

EVERGREEN GAMING CORPORATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
FOR THE QUARTER ENDED SEPTEMBER 30, 2016

The following discussion and analysis of the financial position and results of operations of the Company is prepared as of November 29, 2016 and should be read in conjunction with the consolidated interim condensed financial statements of the Company, and the notes thereto, for the quarter ended September 30, 2016 and the audited consolidated financial statements for the year ended December 31, 2015.

In this discussion, unless the context otherwise dictates, a reference to the Company and its business and operations is a reference to Evergreen Gaming Corporation ("Evergreen") and its wholly owned subsidiary, Washington Gaming, Inc. ("WGI") and its subsidiaries, and the business and operations of both. Additional information relating to the Company is available on SEDAR at www.sedar.com.

Dollar amounts referred to herein are expressed in U.S. dollars, unless otherwise stated.

Description of the Business

Evergreen is in the business of overseeing the gaming operations of its principal U.S. subsidiary, Washington Gaming, Inc. ("WGI").

WGI, through its subsidiary corporations, operates five casinos in Washington State: The Riverside Casino in Tukwila, Palace Casino in Tukwila, Goldies Casino in Shoreline and Chips and Palace Casinos in Lakewood. These are mini-casinos (or house-banked card rooms) which offer to persons of legal age a variety of games of chance at which the player may win or lose money, a business commonly referred to as "gaming". The Company also operates restaurants in each casino, as required by state law.

In August 2016, the Washington State Gambling Commission changed their rules to eliminate the mandatory closures twice a week for four hours. This change now allows all our locations to operate gambling 24 hours seven days a week however, the Palace Tukwila will remain on shorter hours pending expected increases in revenues. In addition, the Gambling Commission increased the maximum betting limit from \$100 to \$300 for poker games in house banked facilities like Palace Lakewood.

The casinos currently offer card games such as Poker, Blackjack, Spanish 21, 4-Card Poker, Ultimate Texas Hold-em, PaiGow and Baccarat. Each casino has up to 15 gaming tables and, in accordance with Washington State gaming law, the maximum single betting limit is \$300. They also offer a game known as "pull tabs", a game in which the player can win specified prizes by matching certain combinations concealed under perforated strips on each paper game piece.

Michels Management Services, LLC was hired as of February 1, 2012 to provide management and accounting services for the casinos in return for a reduced fee of \$34,000 per month as of January 2016. This expense is reflected in the operating results. For additional information see Related Party Transactions.

Overall Performance

Current quarter compared to prior year

Casino revenues for the quarter ended September 30, 2016 were \$8,446,507, an increase of \$95,140 compared to the same period in the prior year. Gaming dollars dropped were 10% higher than the same period last year, largely due to an increase in Baccarat dollars dropped at Riverside Casino, which had another excellent quarter with revenues 27% over the same quarter 2015. Offsetting that was Chips Casino Lakewood, where revenue was down 24% from the previous year, as their Baccarat hold percentage was half of what its target rate is and gaming dollars dropped decreased 11%. The decrease in Baccarat hold percentage is the result of the Company having to match competitors in the area who were increasing “their giveaway” and “match play” promotions. During the third quarter Chips Casino recorded income from operations of \$257,700, and although still far below the \$705,168 recorded the same time period a year ago, is a significant improvement over prior quarters. The Company has placed a new general manager in Lakewood who is retraining staff and reviewing all operational procedures. The Palace Casino Lakewood has an excellent hold percentage, driving revenues up 8.9% over same quarter last year. Goldies Casino also had positive income from operations despite a revenue deficit of \$351,355 compared to last year, due largely to a two point drop in the Baccarat hold percentage. The Palace Casino Tukwila is partway through its transition to a full service casino. Gaming tables are being added, food and beverage offerings revised and marketing plans are underway to drive business there in the coming months.

The five casinos total net revenues were \$8,443,958 for the quarter, just slightly above both last year and the prior quarter. Combined income from operations, was \$836,570, down from \$1,031,800 in second quarter 2015, with total 2016 earnings of \$2,673,458 compared to \$2,846,668 in 2015 showing the same temporary decrease. Additional marketing costs in the third quarter due to new increased cash giveaway events, and higher labor costs resulting from game protection and customer service initiatives have been designed to counter decreases in the table game drop. These additional expenditures totaling almost \$665,000 are expected to show results in the coming quarters. The Company has continued to enhance its marketing programs for attracting and retaining customers, providing a wonderful gaming experience and excellent customer service.

