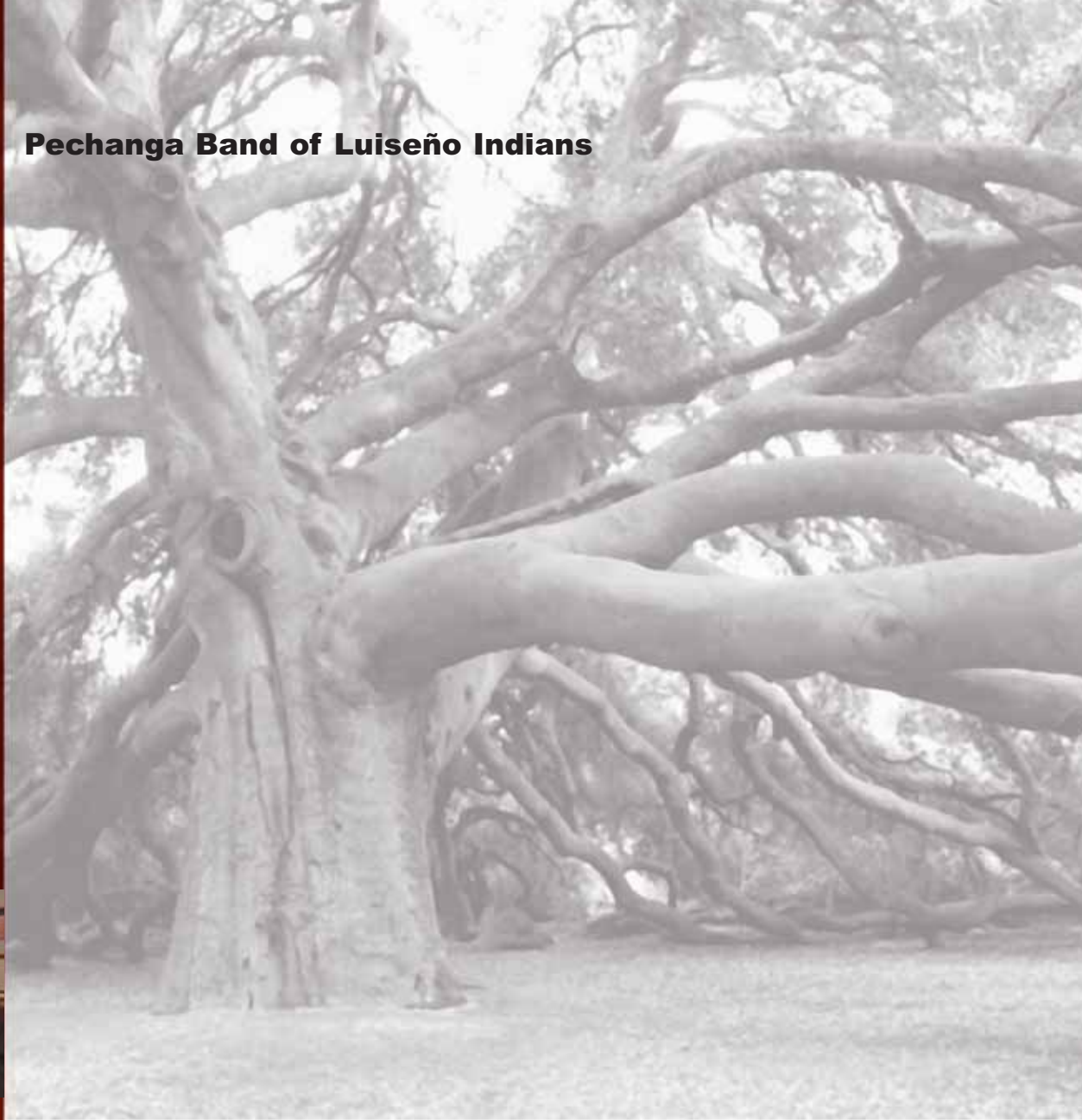




Pechanga Band of Luiseno Indians



Benefits for Team Members of the Pechanga Resort & Casino

RESORT & CASINO
PECHANGA





Miiyu (greetings in Luiseño),

On July 1, 1995, the Pechanga Band of Luiseño Indians opened its first major economic venture - the Pechanga Entertainment Center. In a temporary structure, the Pechanga Band and 135 employees began their journey toward self-reliance. Today, with nearly 5,000 Team Members, Pechanga is one of the largest tribal employers in California, and the second-largest private sector employer in Riverside County.

