



DATE: February 11, 2010
TO: Division Presidents, Regional Presidents, General Managers, Corporate Employees and Western Division Employees
FROM: Tom Jenkin – Western Division President
SUBJECT: BALLY'S/PARIS CODEGREEN TEAM WINS PRESTIGIOUS EPA AWARD FOR WASTE REDUCTION

I am proud to announce that the Bally's/Paris Las Vegas CodeGreen team, led by Rita Hannum, Director of Stewarding Operations, and Joe Opalewski, Restaurant Manager, was recently awarded a prestigious WasteWise New Partner Gold Achievement award from the Environmental Protection Agency (EPA) for its comprehensive waste reduction efforts. This is a highly sought after award and the competition is very stiff; the EPA awards only a single gold medal in each category of environmental achievement.

It took an enormous amount of planning, innovative thinking, and hard work on the part of the team to capture this award. Team members carried out an intensive green Kaizen process to identify where waste could be eliminated or minimized. The solid waste recovery program at the dock was reorganized to capture more cardboard, glass, plastic and recycled kitchen oil. And housekeepers were trained to collect in-room dining objects such as salt shakers and silverware for reuse; and newspapers, plastic, and glass for recycling.

Rita led a series of green farmer's markets to teach employees how they could reduce waste at work and at home. To draw crowds, the fairs offered employees organic vegetables at close to wholesale cost and free energy efficient light bulbs, while carpenters, gardeners, and seamstresses turned excess and recycled materials into everything from gardening tables to purses and tote bags. Educating employees on greener practices while they're enjoying themselves is the kind of innovation that caught the eye of the EPA and helped the Bally's/Paris team earn this external recognition of their efforts.

Rita and Todd Moreau, Vice President of Food & Beverage, also led an initiative to replace bottled mineral water, much of it imported, in our food and beverage outlets with a premium Harrah's brand, Aqua Health, that's filtered on-site and served in reusable bottles. Aqua Health soon became the top selling mineral water at the properties and is now served in Bally's/Paris restaurants.

Not surprisingly, it wasn't just the EPA that took notice of Rita and Joe's work: Joe recently won a property Chairman's Award for Innovation and Rita was selected as a property Chairman's Award winner for Community Service, with their dedication and leadership with the CodeGreen team cited as factors in taking home these awards.

Harrah's is deeply committed to environmental stewardship and our efforts are already making a measurable impact. In the coming months, we will be providing additional support to encourage more grassroots CodeGreen initiatives to help employees do their part at work and at home. In the meantime, please join me in congratulating Rita, Joe and the entire Bally's/Paris CodeGreen team for their outstanding efforts that earned them this prestigious award.