



Welcome! And thanks for connecting to Workplace from Meta. Please note, using Workplace is **completely** voluntary. You will not be paid if you access or use Workplace outside of your working hours. Please plan accordingly. Please review the Terms of Use before proceeding.

Boyd Gaming Corporation Workplace Terms of Use

Boyd Workplace from Meta service (the "Workplace Platform") is a voluntarily accessible App that provides you with the ability to internally communicate with other team members in a similar way you communicate with your friends through social media. **All communication impacting your job will be provided through the normal channels through which you receive information (e.g., team meetings, posted notices, company email, etc.).** The Workplace Platform is entirely separate from your personal Facebook account.

The Workplace Platform is provided by Boyd Gaming to give its team members the opportunity to participate in an internal social networking site. Participation on or use of the Workplace Platform is completely voluntary and is not a requirement of your employment. Use of the Workplace Platform represents your agreement to these Terms of Use.

Even though the Workplace Platform is an internal social media channel, when using the Workplace Platform, all team members must follow all policies and procedures detailed in the Boyd Gaming Team Member Handbook, including but not limited to, policies related to social media, harassment, non-solicitation, and workplace violence. We want to make sure the Workplace Platform is used in a manner that is respectful of others' rights which helps ensure we continue to provide a productive and safe environment for all team members. Also, the Workplace Platform should only be used in a manner that protects Boyd Gaming proprietary or confidential information. Further, team members must not use the Workplace Platform in a manner that exposes our guests' identity or play.

The Workplace Platform is made available for voluntary, individual use on behalf of Boyd Gaming properties. It is intended to provide you the opportunity to connect with others informally in connection with the internal discussion of business-related matters. It is not intended for use in connection with personal matters. This is why it is important that you only use Workplace during working hours.

Remember, the Workplace Platform is for internal use only. Please obtain permission from the sender (or person who posted specific information) if you would like to use any information from the Workplace Platform publicly. This is to protect Boyd Gaming sensitive, proprietary, or confidential information.

In addition to following Boyd Gaming policies and procedures, team members may not use the Workplace Platform in any way that violates applicable federal, state, local, or international laws, regulations, or government requirements. Misuse of the Workplace Platform and/or violation of these Terms of Use may result in disciplinary action, up to and including termination of employment.

For those team members who are paid hourly, you acknowledge that if you choose to access the Workplace Platform outside your working hours, that use is strictly voluntary and not compensable, and accordingly unpaid. Similarly, should you choose to access the Workplace Platform during any meal or break period, that use is strictly voluntary and does not constitute Boyd Gaming interrupting your meal or break period. Also, because your use of the Workplace Platform is strictly voluntary, you will not be reimbursed any portion of data charges associated with voluntary use of the Workplace Platform. We accordingly are not requiring, asking, or even encouraging you to use the Workplace Platform outside



your normal working hours. You have no obligation to use the Workplace Platform and are not responsible for reviewing any content on the Workplace Platform. All communication impacting your job will be provided through the normal channels through which you receive information (*e.g.*, team meetings, posted notices, company email, etc.). Please let Human Resources know immediately if, at any time, you feel like you have been pressured or encouraged by anyone in a supervisory or management role to use the Workplace Platform outside your normal working hours.

By uploading any information, images, documents, or other material on the Workplace Platform, you represent and warrant that you have the right or have been granted the right by the owner of the material to use and publish the material throughout Boyd Gaming properties. As with all Boyd Gaming computer resources, team members should have no expectation of privacy with respect to the use of the Workplace Platform. Any subject matter or related documents that are subject to litigation or investigation shall not be discussed or posted using the Workplace Platform.

Boyd Gaming reserves the right to change these Terms of Service at any time with or without notice. If you have any questions concerning these guidelines or a concern that any person is violating these guidelines, please contact Human Resources.