The Company is also benefitting from the management agreement changes made January 1, 2016 whereby the Company has hired most of the Michels Management Services employees in return for much reduced management fees. The Company is saving approximately \$100,000 per quarter as a result.

Working capital at September 30, 2016 was \$1,354,064, compared to working capital of \$1,769,385 at December 31, 2015. The first quarter down payment of \$1,575,000 for the acquisition of the Lakewood property contributed to the change in working capital. With sustained healthy revenues and ongoing game protection and expense controls, management expects continued profitable operations sufficient to exceed the cash demands necessary for the company to meet its future obligations.

The Company’s assets at September 30, 2016 totaled \$23,584,597 compared to total liabilities of \$11,292,239. At December 31, 2015, total assets were \$19,597,155 compared to total liabilities of \$9,422,812. These changes reflect the \$4.5 million Lakewood property acquisition.

The Company’s cash at September 30, 2016 was \$4,341,499, compared to \$4,615,021 at December 31, 2015. These amounts include “Restricted Cash” balances of \$661,200 and \$517,942 respectively. “Restricted Cash” balances are jackpot funds held for prizes being offered at the casinos. Cash provided by operating activities as of the quarter ended September 30, 2016 was \$2,407,697 compared to \$2,840,355 as of the quarter ended September 30, 2015.

Summary of Quarterly Results

The following table sets out selected financial information, presented in United States dollars.

2016 Quarter Ended (in 000's)					
		12/31/2016	9/30/2016	6/30/2016	3/31/2016
(a)	Revenue		\$ 8,446	\$ 8,386	\$ 8,259
(b)	Income before discontinued operations and extraordinary items		\$ 662	\$ 795	\$ 659
(c)	Income per share:				
	Basic -		\$ 0.005	\$ 0.006	\$ 0.005
	Fully Diluted -		\$ 0.005	\$ 0.006	\$ 0.005
(d)	Net income		\$ 662	\$ 795	\$ 659
(e)	Net income per share:				
	Basic -		\$ 0.005	\$ 0.006	\$ 0.005
	Fully Diluted -		\$ 0.005	\$ 0.006	\$ 0.005

2015 Quarter Ended (in 000's)					
		12/31/2015	9/30/2015	6/30/2015	3/31/2015
(a)	Revenue	\$ 8,420	\$ 8,351	\$ 8,592	\$ 7,975
(b)	Income (loss) before discontinued operations and extraordinary items	\$ 1,087	\$ 1,031	\$ 1,096	\$ 572
(c)	Income (loss) per share:				
	Basic -	\$ 0.009	\$ 0.008	\$ 0.009	\$ 0.005
	Fully Diluted -	\$ 0.009	\$ 0.008	\$ 0.009	\$ 0.005
(d)	Net income (loss)	\$ 1,087	\$ 1,031	\$ 1,096	\$ 572
(e)	Net income (loss) per share:				
	Basic -	\$ 0.009	\$ 0.008	\$ 0.009	\$ 0.005
	Fully Diluted -	\$ 0.009	\$ 0.008	\$ 0.009	\$ 0.005

2014 Quarter Ended (in 000's)					
		12/31/2014			
(a)	Revenue	\$ 7,809			
(b)	Income before discontinued operations and extraordinary items	\$ 606			
(c)	Income per share:				
	Basic -	\$ 0.005			
	Fully Diluted -	\$ 0.005			
(d)	Net income	\$ 606			
(e)	Net income per share:				
	Basic -	\$ 0.005			
	Fully Diluted -	\$ 0.005			

Current quarter compared to prior quarter

The quarter ended September 30, 2016 was similar to the prior quarter. Although total dollars dropped was down 2.8%, the hold percentage increased in baccarat enough that the Company recorded a slight increase in net revenues of \$8,446,507 compared to \$8,351,367 in the prior quarter. The Riverside Casino's trend of double digit growth in drop and win has slowed, as the third quarter was flat compared to the prior quarter. Riverside was still very profitable at \$829,603 compared to \$828,046. Goldies Casino showed an 8% decrease in drop and a 3 point drop in table game hold compared to the prior quarter. These kind of fluctuations are not uncommon, as the theoretical win percentage is achievable only over time, which statistically covers more than a three month time frame. In this case, with revenues down by \$391,955 from the previous quarter, Goldies completed the quarter with income from operations of \$205,194, compared to \$531,650 in the prior quarter. The Palace Lakewood finished the quarter with earnings of \$224,586 compared to \$280,448 in the prior quarter. The majority of the difference is again marketing related. Chips Casino continues to improve, with net revenues of \$1,711,821 compared to \$1,378,016 in the prior quarter. The drop was consistent with the prior quarter, but improvements in their hold percentage were significant enough to turn last quarter's net loss of \$30,060 into the current quarter's net income of \$257,700. Overall, after taking into account the retooling and startup costs incurred at the Palace Tukwila and the additional marketing funds being spent, the Company ended the quarter with income before taxes of \$836,570 compared to the prior quarter's \$1,003,841.

