

**UNITED STATES DISTRICT COURT
DISTRICT OF RHODE ISLAND**

PAULA BORRELLI

v.

PREMIER ENTERTAINMENT II, LLC,
D/B/A NEWPORT GRAND

C.A. No. 18-

COMPLAINT

1. This is an action for equitable and declaratory relief and for damages for sex and age discrimination in violation of the laws of the United States and the State of Rhode Island, including the Equal Pay Act, 29 U.S.C. §§201, 206(d), *et seq.*, as amended (“EPA”), Title VII of the Civil Rights Act, 42 U.S.C. §2000e, *et seq.*, as amended (“Title VII”), the Age Discrimination in Employment Act, 29 U.S.C. §621, *et seq.*, as amended (“ADEA”), the Fair Employment Practices Act of Rhode Island, R.I.G.L. §28-5-1, *et seq.*, as amended (“RI-FEPA”), the Rhode Island Act Prohibiting Wage Discrimination Based on Sex, R.I.G.L. §28-6-17, *et seq.*, as amended (“RI-EPA”), and the Rhode Island Civil Rights Act, R.I.G.L. § 42-112-1, *et seq.*, as amended (“RICRA”).

JURISDICTION AND VENUE

2. The Court has jurisdiction pursuant to 28 U.S.C. §§ 1331, 1343 and 2201 and the exercise of its supplemental jurisdiction pursuant to 28 U.S.C. §1367.
3. Venue is properly lodged in the District of Rhode Island pursuant to 28 U.S.C. § 1391(b).
4. Plaintiff has taken the following administrative actions prior to suit:
 - a. As to the RI-FEPA: Plaintiff filed a claim of sex and age discrimination before the Commission for Human Rights of the State of Rhode Island, pursuant to the RI-

FEPA, HRC #18 EAG 055-26/04, on or about July 5, 2017, was issued a Notice of Right to Sue thereon by said Commission dated June 29, 2018, Exhibit A hereto, and has timely instituted suit thereon.

- b. As to Title VII and the ADEA: Plaintiff filed a claim of sex and age discrimination before the Equal Employment Opportunity Commission of the United States (“EEOC”), EEOC #16J-2017-00298, on or about July 5, 2017, pursuant to Title VII and the ADEA, was issued a Notice of Right to Sue thereon by the EEOC dated June 26, 2018, Exhibit B hereto, and has timely instituted suit thereon.

5. Plaintiff has satisfied all administrative and/or jurisdictional prerequisites to suit.

PLAINTIFF

6. Plaintiff PAULA BORRELLI (“Plaintiff”) is a woman, who, at all times material hereto, is a citizen and resident of the State of Rhode Island and more than 40 years old.
7. Plaintiff, at all times material hereto, and from 2007 continuing at the present, has been employed by the Defendant PREMIER ENTERTAINMENT II, LLC, D/B/A NEWPORT GRAND (“Defendant”), or its predecessor in operations at the “Newport Grand” Casino in Newport, Rhode Island.
8. Upon information and belief, in her employment relationship with the Defendant, Plaintiff is:
 - a. As to Title VII, an “employee” within the meaning of 42 U.S.C. §2000e(f);
 - b. As to the ADEA, an “employee” within the meaning of 29 U.S.C. §630(f);
 - c. As to the EPA, an “employee” within the meaning of §203(e)(1);
 - d. As to the RI-FEPA, an “employee” within the meaning of R.I.G.L. §28-5-6(7);
 - e. As to the RI-EPA, an “employee” within the meaning of R.I.G.L. §28-6-17(b);

- f. As to RICRA, a “person” entitled to the protections of the Rhode Island Civil Rights Act, R.I.G.L. c. 42-112.

DEFENDANT

- 9. Defendant PREMIER ENTERTAINMENT II, LLC, D/B/A NEWPORT GRAND, is, upon information and belief, a limited liability company organized under the laws of the State of Delaware, with a place of business in Newport, Rhode Island, where it operates the Newport Grand casino under the fictitious names of “Newport Grand” and “Newport Grand Casino” (hereinafter “Newport Grand”).
- 10. Upon information and belief, Defendant acquired the assets of the Newport Grand in or about 2015.
- 11. Upon information and belief, Defendant continued the operations of its predecessor in operating the casino known as “Newport Grand,” including the employment of the employees of its predecessor, including the Plaintiff.
- 12. Defendant, upon information and belief, is engaged in interstate commerce.
- 13. Defendant, upon information and belief, employs 20 or more employees.
- 14. Defendant, upon information and belief, is:
 - a. As to Title VII, a “person” within the meaning of 42 U.S.C. §2000e(a), and an “employer” within the meaning of 42 U.S.C. §2000e(b), and subject to the provisions of Title VII in its employment of employees, including Plaintiff;
 - b. As to the ADEA, a “person” within the meaning of 29 U.S.C. §630(a), and an “employer” within the meaning of 29 U.S.C. §630(b), and subject to the provisions of the ADEA in its employment of employees, including Plaintiff;
 - c. As to the EPA, a “person” within the meaning of 29 U.S.C. §203(a) and an

