating to law enforcement needs."

"Improving coordination between federal, state, and tribal law enforcement agencies is vital to addressing critical data gaps and increasing public safety of all tribal populations. I am proud to join my colleagues in introducing the BADGES Act, which will help remove barriers that stand in the way of addressing violence against tribal communities," said Rep. Sharice Davids, Co-Chair of the Congressional Native American Caucus.

"The federal government needs to play an important role in helping our tribal communities, and the BADGES for Native Communities Act does just that," said Rep. Dan Newhouse. "It will provide tribes and tribal law enforcement access to federal resources and criminal databases so they can effectively and quickly investigate these tragic cases. This legislation builds off my efforts to increase resources for our tribal law enforcement officers, further strengthening our tribal communities' ability to enforce public safety and helping improve public safety for all our communities. In turn, this legislation will also provide assistance for tribes to address MMIW cases, prevent future cases, and deliver justice to the families of victims. I am committed to delivering assistance for our Native communities and I look forward to this legislation being signed into law."

The BADGES for Native Communities Act includes provisions to do the following:

- Increase tribal access to the National Missing and Unidentified Persons System (NamUs) by requiring tribal facilitators to conduct ongoing tribal outreach and serve as a point of contact for tribes and law enforcement agencies, as well as conduct training and information gathering to improve the resolution of missing persons cases.
- Require a report on tribal law enforcement needs, including staffing, replacement and repairs for corrections facilities, infrastructure and capital for tribal police and court facilities, and emergency communication technology.
- Allow the Bureau of Indian Affairs (BIA) to conduct its own background checks for law enforcement officer applicants in order to improve officer recruitment.
- Establish a grant program to support states, tribes, and tribal organizations in coordination efforts.
- Evaluate federal law enforcement evidence collection, handling, and processing crucial to securing conviction of violent offenders.
- Ensure BIA officers and tribal police have access to culturally appropriate mental health and wellness programs.

King County (WA) Unanimously Approves Settlement with Suquamish Tribe Over Sewage Spill Dispute

The King County Council voted unanimously in favor of a landmark settlement with the Suquamish Tribe to redress the repeated release of sewage into Puget Sound from the county's wastewater collection and treatment system.

"The Suquamish Tribe is pleased that King County recognizes the seriousness of this issue and worked with us to protect Puget Sound," said Suquamish Tribal Chairman Leonard Forsman.

The settlement is designed to curtail further wastewater pollution of Puget Sound from King County facilities, including the West Point Wastewater Treatment Plant (WPTP). The settlement also funds ecological restoration projects in Puget Sound that will support the recovery of salmon, orca, and other marine life, and it compensates the tribe for past releases that continue to impact tribal fisheries.

Settlement talks began following a July 2020 notice from the Suquamish Tribe that it intended to file a lawsuit for violations of federal clean water law and for infringement on the tribe's treaty rights.

"In 2019, tribal canoe families from all over the Salish Sea landing in Suquamish during the annual Tribal Canoe Journey had to paddle through one of the county's largest untreated sewage spills," said Forsman. "This pollution created an immediate health hazard for the tribal community and disrupted an important cultural event."

"The tribe took legal action when it became clear that the county was failing to protect the water quality in Puget Sound, as required by the Clean Water Act, and the pollution was interfering with our treaty fishing rights," said Forsman. "We could no longer stand on the sidelines hoping conditions would improve."

The 2019 event was just the latest in a series of pollution events. In July 2020, the tribe notified King County that it was responsible for at least 11 significant illegal discharges of untreated sewage from the WPTP into the tribe's treaty-protected fishing areas, with individual discharge events ranging from 50,000 gallons to 2.1 million gallons. The tribe further notified King County officials of the tribe's intent to file a lawsuit for ongoing violations of the Clean Water Act and its National Pollutant Discharge Elimination System (NPDES) permit.

Unlawful discharges of sewage foul the water and habitat for aquatic species, result in closure of beaches where Suquamish tribal members harvest shellfish, prompt recalls of commercially sold shellfish, interfere with tribal member harvest and sale of salmon, and disturb important cultural activities such as the annual Canoe Journey. Fecal coliform bacteria pollution is a persistent threat to human health, and the safe harvest and consumption of fish. The discharges also foul beaches and waterways enjoyed by non-Native residents of King County, Bainbridge Island, Kitsap County and throughout the Puget Sound.