The quarter ended June 30, 2016 turned out slightly better than the prior quarter. Net revenues increased \$126,278 to \$8,385,748. Riverside continued to show revenue increases, even though the Baccarat drop was down slightly, and the result was an increase in income from operations there of \$252,357. Goldies continues to suffer, with revenues down \$307,471, largely due to a drop in the table games hold percentage. Chips Lakewood is beginning to show positive results with a 10% increase in their Baccarat drop, although earnings were still slightly down due to small decreases in their hold percentages. The Palace Lakewood continues to be profitable, although they had small decreases in drop and revenues which were almost offset by increases in Poker. The Company booked income before taxes of \$1,003,841, up from \$833,048 the prior quarter. In all, the quarter resulted in additional income from operations of \$142,088 and reduced interest costs of almost \$25,000 when compared to the prior quarter

The quarter ended March 31, 2016 was almost as strong as the three months ending December 31, 2015. Total net revenues were \$8,259,470 compared to \$8,419,651 in the prior quarter. Riverside Casino continued its strong performance, with both dropped gaming dollars and hold percentage up significantly from the prior three months. These revenues dropped directly to the bottom line, resulting in casino income from operations at \$1,092,952, more than twice the prior quarter. On the other hand, Goldies suffered a 5 point drop in its hold percentage over the prior quarter which resulted in a net revenue shortfall of \$469,583 compared to the prior quarter, which also dropped directly to the bottom line. Chips Lakewood lost \$59,034, instead of making \$252,145. The Palace Lakewood did well, with income from operations of \$231,602 compared to \$202,709 for the prior quarter. Overall, the Company booked income before taxes of \$833,048, down from \$923,215 the prior quarter.

In the final quarter of 2015, the Company earned net revenues of \$8,419,651, which was within one percent of the prior quarter. Expenses stayed steady overall, resulting in net income for the 4th quarter of \$1,087,215 compared to \$1,031,801 for the prior quarter. The Riverside and Palace Lakewood performed consistently well, and Goldies had a great quarter. Chips began to experience challenges related to its hold percentages which are being addressed by management. The Palace Poker Room

has not fared well, and management has decided to abandon a poker only model and replace it with house banked table gaming in the second quarter of 2016.

The third quarter of 2015 generated results which were in line with expectations, yielding net revenues of \$8,351,367, compared to second quarter revenues of \$8,592,555. Casino operating income was \$1,162,001 compared to \$1,221,815 in the prior quarter. The Riverside Casino generated a substantial increase in revenue over the prior quarter, due mainly to a 3 point gain in their hold percentage. Goldies did exactly the opposite, but still maintained a healthy bottom line for the quarter. The dip in profitability over the prior quarter is due in large part to revenue decreases at Goldies and the Palace Lakewood. The Palace Poker Room continues to struggle, and management is looking at ways to maximize the value of that small casino, including the possible addition of house banked table games. Overall, the Company generated a net profit of \$1,031,800 compared to \$1,096,183 in the prior quarter.

The results for the second quarter of 2015 were in line with expectations, generating net revenues of \$8,592,557 compared to first quarter revenues of \$7,974,971. Casino operating income was \$1,222,422 compared to \$848,183 in the prior quarter. Chips Casino Lakewood continued to do well; with a 31% increase in revenues over the first quarter. Riverside Casino had a challenging quarter, where Baccarat dollars dropped at the casino were 21% lower than the prior quarter and while the hold percentage went up almost 2 points on these games, it was not enough to counter the 1 point drop in the table games hold. The Palace Lakewood and Goldies Casinos continue to generate revenue and income streams consistent with prior quarters. Overall, the Company generated quarterly income of \$1,096,183 before taxes, compared to \$718,684 in the prior quarter.