“employer” within the meaning of 29 U.S.C. §203(d) and subject to the provisions of the EPA in its employment of employees, including Plaintiff;

- d. As to the RI-FEPA, a “person” within the meaning of R.I.G.L. §28-5-6(14) and an “employer” within the meaning of R.I.G.L. §28-5-6(8)(i) of the RI-FEPA and subject to the provisions of the RI-FEPA in its employment of employees, including Plaintiff;
- e. As to the RI-EPA, an “employer” within the meaning of R.I.G.L. §28-6-17(c) and subject to the provisions of the RI-EPA in its employment of employees, including Plaintiff;
- f. As to RICRA, is subject to the requirements contained within the Rhode Island Civil Rights Act, R.I.G.L. c. 42-112, and subject to the provisions of RICRA in its employment of employees, including Plaintiff.

STATEMENT OF CLAIM

- 15. Plaintiff was hired by Defendant’s predecessor in operations in January 2007, as a “marketing rep.”
- 16. In or about March 2007, Plaintiff was promoted to a position of supervisor of the “Rewards Department” and received a salary increase.
- 17. In or about August 2008, Plaintiff was promoted to a position known as “floor supervisor” to serve as night Manager on Duty or “Night MOD” and, upon information and belief, received a salary increase to \$36,400 per year.
- 18. The position of Night MOD, at all times material hereto, is performed from 5:00 pm until closing of Newport Grand for the day.
- 19. The job description for MOD, as adopted by the Defendant, is attached hereto and

incorporated herein as Exhibit C.

20. At the time of Plaintiff's appointment as Night MOD, another male employee 10 years younger than plaintiff, R. Spencer, also held the position of Night MOD.
21. After Plaintiff completed a brief training period, Plaintiff and Spencer performed the same duties as Night MOD.
22. The duties and responsibilities assigned to and performed by Spencer and Plaintiff as Night MOD are:
 - a. identical and require equal skill, effort, and responsibility;
 - b. performed in the same establishment;
 - c. performed during the same time of day;
 - d. performed under the same conditions.
23. Upon information and belief, Spencer had performed the position of MOD since Night 2006.
24. Upon information and belief, comparing the amount paid to Spencer and Plaintiff in each year from 2008 to the present, Spencer has received a higher salary than Plaintiff as Night MOD in every year of Plaintiff's employment.
25. Upon information and belief, when Defendant assumed control of the operations of Newport Grand, it retained Plaintiff and Spencer as Night MODs on or about July 14, 2015, and made no changes to their then-current duties or then-current salaries. Each was assigned the additional title of "VLT Manager."
26. On or about September 30, 2016, Defendant posted a vacancy in the position of MOD.
27. Plaintiff did not apply for the newly-announced MOD position as she was already serving as an MOD.

28. In December 2016, at a meeting with Spencer, Plaintiff and N. Ahart, of Defendant's Human Resources Division, Plaintiff discovered that Spencer's annual salary as MOD was more than \$4,000.00 higher than hers.
29. Plaintiff immediately complained to Defendant that she should be paid as much as Spencer and requested a pay equity increase.
30. Plaintiff was advised that her request was under review.
31. Between December 2016 and May 2017, Plaintiff repeatedly inquired as to the status of her request for pay equity equivalent to Spencer.
32. Upon information and belief, in or about January 2017, Defendant hired B. Smith, an external applicant, for a position called "Cage Manager."
33. Upon information and belief, at the time of her hire, Smith was more than 25 years younger than Plaintiff.
34. Upon information and belief, Defendant started Smith as a new hire as Cage Manager at a starting salary of \$45,000 per year.
35. At the time of Smith's appointment, Plaintiff was being paid \$43,260 per year as Night MOD.
36. Upon information and belief, at the time of Smith's appointment, Spencer was being paid more than \$47,500 per year as Night MOD.
37. Upon information and belief, Defendant had not internally posted the position of Cage Manager before filling the position.
38. The job description for Cage Manager is attached hereto and incorporated herein as Exhibit D.
39. Upon information and belief, no specific salary was associated with the position of Cage

Manager.