One of the purposes of the Clean Water Act is to eliminate untreated sewage discharges such as those that have been occurring regularly in Puget Sound and to protect the health of all citizens.

Sewage pollution from King County's outdated wastewater treatment processes are not new. In 2013, King County entered a consent decree with the State of Washington and the Environmental Protection Agency (EPA) to address serious and ongoing sewage discharges from the county's wastewater treatment facilities and combined sewer outfalls. In spite of the consent decree and a series of enforcement actions against King County, Clean Water Act violations continued, including major releases from WPTP that repeatedly impacted the tribe's treaty-reserved fishing rights and cultural activities.

The county acknowledges in the settlement that sewage spill events from its wastewater collection and treatment system into the tribe's treaty-protected fishing area have impacted the tribe's right to take fish and tribal cultural events, and that this pollution has the potential to impact the tribe's treaty rights in the future. However, the county does not admit to liability for any alleged violations.

The settlement agreement requires the county to upgrade infrastructure to eliminate or reduce further untreated discharges from King County wastewater and sewage facilities into Puget Sound. The agreement also requires compensation to the Suquamish Tribe to cover legal and technical costs associated with the discharges, and to compensate for damages. The settlement also requires the county to invest in environmental projects that will make up for the damage to marine habitats caused by the spills.

To address tribal impacts, the county agrees to pay the Suquamish Tribe $2.5 million to compensate for impacts to the tribe associated with the last five years of discharges and future tribal impacts from any additional spills that might occur through the end of 2024. After January 1, 2025, if any sewage is discharged from WPTP's emergency bypass, the county will pay a penalty to the tribal mitigation fund for each spill event.

To reduce or eliminate future untreated sewage spills, particularly at WPTP's emergency bypass, King County agrees to substantial infrastructure upgrades at WPTP. The upgrades include replacing faulty uninterruptible power supply, addressing voltage sag, and creating redundant capacity to deal with peak flows. A strict and enforceable penalty framework is tied to the infrastructure upgrade deadlines, and if missed, the county is required to pay $40,000 for a missed deadline and $10,000 for each additional month of delay.

"This framework holds the county accountable for protecting the water quality in Puget Sound," said Chairman Forsman. "The county will complete supplemental environmental projects tied to near-shore habitat restoration or other mutually agreed environmental protection projects in the amount of $2.4 million within five years."

"The tribe is pleased that the county negotiated in good faith to protect our shared waters," said Forsman. "This settlement will result in significant steps towards protecting the marine life of Puget Sound. The entire Puget Sound community deserves clean water. The shellfish, orca, salmon, crab, geoduck and shrimp all rely on a healthy marine environment, and all of our children – and children's children – deserve clean water." ♣

FROM THE WHITE HOUSE

DHS Establishes First-Ever Tribal Homeland Security Advisory Council

The Department of Homeland Security (DHS) has announced the establishment of the first-ever Tribal Homeland Security Advisory Council and the opening of the nomination period for membership. The Council will enable tribal leaders to advise the Secretary on homeland security policies and practices that affect Indian Country and Indigenous communities, including emergency management, law enforcement, cybersecurity, domestic terrorism and targeted violence, and border security.

"The inaugural Tribal Homeland Security Advisory Council is a result of sustained engagement to improve nation-to-nation relationships and comes at a time of critical importance," said Secretary of Homeland Security Alejandro N. Mayorkas. "I look forward to building a new council that will provide timely advice and recommendations directly from Indian Country regarding how we can better work together to improve homeland security."

The Council will engage with DHS agencies and offices and produce recommendations and reports for the Secretary. The Council will be charged with collaborating on all matters of homeland security as they relate to tribal nations and Indigenous communities, including:

- Implementation of Executive Order 13175, Consultation and Coordination with Indian Tribal Governments and the President's January 26, 2021 Memorandum on Tribal Consultation and Strengthening Nation-to-Nation Relationships.
- Implementation of Executive Order 14053, Improving Public Safety and Criminal Justice for Native Americans and Addressing the Crisis of Missing or Murdered Indigenous People.
- Implementation of Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.
- Implementation of Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations and Executive Order 13990, Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis.
- Implementation and execution of the DHS's Tribal Consultation Policy.
- The responsibility to uphold the federal government's and the Department's trust and treaty responsibility to tribal nations.