The results for the first quarter of 2015 were in line with expectations, generating net revenues of \$7,974,971 and casino operating income of \$848,784. Goldies and Chips Lakewood did exceptionally well, while Riverside had a challenging quarter due to a 2 point drop in the hold percentage. The Palace Lakewood continues to generate revenue and income streams consistent with prior quarters. Overall, the Company generated quarterly income of \$718,686 before taxes, compared to \$652,880 in the prior quarter. The Palace Tukwila Poker Room, open since November 2014, is proving a challenge as the Company works to carve out a niche in the local poker market. It is hoped that specialized marketing programs aimed at player groups throughout the local area will generate the excitement needed to sustain this new and intimate casino.

The final quarter of 2014 produced total revenues of \$7,830,217, just \$24,809 less than the prior quarter. Chips Lakewood continued its growth for the 6th quarter, at \$257,870 above their prior quarter revenues, while the Palace and Riverside were on par with the prior quarter. Goldie's revenues suffered in the 4th quarter as their hold percentages for both table games and baccarat there decreased by more than 3 percentage points. The Company opened a small poker room in November 2014 in order to capitalize on the lack of poker facilities in Tukwila. The Palace Tukwila generated \$133,757 in revenues for the last seven weeks of the quarter. Overall, net income for the 4th quarter was \$605,879 lower than the third quarter by \$249,875, due in part to additional marketing expenses targeting new players and retention of the current customer base.

Liquidity and Capital Resources

Historically, the Company's sources of funding have been debt and equity financing and cash flow from operations. As of September 30, 2016, the Company had arm's length debt of \$7,362,930, all related to mortgages, including the acquisition of the Lakewood property. Related party debt totaled \$1,174,627 which is owed to Michels Development for the note from Goldies in Shoreline.

At September 30, 2016, the Company had cash of \$4,341,499 and net working capital of \$1,354,064. Total debt payments of \$937,809 have made during the year. The monthly debt service cash requirement is just under \$91,000.

On June 1, 2015, the Company amended the Goldies Casino related party note with Michels Development. The revision, effective June 1, 2015, extends the due date from April 15, 2016 to May 31, 2018; changes the monthly payment from \$16,000 to a minimum of \$20,000; and increases the interest rate from 5% to 8%. There is no prepayment penalty clause, and additional payments are being made by Goldies Casino as cashflow warrants. The Company projects that payment will be made in full by June 2017.

On August 5, 2015, the Company refinanced the first position note payable to a third party secured by the property at 14027 Interurban Ave S. Tukwila, WA. A new 10-year \$720,000 loan at Banner Bank carries a 5% fixed interest rate for the first five years, with monthly payments of \$7,658.71. In years 6-10, the rate will be calculated based on the Bullet Rate for the 5-year FHLB Fixed Rate Advances (the "Index") plus a margin of three percentage points (3.0%). If the Index rate changes, the amount or number of monthly payments and/or the final payment amounts may change to accommodate the change in interest rate. The interest rate may not fall below the initial 5%, and its maximum is limited by law. This action pays off the 9.5% interest rate loan that was in place, reducing the monthly payment by \$1,252 per month.

The March 31, 2016 acquisition of the Lakewood casino property was financed with a new 10-year \$2,925,000 loan at Banner Bank carrying a 4.5% fixed interest rate for the first five years, with monthly payments of \$18,607. In years 6-10, the rate will be calculated based on the Bullet Rate for the 5-year FHLB Fixed Rate Advances (the "Index") plus a margin of two and one-half percentage points (2.5%). If the Index rate changes, the amount or number of monthly payments and/or the final payment amounts may change to accommodate the change in interest rate. The interest rate may not fall below the initial 4.5%, and its maximum is limited by law.

The Company has changed its capitalization policy for fixed assets in 2016, electing to expense the acquisition of computers, gaming and kitchen related equipment up to \$5,000, rather than \$2,000 as in prior years. This has resulted in approximately \$100,000 in additional expenses in 2016.

Transactions with Related Parties

The Company's 2011 acquisition of the Chips and Palace casinos in Lakewood was paid for by the issuance of the Company's stock. This resulted in the vendor, Michels Development LLC, owner Steve Michels, becoming a related party with respect to Company transactions. In December 2011 Steve Michels, owner of Michels Development, became a director of the Company.