The dream of self-reliance is a driving force behind the development of the Pechanga Resort & Casino. The citizens of the Pechanga Tribe, most of whom come from poor and working backgrounds, want to share the realization of this dream with the thousands of Team Members who help make the Pechanga Resort & Casino a success.

The Pechanga People are a people of tradition who will always remember and honor who they are and where they have come from.

That is why Pechanga's history and respect for people lies at the heart of its commitment to sharing the dream of self-reliance with Team Members by providing competitive wages, comprehensive health insurance for members and their families, retirement benefits, the training to advance, and much more.

The cover image is of the Great Oak on the Pechanga Reservation. It is the largest natural-growing, indigenous coast live oak tree in the United States. A sacred site, the Great Oak embodies the identity and principles of the Pechanga Tribe: strength, wisdom, longevity and determination.

Benefits for All Pechanga Team Members

Medical, dental and vision insurance for all full time Team Members – Pechanga pays up to 91.5% of the cost for Team Members; 84% for Team Member and a dependant; and 82.5% for family. In 2006, Pechanga absorbed a substantial increase in health insurance premiums totaling \$3.4 million

401(k) retirement program with an employer match of \$0.50 for every \$1 contributed

Free \$25,000 company - sponsored life insurance policy; supplemental Life Insurance and Accidental Death and Dismemberment Insurance available, as well as coverage for spouse and children

Annual longevity bonus program providing up to \$1,750 for all Team Members

Annual pay increase at the anniversary of hire date

In May 2006, every Team Member received a \$500 Visa gift card and a \$250 bonus (after taxes) in their paycheck for exceeding customer service performance standards

Free on-site English in the workplace classes

Trainings in Spanish provided, including Spanish Team Member handbook

Tuition reimbursement for educational programs

Career advancement opportunities, thanks to our hire-from-within philosophy

Free on-site state-of-the-art fitness center open 24 hours exclusively for Team Members with plasma televisions and surround sound



Two to five licensed EMTs on-site 24 hours

On-site occupational health office with two nurses and a physician's assistant

On-site employee lounge with foot massager, computers, plasma televisions, a closed smoking lounge, couches, and free all you can drink refreshments, nachos, bagels, and chips

Discounted meals for Team Members in a restaurant-style environment with buffet, salad bar, grill and healthy specials

Discount of \$0.10 per gallon at Pechanga Gas Station



On-site lactation room for new moms

Free LifeCare Prenatal Kit for expecting Team Members

Free backup childcare at local state-of-the-art childcare centers

Free on-site blood pressure screenings

Free on-site flu shots

Free on-site annual blood sugar testing and diabetes education

Free uniform with free on-site dry cleaning

\$100 bonus for referring a new hire

Financial assistance up to \$5,000 to cover funeral expenses for deceased Team Member





Discounts to Southern California theme parks including Disneyland, Sea World, Knotts Berry Farm, Medieval Times, Legoland, the San Diego Zoo, Long Beach Aquarium

Discounted membership to LA Fitness health club, Boot World and Costco

Paid vacation, sick time and holidays

Paid time off for bereavement and jury duty

Team Member assistance program

\$25 gift certificate to grocery store for Thanksgiving

Team Member appreciation rewards

Seventh generation success program

Credit union membership

Free checking account with direct deposit

Free patrolled parking area

On-site utility payments for Southern California Edison, the Gas Company, Eastern Municipal Water District, and Rancho California Water District

Team Member Relations Office

Pechanga's history and respect for people is seen in the daily work of the Team Member Relations Office (TMRO). From helping single parents find flexible work schedules to meet family needs, to helping Team Members communicate more effectively with supervisors and management, TMRO advocates for all Team Members.