The Council's membership will be diverse in its leadership, professional backgrounds, technical expertise, and geographic makeup. Since every tribe is a unique sovereign nation, DHS strives to establish a council that is reflective of the wide expanse of Indian Country. ♣

Calendar of Events

OCTOBER

October 10-13, 2022
American Gaming Association
2022 G2E
Venetian Expo
Las Vegas, NV
Email: inquiry@globalgamingexpo.com
Call 888-314-1378
globalgamingexpo.com

October 11-13, 2022
Association on American Indian Affairs
8th Annual Repatriation Conference: ReACTivating Our Ancestral Connections
Four Winds Casino Resort
New Buffalo Conference Center
New Buffalo, MI
Email: general@indian-affairs.org
Call 240-314-7155
indian-affairs.org

October 19-21, 2022
Indian Gaming Association
Cybersecurity Training
South Point Hotel Casino & Spa
Las Vegas, NV
Call 202-546-7711
indiangaming.org

October 19-21, 2022
Indian Gaming Association
Master Series Comissioner Certification
South Point Hotel Casino & Spa
Las Vegas, NV
Call 202-546-7711
indiangaming.org

October 30 - November 4, 2022
National Congress of American Indians (NCAI)
NCAI 79th Annual Convention & Marketplace
SAFE Credit Union Convention Center
Sacramento, CA
Call 202-466-7797
ncai.org

NOVEMBER

November 14-16, 2022
Indian Gaming Association
2022 Indian Gaming Mid-Year Conference
We-Ko-Pa Casino Resort
Fort McDowell, AZ
Call 202-546-7711
indiangaming.org

November 15-17, 2022
Oklahoma Tribal Gaming Regulators Association
OTGRA Fall Conference
Choctaw Resort & Casino
Durant, OK
otgra.org

SAVE THE DATE 2023

MARCH

March 27-30, 2023
Indian Gaming Association
2023 Indian Gaming Tradeshow and Convention
San Diego Convention Center
San Diego, CA
Call 202-546-7711
indiangaming.org

APRIL

April 3-6, 2023
National Center for American Indian Enterprise Development
37th Annual Reservation Economic Summit (RES)
Caesars Palace Las Vegas
Las Vegas, NV
Email: ncaied@eventpower.com
res.ncaied.org

MAY

May 9-11, 2023
SBC
SBC Summit North America
Meadowlands Exposition Center
Secaucus, NJ
Email: info@sbcgaming.com
Call 551-261-3995
sbcevents.com

Email event information to editor@indiangaming.com

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OCTOBER 2022

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14	AMERICAN PROJECT MANAGEMENT	*apmlasvegas.com*
7	ARISTOCRAT GAMING - Booth #1133	*aristocratgaming.com*
12	BERGMAN WALLS & ASSOCIATES	*bwaltd.com*
20	C3 GAMING	*c3gaminggroup.com*
38	COST	*costofwisconsin.com*
33	CUNINGHAM - Booth #3506	*cuningham.com*
49, 81	DOUG HYDE STUDIOS	*doughyde198@gmail.com*
11	ECLIPSE GAMING - Booth #2840	*eclipsegamingsystems.com*
41,43,45, Center	EVERI - Booth #1150	*everi.com*
19	GAMING ARTS - Booth #1853	*gamingarts.com*
25	GASSER CHAIR - Booth #3218	*gasserchair.com*
3	GLI - Booth #4430	*gaminglabs.com*
79	GLOBAL GAMING EXPO (G2E) - Booth #5449	*globalgamingexpo.com*
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9	LIGHT & WONDER - Booth #1116	*lnw.com*
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23	TBE ARCHITECTS	*tbearchitects.com*
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31	VERIDOCS - Booth #1516	*veridocs.com*
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Federated Indians of Graton Rancheria Announce $3.5 Million Donation for New Library in Roseland, CA



The Federated Indians of Graton Rancheria has donated $3.5 million to the Sonoma County Public Library Foundation for the construction of a new library in Roseland, located in Southwest Santa Rosa, CA. Along with $16 million provided by the City of Santa Rosa and the state, in addition to $5 million pending from other sources, this donation from Graton Rancheria helps close the construction gap of a total estimated project cost of $24.5 million.