The board of directors consists of 5 members as of May 11, 2016; three of whom are related parties. Len Libin, a stockholder and Chairman of the Board, receives \$1,500 monthly and \$2,000 per quarterly board meeting. Steve Michels, of Michels Development, and Tom Marvin, stockholder, each receive \$500 monthly and \$1,000 per quarterly board meeting for their services.

Michels Development LLC is also the holder of a Goldies Casino note payable acquired by the Company in the 2011 Timrick acquisition. The Goldies Casino note carries an amended interest rate of 8%, and as of November 29, 2016 has a balance of \$1,161,816. It is secured by the units of Epstein Gaming, LLC. This note was amended on June 1, 2015 as detailed above.

Michels Management Services, LLC was hired by the Company as of February 1, 2012 to provide all management and accounting services for the casinos. The management agreement originally provided for Michels Management Services to earn management fees of 30% of net income from operations. Through May 31, 2015, management fees were paid based on 30 percent of net income from the combined group of related casinos. Effective June 1, 2015 and through the remainder of 2015, management fees were the lesser of \$25,000 per week, or 30% of net profits. Management fees for 2015 were \$1,650,805. As of December 31, 2015, the remaining balance due on these fees was \$107,034, which is included in “Accrued expenses, related party” on the Statement of Financial Position. This balance was paid in full in April 2016.

Effective January 1, 2016, a major change to the management agreement between the Company and Michels Management Services went into effect. The majority of the employees working for Michels Management Service became employees of Gaming Management, Inc., a subsidiary of Evergreen Gaming Corp. Annual labor and benefits expenses related to management and operation of the Company’s card rooms is now being paid by Gaming Management, Inc. and is expected to be approximately \$1 million dollars. As a result of this transition, annual management fees paid to Michels Management Service will decrease from approximately \$1.65 million to \$458,000. The \$1.2 million annual decrease in management fees offsets the added expense of labor and management expenses being paid to employees of Gaming Management, Inc.

The Company previously had property leases with MD Lakewood, LLC, a Michels company, related to the casino properties at Lakewood where Chips Lakewood and Palace Lakewood operate. The leases contained an option to purchase the land and buildings for \$4.5 million dollars. The Company has exercised this option and purchased the property, obtaining financing through Banner Bank. The Company made a down payment of \$1,575,000 and borrowed the remainder of \$2,925,000 on a 10 year note carrying an initial interest rate of 4.5%. The purchase closed on March 31, 2016 and will result in cash savings to the company of \$18,000 a month.

The Company continues to have access to the \$1.2 million line of credit available to Tacoma Casino LLC, and Pete’s Flying Aces, Inc. from the vendor of the companies, Michels Development. As of November 29, 2016, this balance is \$0.

Changes in Accounting Policy

Effective January 1, 2016, the Company adopted the following revised International Financial Reporting Standards (“IFRS”) and International Accounting Standards (“IAS”) issued by the IASB, and interpretation of the International Financial Reporting Standards Interpretations Committee (“IFRIC”). These revised IFRSs and IASs did not have a material impact on the Company’s consolidated financial statements:

- *IFRS 10, Consolidated Financial Statements, IFRS 12, Disclosure of Interests in Other Entities, and IAS 28 – Investments in Associates and Joint Ventures* - amended to address issues that have arisen in the context of applying the consolidation exception for investment entities.
- *IAS 1, Presentation of Financial Statements* – amended to clarify IAS 1 to address perceived impediments to preparers exercising their judgment in presenting their financials reports.
- *IFRS 5, Non-current Assets Held for Sale and Discontinued Operations* – amended to add specific guidance for cases in which an entity reclassifies an asset from held for sale to held for

distribution to its owners, or vice versa, and cases in which held-for-distribution accounting is discontinued.

- *IFRS 7, Financial Instruments – Disclosure* - amended to clarify whether a servicing contract constitutes continuing involvement in a transferred asset and to clarify offsetting disclosure requirements in condensed interim financial statements.
- *IAS 19, Employee Benefits* – amended to clarify that the high quality bonds used to estimate the discount rate for post-employment benefits should be issued in the same currency as the benefits to be paid.
- *IAS 34, Interim Financial Reporting* – amended to clarify the meaning of “elsewhere in the interim report” and require a cross-reference.