40. Upon information and belief, Smith had no experience in the casino industry or in the relevant position.
41. At the time of Smith's appointment, Plaintiff had more than 10 years' experience in the casino industry and in the relevant position.
42. Upon information and belief, the position of Cage Manager was a position designed to function at the casino to be established in Tiverton in 2018, more than one year in the future.
43. Upon information and belief, until operations at Tiverton were to be established, the person performing the position of Cage Manager was intended to function as Night MOD at Newport Grand.
44. Upon Smith's appointment, Plaintiff and Spencer were assigned by Defendant to train Smith on the duties of Night MOD.
45. In May 2017, Defendant informed Plaintiff that her request for increase in her compensation was rejected. No explanation was provided.
46. Upon information and belief, Defendant and its predecessor in operations have periodically provided salary increases in the form of percentage increases in salary to Plaintiff and Spencer for "cost of living" and/or "merit."
47. By conferring percentage salary adjustments to Plaintiff and Spencer, Defendant and its predecessor have over time perpetuated and increased the salary differential between Plaintiff and her younger male counterpart for performing the same position.
48. Upon information and belief, Defendant has discriminated against Plaintiff on the basis of her sex in her compensation as Night MOD.

49. Upon information and belief, Defendant has discriminated against Plaintiff on the basis of her age in her compensation as Night MOD.
50. Upon information and belief, Defendant has discriminated against Plaintiff on the basis of her age by creating and filling the position of Cage Manager with a younger person at a higher salary than Plaintiff notwithstanding Plaintiff's qualifications and complaint seeking higher compensation.
51. As a direct result whereof, Plaintiff has been denied substantial compensation during the course of her employment and continuing to the present, and has suffered personal injuries, including personal humiliation, embarrassment and distress.
52. Plaintiff has no adequate remedy at law.
53. The actions of the Defendant support the imposition of punitive damages, in that:
 - a. Upon information and belief, the actions of the Defendant were motivated by malice or ill will or involved reckless or callous indifference to Plaintiff's rights.
 - b. Upon information and belief, the actions of the Defendant rise to the level of willfulness, recklessness or wickedness, as to amount to criminality.

Count I (Equal Pay Act)

54. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
55. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation in employment on the basis of sex in violation of the Equal Pay Act, 29 U.S.C. §201, §206(d)(1), *et seq.*, as amended.

56. The actions of the Defendant as aforesaid are “willful” and warrant the imposition of liquidated damages under §216(b) of the Fair Labor Standards Act, as applicable to the EPA.

57. The actions of the Defendant as aforesaid are “willful” and warrant the recovery of lost wages and liquidated damages for a period of three (3) years prior to the commencement of this law suit under §255(a) of the Fair Labor Standards Act, as applicable to the EPA.

Count II (Title VII of the Civil Rights Act)

58. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.

59. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation in employment on the basis of sex in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e, *et seq.*, as amended.

Count III (Age Discrimination in Employment Act)

60. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.

61. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in employment on the basis of age in violation of the Age Discrimination in Employment Act, 29 U.S.C. §621, *et seq.*, as amended.

62. The actions of the Defendant as aforesaid are “willful” and warrant the imposition of liquidated damages under 29 U.S.C. §626(b).

Count IV (Rhode Island Equal Pay Act)

63. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
64. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation in employment on the basis of sex in violation of the Rhode Island Act Prohibiting Wage Discrimination Based on Sex, R.I.G.L. §28-6-17, *et seq.*, as amended.
65. Under the RI-EPA, Plaintiff is entitled to recover her unpaid wages and an equal additional amount of liquidated damages pursuant to R.I.G.L. §28-6-20.

Count V (Rhode Island Fair Employment Practices Act, sex discrimination)

66. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
67. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation for employment on the basis of sex in violation of the Fair Employment Practices Act of the State of Rhode Island, R.I.G.L. §28-5-7, *et seq.*, as amended.

Count VI (Rhode Island Fair Employment Practices Act, age discrimination)

68. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
69. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation and non-selection for employment on the basis of age in violation of the Fair Employment Practices Act of the State of Rhode Island, R.I.G.L. §28-5-7, *et seq.*, as amended.

Count VII (Rhode Island Civil Rights Act, sex discrimination)

70. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
71. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation for employment on the basis of sex in violation of the of the Rhode Island Civil Rights Act of 1990, R.I.G.L. §42-112-1, *et seq.*, as amended.