"We are so proud and happy to be able to support a full-service library in Roseland where so many of us grew up," said Federated Indians of Graton Rancheria Tribal Chairman Greg Sarris. "Roseland is a community we love and support."

Developed in partnership with the City of Santa Rosa, the new Roseland Regional Library is part of an innovative Hearn Avenue Community Hub being built on a 6.5-acre site at the intersection of Hearn and Dutton Avenues. The 20,000 sq. ft. library will be part of a campus that will include a community center, an aquatic center and a new fire station.

"The Federated Indians of Graton Rancheria's leadership role in this capital campaign is a perfect fit with city, state and library funds that have already been committed to a new library in the Roseland/Southwest area of Santa Rosa," said Deborah Doyle, Chair, Sonoma County Library Commission. "With those commitments and this generous gift, our construction goal is within reach – now we can focus on the $3 million left to raise to furnish and equip the 21st century library that this community wants, needs and deserves."

"We are so grateful for the generosity of the Federated Indians of Graton Rancheria," said Mayor of Santa Rosa Chris Rogers. "Their support and partnership helps put shovels in the ground as we deliver this critical project for the Roseland community."

"This extraordinary investment is a testament to the Federated Indians of Graton Rancheria's commitment to giving back to its community, and to its partnership with the library's mission to support all who wish to discover, learn and share knowledge while we grow as a society," said Erika Thibault, Interim Director, Sonoma County Library. "This is an important step in a long and mutually beneficial collaboration aimed at serving our community and learning together. We are incredibly grateful to Chairman Sarris and the Tribal Council for this visionary commitment."

Seminole Casino Coconut Creek, Irreverent Warriors Raise $35,000 at Charity Poker Tournament



Seminole Casino Coconut Creek recently teamed with Irreverent Warriors, a military veterans organization, to raise more than $35,000 following a charity poker tournament. Held in the Coco Poker area, the tournament hosted 224 players and featured $10,000 in prizes as well as surprise bounties awarding $250 to $500 NYY Steak certificates.

"It was our honor to partner with Irreverent Warriors for this tournament," said Larry Buck, President, Seminole Casino Coconut Creek. "Irreverent Warriors is a terrific organization that supports our veterans every day. It is our sincere hope that the money raised will assist with their important mission, which is to improve mental health and prevent suicide."

Special guest appearances at the tournament included artist Dennis Friel; Coconut Creek Mayor Joshua Rydell; Commissioner Randy Strauss; Eric Rhett, former University of Florida running back; Chuck McLaughlin; Bob "Bru" Brudzinski, former Miami Dolphins linebacker; and Randy Moeller, Florida Panthers announcer.

"We are thankful that Seminole Gaming and Seminole Casino Coconut Creek partnered with us to create an amazing poker tournament where past and present service



members, as well as supporters, came together to further our mission," said Cindy McNally, President/CEO, Irreverent Warriors. "That mission provides a 'safe' place for veterans to let their walls down, connect with warriors who have had similar experiences, and enjoy a day of camaraderie and laughter without feeling like they have to perform or be judged."

Coco Poker is a smoke-free location, complete with 29 tables, tableside dining, a dedicated bar, and South Florida's only private luxury poker salon.

Santa Ynez Band of Chumash Indians Hosts Annual Chumash Charity Golf Classic



The Santa Ynez Band of Chumash Indians hosted its 2022 Chumash Charity Golf Classic to raise funds for two local non-profits that are devoted to ensuring the health and well-being of those in need.

Proceeds from the three-day golf tournament, held at the Alisal Golf Course in Solvang, will go to Planned Parenthood California Central Coast and Good Samaritan Shelter in Santa Maria. A portion of the proceeds will also fund the Santa Ynez Band of Chumash Indians Foundation's Technology in Schools Program, which is aimed at fulfilling high-tech needs in Santa Barbara County classrooms.