Recent Accounting Pronouncements

The Company is currently reviewing the effects of the following new and revised accounting pronouncements and their impact on the Company’s consolidated financial statements:

Effective for annual periods beginning on or after January 1, 2017:

- *IAS12, Income Taxes* – amended to clarify the recognition of deferred tax assets for unrealized losses on debt instruments. It is effective for annual periods beginning on or after January 1, 2017.
- *IAS 7, Statement of Cash Flows* – amended to clarify that an entity should provide disclosures that enable the users of financial statements to evaluate changes in liabilities arising from financing activities. It is effective for annual periods beginning on or after January 1, 2017.
- *IFRS 15, Revenue from Contracts with Customers* – provides a single, principles based five-step model to be applied to all contracts with customers, including revenue recognition, variable consideration, costs of obtaining and fulfilling contracts, and disclosure thereof. It is effective for annual periods beginning on or after January 1, 2018.
- *IFRS 9, Financial Instruments* – replaces IAS 39. IFRS 9 introduces limited amendments to classification and measurement for financial assets, a new expected loss impairment model, and a new hedge accounting model. The effective date will be annual periods beginning on or after January 1, 2018.
- *IFRS 16, Leases* – specifies how to recognize, measure, present and disclose leases. The standard provides for a single lessee accounting model, requiring lessees to recognize assets and liabilities for all leases unless the lease term is 12 months or less or the underlying asset has a low value. Lessors continue to classify leases as operating or finance, with lessor accounting substantially unchanged from its predecessor *IAS 17, Leases*. It is effective for annual periods beginning on or after January 1, 2019.

Financial Instruments

The Company's financial instruments include cash, accounts receivable, trade and other payables, and current and long term debt. At September 30, 2016, the Company had cash in the amount of \$4,341,499. The Company also had ordinary course accounts receivable in the sum of \$54,586. Trade and other payables totaled \$2,785,984. Debt at September 30, 2016 consisted of \$1,174,627 owed to related parties (current portion \$151,505) and \$7,362,930 in arm's-length debt (current portion \$485,487) for a total of \$8,537,557.

Disclosure of Outstanding Share Data

The Company has unlimited authorized and had previously issued 135,966,865 voting common shares. The Company has since retired 908,000 to treasury shares. In November 2014, 11,250,000 common shares were returned to the Company, reducing total issued shares. This leaves the Company with 124,716,865 voting common shares issued and 123,808,865 outstanding.

Transactions Subsequent to End of Quarter

The Company is currently in the final stages of refinancing the mortgage on the Riverside Casino property with Banner Bank. The terms are expected to be similar to the mortgage on the Lakewood property completed in the first quarter 2016. Expected monthly cash savings is approximately \$20,000.

Other

The Company has no off-balance sheet arrangements. Other than as set forth in the foregoing, the Company has no proposed asset or business acquisition or disposition that the Company's Board of Directors has decided to proceed with, or that the Company's senior management has decided to proceed with in the belief that confirmation by the Board is probable.

Due to changes in the healthcare laws in the United States, the Company has made available health insurance to all employees working 30 hours per week or more beginning in 2015. Executive officers of the company have worked closely with the management company during 2016 to minimize the impact of the new law. The incremental cost of providing insurance to those qualified employees was just under \$175,000.

The State of Washington voters passed the minimum wage initiative on the ballot in November 2016. The initiative raises the hourly minimum wage for all workers in Washington State over the next 4 years. The present minimum wage will increase from \$9.47 in 2016 to \$11.00 in January 2017, \$11.50 in 2018, \$12.00 in 2019 and \$13.50/hour in the year 2020. The increases to the minimum wage will also impact hourly wage rates for employees with greater experience and responsibility. The cumulative effect on wages, including payroll taxes over the four year period is projected to be \$1,394,000, \$2,041,000, \$2,690,000, and \$4,327,000 respectively.

The initiative also provides for employees to be paid 1 hour of sick leave for every 40 hours worked beginning in 2018. The company presently does not provide sick leave for hourly employees. It is expected that implementing the approved sick leave will cost the company approximately \$250,000 per year initially. This cost is expected to increase as the approved minimum wage increases are implemented in subsequent years.

The Washington State Gambling Commission changed their rules to eliminate the mandatory closures twice a week for four hours earlier in the year. We now operate our four largest card room locations 24 hours seven days a week.

A rule to raise the betting limit on house banked casino games from \$300 to \$500 was filed with the Washington State Gambling Commission. However, the petitioner withdrew their petition in October due to concerns over a lack of support for the increase. Therefore, betting limits are not expected to increase in the near future.