Count VIII (Rhode Island Civil Rights Act, age discrimination)

72. Plaintiff incorporates the allegations contained in paragraphs 1 through 53 of the Complaint as if fully set forth herein.
73. The actions of the Defendant as aforesaid constitute discrimination against Plaintiff in compensation and non-selection for employment on the basis of age in violation of the of the Rhode Island Civil Rights Act of 1990, R.I.G.L. §42-112-1, *et seq.*, as amended.

WHEREFORE, Plaintiff respectfully request that this Court enter judgment in her favor and against Defendant as follows:

- (1) Issue declaratory judgment in favor of Plaintiff and against the Defendant;
- (2) As to Plaintiff's claims for discrimination on the basis of sex and/or age in compensation, order that Defendant pay Plaintiff the differential between what she was paid and the amount she would have received in the absence of sex and/or age discrimination, including but not limited to incremental increases, bonuses, and benefits, as well as an additional equal amount for liquidated damages where recoverable by law;
- (3) As to Plaintiff's claim for discrimination in non-selection on the basis of age, order that Defendant appoint Plaintiff to the position of Cage Manager and pay Plaintiff the differential between what she was paid and the amount she would have received as Cage

Manager until such appointment is made, or front pay in lieu of appointment, including but not limited to incremental increases, bonuses, and benefits.

- (4) On all claims, award Plaintiff compensatory and punitive damages as allowed by law;
- (5) On all claims, award Plaintiff interest on all amounts so awarded as allowed by law;
- (6) Award Plaintiff the costs of the suit, including reasonable attorneys' fees and expenses;
- (7) Grant such other and further relief as the Court deems just and proper.

JURY DEMAND

PLAINTIFF HEREBY DEMANDS A TRIAL BY JURY.

By her attorney,
Cooperating counsel,
AMERICAN CIVIL LIBERTIES UNION
FOUNDATION OF RHODE ISLAND

/s/ Lynette Labinger
Lynette Labinger #1645
128 Dorrance Street, Box 710
Providence, RI 02903
(401) 465-9565
LL@labingerlaw.com

STATE OF RHODE ISLAND
COMMISSION FOR HUMAN RIGHTS

RICHR NO.18 EAG 005-26/04
In the matter of

EEOC NO.16J-2017-00298

Paula L. Borrelli
Complainant

v.
Premier Entertainment II, LLC d/b/a Newport Grand
Respondent

NOTICE OF RIGHT TO SUE

This NOTICE OF RIGHT TO SUE is issued to the above-cited complainant pursuant to Section 28-5-24.1(a) of the General Laws of Rhode Island because more than one hundred and twenty (120) days and less than two (2) years have elapsed since the charge was filed, the Commission is unable to secure a settlement or conciliation agreement, the Commission has not commenced hearings on a complaint and the complainant has requested a Right To Sue. With the issuance of this NOTICE OF RIGHT TO SUE, the Commission is terminating any further processing of this charge.

In the event that the above-cited matter includes allegations against individually-named employees of a respondent employer under the Rhode Island Fair Employment Practices Act, please note that recent Rhode Island Supreme Court decision in Mancini v. City of Providence, 2017 WL 924178 (R.I. Mar. 8, 2017), held that employees of a respondent employer are not individually liable under the Act. Please consult the decision and/or an attorney to determine how the decision affects this case. The decision also may be found at: <https://www.courts.ri.gov/Courts/SupremeCourt/SupremeOpinions/14-88.pdf>

This NOTICE OF RIGHT TO SUE is issued at the complainant's request. If the complainant intends to sue, S/HE MUST DO SO WITHIN NINETY (90) DAYS FROM THE DATE OF THIS NOTICE: OTHERWISE THE RIGHT TO SUE IS LOST.

On Behalf of the Commission

6/29/18
Date

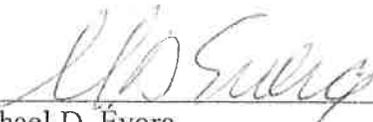

Michael D. Évora
Executive Director

EXHIBIT A

CERTIFICATION

I certify that on **Friday, June 29, 2018** I sent out a **NOTICE OF RIGHT TO SUE** to Paula L. Borrelli vs. Premier Entertainment II, LLC d/b/a Newport Grand RICHR NO. 18 EAG 005-26/04 to the following persons:

<p>Ms. Paula L. Borrelli  Narragansett, RI 02882</p>	<p>George Papanier, President Premier Entertainment II, LLC d/b/a Newport Grand 150 Admiral Kalbfus Road Newport, RI 02840</p>
<p>Ali Khorsand Alder Pollock & Sheehan, P.C. Agent for Service for Premier Entertainment II, LLC d/b/a Newport Grand One Citizens Plaza, 8th Floor Providence, RI 02903</p>	<p>Lynette Labinger, Esq. Attorney at Law 128 Dorrance Street Box 710 Providence, RI 02903</p>
	<p>Zaida Rivera Administrative Aide Friday, June 29, 2018</p>