"These non-profits make a difference in our community," said Kenneth Kahn, Tribal Chairman for the Santa Ynez Band of Chumash Indians. "Whether it's providing reproductive health care or offering community programs that address homelessness, as well as alcohol and substance abuse, we are proud to donate funds to their respective causes through our Chumash Charity Golf Classic."

Planned Parenthood California Central Coast, which serves Santa Barbara County, is seeking funds to support its ongoing efforts to promote health equity, conduct community outreach and provide health care along the Central Coast.

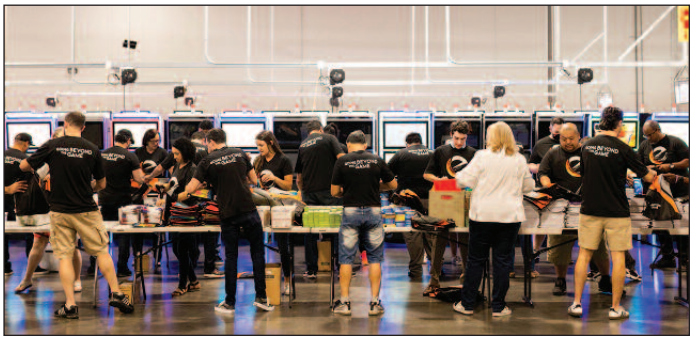
"At Planned Parenthood California Central Coast, we are so thankful for the support from the Chumash Charity Golf Classic," said Lindsay Soleimani, VP of Philanthropy for Planned Parenthood California Central Coast. "We have deep respect for Native American and Indigenous communities."

Good Samaritan Shelter is seeking funding for its Safe House Program, a 16-bed safe house for female survivors of human trafficking. This is the shelter's most underfunded program, but one of its most utilized.

"Good Samaritan Shelter is so honored to have been selected as a beneficiary for this year's Chumash Charity Golf Classic," said Kirsten Cahoon, Director of Shelter Operations for Good Samaritan Shelter. "Good Samaritan is on the front lines of serving the homeless throughout Santa Barbara County, and this contribution will assist our agency in serving as many vulnerable individuals and families as possible." Since 2016, the tribe's volunteer program, Team Chumash, has held a monthly volunteer event at the Santa Maria shelter, cooking and serving dinner.

Since its inaugural event in 2005, the Santa Ynez Band of Chumash Indians' annual golf tournament has raised more than $1.8 million for local charities and non-profits. The Santa Ynez Band of Chumash Indians has donated more than $25 million to hundreds of groups, organizations and schools in the community and across the nation as part of the tribe's long-standing tradition of giving.

Eclipse Gaming Partners With Tribal Casinos To Provide Children With Essential School Supplies



Eclipse Gaming employees filled backpacks with school supplies for Real Life Ministries Newport and Boys & Girls Club children.

As part of its commitment to "Go Beyond the Game," Eclipse Gaming Systems partnered with tribal gaming operators Northern Quest Resort & Casino and Prairie Band Casino & Resort to donate 200 backpacks filled with essential school supplies to Real Life Ministries Newport and the Boys & Girls Club of the Prairie Band Potawatomi Nation, respectively.

"To us, 'going beyond the game' means exceeding expectations and achieving success that fuels our mission to enrich our community and the communities of our partners," said Tim Minard, Eclipse Gaming Chief Executive Officer. "I am proud of the hard work and dedication of our staff to be a part of something bigger than our job. We hope that these resources supplied can ease some stress and make a positive difference to students in our partners' communities."

Eclipse employees worked together to fill the backpacks with school supplies that included folders, notebooks, pencils, pens, scissors, glue, and hand sanitizers.

Paskenta Nomlaki Hosts 5th Annual "Wish Upon a Par" Golf Tournament



Paskenta Band of Nomlaki Indians Chairman Andrew "Dru" Alejandre with wish recipient seven-year-old Edgar and his family after revealing that his wish to swim with dolphins and see sharks in Florida will be granted.