An independent office operating outside of the purview of casino management, TMRO provides a confidential setting to Team Members who have work-related questions or concerns. TMRO resolves employment-related issues by advising and assisting Team Members who seek help in resolving work-related problems. TMRO also provides guidance to Team Members, supervisors, managers, and human resources representatives to overcome performance-related issues, and to improve relationships between Team Members and/or management.

Other Pechanga Perks

Want a 2007 Chevrolet or Cadillac at below fleet prices?

Thanks to a recently concluded agreement between Pechanga and Paradise Chevrolet Cadillac, Team Members can purchase a new Chevrolet or Cadillac car, truck, or SUV at below fleet prices.

Annual family picnic

Each year, Pechanga hosts a summer picnic for Team Members and their family. Last year, the Beach Boys played a private concert while families enjoyed barbeque and carnival rides.

Caring for expecting mothers

Pechanga has a culture of honoring and caring for expecting mothers. This philosophy was the impetus behind a new policy to provide light duty work placements for Team Members in their third trimester of pregnancy.

And that's not all. Pechanga also provides expecting mothers with a free LifeCare Prenatal Kit. The kit includes a baby fridge bag, large magnet with recommended childhood & adolescent immunization schedule, LifeCare guides on breastfeeding, birthing options, formula feeding, child care options, baby products & equipment, promoting child's development from birth to 3 years, and choosing your child's medical provider; Dr. Spocks Baby & Child Care 8th Edition The One Essential Parenting Book; and the Mayo Clinic's "Guide to a Healthy Pregnancy."

On-site Team Member book fair

Discounted books for diverse interests are available to all Team Members via payroll deduction.

Caught You Caring

"Caught You Caring" is our oldest and most successful Team Member recognition program. Outstanding Team Members are recognized every month with a special dinner, raffle and cash prizes.

Team Member appreciation chip celebrations

Recipients of the appreciation chip and a guest are invited to a gourmet dinner that includes raffle prizes such as DVD players and plasma televisions.





Rewards for excellent attendance

Pechanga rewards reliability. Team Members who complete 6 months of perfect attendance receive one paid day off, a “clean attendance slate” and invitation to a bi-annual party with great raffle prizes

Alcohol Abuse Assistance Program

Upon referral or testing positive for alcohol during the work shift, Team Members with good work history may enter the new Alcohol Abuse Assistance Program. The program is designed to retain valuable Team Members with an alcohol problem. We partner with AETNA’s Employee Assistance Program to design a personalized solution, such as individual or group counseling.

Annual health fair

Free on-site annual health fair where Team Members can receive screenings for cholesterol, bone density, body fat analysis, foot screening, dental screening, posture analysis, vision, grip testing, and nutrition information

Pechanga Learning & Development Academy

Since 1999, Pechanga has been committed to providing Team Members with the tools, training and empowerment to promote career advancement. In 2007, Pechanga launched the Pechanga Learning & Development Academy, a revolutionized version of its existing Learning Center, to help Team Members grow and improve their skills. Materials and courses, which will be taught by certified instructors, are free of charge to Team Members.

Below is a partial listing of classes and training sessions provided by Pechanga to help develop Team Members’ skills.

- **Occupational Health/Safety Overview**
- **Communication Skills**
- **Workplace Documentation**
- **Leadership Essentials**
- **Cultural Diversity**
- **Sexual Harassment Prevention and Awareness**
- **Beginning Computer**
- **CPR**
- **English in the Workplace**
- **Title 31**
- **TIPS compliance (TRDA)**
- **Food Handlers Certification**
(developed in Tagalog & Spanish)
- **Counterfeit Bill Training**
- **Beginning Supervision**
- **Team Building**
- **Essentials of Supervision**
- **Motivation**
- **Conducting an Interview**
- **Hostile Work Environment**
- **Training for Intervention Procedures (TIPS)**
- **Interviewing Skills**
- **Burnout**

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