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Paula L. Borrelli
[Redacted]
Narragansett, RI 02882

From: Boston Area Office
John F. Kennedy Fed Bldg
Government Ctr, Room 475
Boston, MA 02203

[] On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No. 16J-2017-00298
EEOC Representative Amon L. Kinsey, Jr., Supervisory Investigator
Telephone No. (617) 565-3189

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- [] The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
[] Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
[] The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
[] Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
[] The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
[] The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
[X] Other (briefly state) Charging Party is pursuing claims in another forum.

- NOTICE OF SUIT RIGHTS -
(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

On behalf of the Commission
Kenneth An

June 26, 2018

Enclosures(s)

Feng K. An,
Area Office Director

(Date Mailed)

cc:

PREMIER ENTERTAINMENT LLC D/B/A NEWPORT
GRAND
150 Admiral Kalbfus Road
Newport, RI 02840

Lynette Labinger, Esq.
Lynette Labinger, Attorney at Law
128 Dorrance Street, Box 710
Providence, RI 02903

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.
If you also plan to sue claiming violations of State law, please be aware that time limits and other
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),
the Genetic Information Nondiscrimination Act (GINA), or the Age
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit **before 7/1/10** – not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.



Manager On Duty Responsibilities:

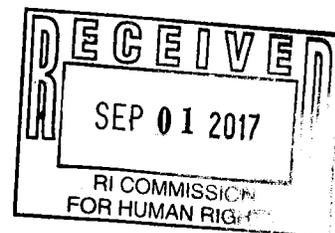
- Ensure compliance of RILOT policy, procedures, and regulations as directed in the Video Lottery Terminal Procedures 2016.
- Ensure compliance of Newport Grand rules, regulations, policies and procedures.
- Observe Newport Grand employees during the performance of their duties to ensure a high level of competency and performance.
- Actively monitor all gaming operations for proper customer service and employee activity.
- Assist in essential floor activities such as jackpot checks, facility pays, SRU pays, ATM problems etc. to ensure premium levels of customer service.
- Provide and promote premium levels of customer service by providing direction and answers concerning any of the VLT, Player Tracking and Simulcast operations.

Facility Responsibilities

- Opening and Closing the building at the designated times.
- Monitoring the various departments to ensure the proper closing procedures are followed.
- General upkeep of all areas, inside and outside including the gaming floors, bathrooms, basement, storage and offices to ensure tidiness throughout. Recording all found discrepancies on the action log for maintenance.
- Contacting respective contractors to arrange for equipment repair (HVAC, plumbing, SRUs, ATMs etc.)
- When on duty, overseeing the gaming patrons and staff addressing problems immediately, as they arise.
- Overseeing the safety of staff and the general public whilst in operation.
- Ensuring high standards in all public areas and ensuring that all public areas are serviceable, including regular monitoring of the gaming areas and bathrooms.

Working Conditions:

- Mostly indoors and generally climate-controlled environment
- May be exposed to noise, smoke, and odors
- Working with others and independently



Newport Grand Casino is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.

Revised on: November 25, 2016



POSITION TITLE: Cage Manager
REPORTS TO: Operations Manager

Job Purpose:

The purpose of the Cage Manager is to oversee and direct daily Cage Operations by completing all essential job functions either personally or through direct reports. The Cage Manager acts as a Manager On Duty (MOD) when needed and maintains a regular physical presence on the gaming floor and throughout the building during the shift.

Qualifications:

Must be proficient with Microsoft Word and Excel.
Must possess organizational and planning skills.
Must possess supervisory experience

Principal Duties:

Cage and Count Responsibilities

- Responsible for overseeing and directing daily Cage Operations.
- Ensure the integrity of all Cage transactions and is held accountable for the accuracy and thoroughness of departmental paperwork.
- Maintains all records, reports and other required paperwork.
- Conducts the necessary research to effectively resolve Cage disputes
- Responsible for ensuring that all Regulatory and Internal Control Policies and Procedures are complied with at all the times.
- Ensures that supervision is provided at all times.
- Sets the example for excellent customer service standards for all staff.
- Maintains all Company and Departmental Standards for all staff.
- Track and maintain variances.
- Responsible to oversee scheduling, payroll, tracking attendance and all disciplinary actions.
- Order supplies, address safety issues, create and maintain all Cage forms.
- Other duties as assigned.

Newport Grand Casino is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.

Revised on: November 25, 2016