The Paskenta Band of Nomlaki Indians, through the Paskenta Nomlaki Foundation, hosted its fifth annual "Wish Upon A Par" Charity Golf Tournament. The day-long golf tournament attracted more than 120 golfers to the event held at The Links at Rolling Hills Casino and Resort in Corning, CA. The proceeds raised will benefit and raise awareness for the Make- A-Wish® Northeastern & Central California and Northern Nevada chapter. The tribe will also grant life-changing wishes to six brave children diagnosed with critical illnesses in the local community.

"We are grateful for our sponsors and donors who made this event possible and whose contributions will support our local Make-A-Wish chapter and the children in our community," said Andrew "Dru" Alejandre, Tribal Chairman of Paskenta Band of Nomlaki Indians. "We are excited to reveal the wishes for all the six children and hope to create a long-lasting positive impact in the lives of these brave children who consistently fight for their well-being."

Over the last four years, the Paskenta Nomlaki Foundation has raised close to $200,000 to support the local Make-A-Wish chapter and has granted wishes to 24 children with a critical illness in the local community. This year, the event raised $47,500 in funds from community sponsors, donors, and the more than 120 participating golfers to support Make-A-Wish.

The other five children whose wishes will be granted thanks to the efforts of the Wish Upon A Par Charity Golf Tournament include: Eight-year-old Adelyn has undergone intensive treatment to battle against bone cancer. Adelyn is excited to be able to finally experience the childhood and life-long memories that every kid deserves. Her wish is to visit her favorite theme park. Thirteen-year-old Ashlynn has faced a long medical journey since she was diagnosed with a heart condition at birth. Despite this, Ashlynn has an adventurous spirit and loves to travel and explore. Her wish is to visit her favorite theme park. Six-year-old Penn was diagnosed with a congenital heart defect the day after he was born. His wish is to have a dinosaur-themed playhouse, which will be a symbol of how Penn is getting his childhood back, and where he can make memories with his friends and family. Ten-year-old Reece was diagnosed with a rare autoimmune disease two years ago. He is excited to go on new adventures and to spend quality time with his family when his wish to go to a lake is granted. Six-year-old Zakary is an adventurous boy at heart who has been battling with leukemia since the age of three. His wish is to visit his favorite theme park.

Choctaw Development Fund Awards $49,900 to City of Wilburton



Front Row, L-R: Jonathan Wynn, Wilburton Chamber of Commerce; Teresa Brady, Wilburton Lions Club; Jennifer Woods, Choctaw Nation Tribal Council Member; Karsyn Brigance, City of Wilburton Representative; Mike Elder, City of Wilburton Representative; Angel Rowland, Choctaw Development Fund Manager; Terri Ramirez, Wilburton Community Center Clerk; Sue Hardcastle; Cindy Dye; Shawna Busby; Nancy Wood; and Neal Wood, Wilburton Lions Club. Back Row, L-R: Jara James, Choctaw Nation Small Business Development Advisor; Rachel Mathis and Bubba Mathis, Wilburton Chamber of Commerce Representatives; and Walter Hammers, Wilburton Lions Club.

The Choctaw Nation of Oklahoma (CNO) and the Choctaw Development Fund (CDF) has awarded the City of Wilburton $49,900 that will be used in partnership with the Wilburton's Lion Club and the City of Wilburton to install a new splash pad at Rosebure Park in Wilburton, OK.

The 2,415 sq. ft., animal-themed splash pad will enhance the community by offering interactive recreational space and opportunities for children's sensory and mental growth while also allowing families to come together and socialize.

"We are ecstatic to have this new amenity for our residents at Rosebure Park," said Teresa Brady, Wilburton Lions Club Representative. "The partnership we have with the Choctaw Nation of Oklahoma and installing this splash pad is just one of our many continued efforts to provide our community with meaningful and enjoyable recreational activities."

The CDF supports economic viability and sustainability by partnering with Choctaw small business owners, cities and municipalities to create long-term growth and job creation within the territories of CNO.

"Splash pads and parks bring people together and build a community," said Jennifer Woods, Choctaw Nation Tribal Council Member. "We are pleased to support and provide resources for this project through our Choctaw Development Fund, not only for our Choctaw tribal members, but for our community. We look forward to the Rosebure Park splash pad to open in the summer of 2023 for kids and families to enjoy." ♣

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