



To: Delaware North Active Field-Based Associates

From: Jim Houser, EVP and Chief Operating Officer; Heather Jacobs, Chief Human Resources Officer

Cc: Location GMs and Human Resources Representatives

Subject: **Financial Support for Associates Who Obtain COVID-19 Vaccinations**

Date: March 25, 2021

We are pleased to announce that to further encourage COVID-19 vaccinations, Delaware North is providing financial support – a one-time payment for field-based associates inclusive of General Managers and all front-line associates who are fully vaccinated.

Delaware North is continuing its commitment to the health and wellbeing of associates, as well as our clients and communities. We have been actively promoting the benefits of COVID-19 vaccinations to our associates, including providing educational content via The Weekly Digest and other communication channels.

We have adopted the additional step of providing financial support because your health and safety remain paramount, you are in roles critical to ensuring the full recovery of our business, and you share in the responsibility to best protect our guests and your fellow team members.

As COVID-19 vaccines are becoming more widely available and distribution is more streamlined, we strongly encourage you to be vaccinated as soon as you are eligible. All COVID-19 vaccines currently authorized and available in the United States have been shown to be highly effective at preventing the virus.

The financial payment will be four hours at your hourly rate or the equivalent of four hours pay based on your base salary. You will need to obtain proof that you were fully vaccinated and provide it to your manager or HR operations.

An outline of the payment process and FAQs are attached and available [here](#). Your GM and HR representative are aware of this initiative, so please feel free to ask them questions. You can also contact the HR Help Desk at askhr@delawarenorth.com or 1-877-936-2272 (Option 5).