

**STAFF REPORT ON RIVERBOAT CASINO LICENSEES'
COMPLIANCE WITH VOLUNTARY EMPLOYMENT AND
PROCUREMENT CONDITIONS**

2nd QUARTER 2003

Prepared for the August 19, 2003 Board Meeting

This report illustrates riverboat gaming licensees' compliance with the voluntary employment and procurement goals which were proposed in their respective applications. The individual applicants for riverboat licenses made specific commitments in their Economic Development and Utilization Plans which were submitted in conjunction with their applications. The plans included the employment of Louisiana residents, minorities, and women. Also included were goals for the procurement of contracts from Louisiana, minority, and women-owned businesses.

Applicants competing for riverboat licenses not only made various economic development commitments, but they also volunteered specific employment and procurement goals in order to satisfy the diversity provisions under the **Louisiana Riverboat Economic Development and Gaming Control Act, La. R.S. 27:41, et seq.** When the applicants were awarded licenses to conduct gaming in this state, these goals became conditions of their licenses. The pertinent provisions and rule(s) are provided as follows for your review.

La. R.S. 27:42(A)(1) states:

The legislature hereby finds and declares to be the public policy of this state that the development of **a historic riverboat industry is important to the economy of the state of Louisiana in that it will assist in the continuing growth of the tourism industry and thus will benefit the general welfare of our citizens and create new jobs.** [Emphasis added].

La. R.S. 27:52(2)(g) states:

That **preferential treatment is given to Louisiana firms to the extent allowed by law in the procurement of all resources and goods used in the operation of a riverboat come from Louisiana and that a preferential treatment to the extent allowable by law in the awarding of contracts for services and entertainment is given to Louisiana firms and residents.** [Emphasis added].

La. R.S. 27:70(7) states in pertinent part as follows:

(a) The applicant must have a good faith plan to recruit, train, and upgrade minorities in all employment classifications.

(b) It shall be required by the owners, to provide the maximum practical opportunities, for participation by the broadest number of minority-owned businesses....

- (c) **The legislature hereby further directs that the written policies, procedures and regulations shall provide for the inclusion of businesses owned by minorities to the maximum extent practicable. [Emphasis added].**

LAC 42:III.110 states as follows:

A. Commencing with the issuance of any riverboat gaming operator license, the licensee shall submit on a quarterly basis to the board a statement of compliance with the applicant or licensee's previously submitted application or economic development plan as to those aspects of the plan which are then underway.

B. The license will certify quarterly under oath that a good faith effort to meet the voluntary procurement and employment conditions is being made, and shall quarterly demonstrate to the board that an effort was made to meet the conditions. The quarterly statement shall be forwarded to the board by certified mail no later than 20 days after the end of each quarter.

The Riverboat Act provides for fifteen riverboat casinos to operate in the state of Louisiana. Currently, fourteen riverboat casinos are operating within the state.

This report is taken from figures reported by the fourteen operating riverboats to the Louisiana Gaming Control Board for the second calendar quarter of 2003. Approximately 16,077 people were employed by the riverboat industry for the second calendar quarter of 2003. Of that number, 15,989 were Louisiana residents, 10,026 were minorities and 9,358 were women.

In instances where employment or procurement figures were not specifically set forth in the application, and census figures were relied upon to state the proposed goals, 1990 census figures have been supplied to illustrate that licensee's level of compliance.

1. **LOUISIANA RIVERBOAT GAMING PARTNERSHIP:
(Isle of Capri Casino - Bossier City)**

Preliminary Approval: March 12, 1993
License Approval: December 9, 1993
Operations Commenced: April 22, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 24.3% minorities and women or in proportion with the population of state or

- c. parish, whichever is greater.
Hire 770 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 1,209
Louisiana 98.51% (1,191)
Minority 68.57% (829)
Women 59.64% (721)

Employment	Voluntary Conditions / Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	770	1,275	1,237	1,228	1,209
Louisiana	75%	98.12% 1,251	98.38% 1,217	98.62% 1,211	98.51% 1,191
Minority	34.76%	68.08% 868	68.31% 845	68.08% 836	68.57% 829
Women	51.86%	59.69% 761	62.89% 778	59.85% 735	59.64% 721

ii. **Procurement Results:**

Total La. 39.46%
Minority 10.45%
Women 12.90%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	75%	56.14%	58.61%	52.84%	39.46%
Minority	10%	14.05%	16.09%	12.56%	10.45%
Women	10%	17.01%	19.30%	14.52%	12.90%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

2. **RED RIVER ENTERTAINMENT OF SHREVEPORT
 PARTNERSHIP IN COMMENDAM:
 (Harrah's - Shreveport)**

Preliminary Approval: March 12, 1993
 License Approval: March 8, 1994
 Operations commenced: April 18, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 700 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 25% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 1,660
 Louisiana 98.07% (1,627)
 Minority 65.90% (1,094)
 Women 59.70% (991)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	700	1,709	1,710	1,729	1,660
Louisiana	80%	97.54% 1,667	97.72% 1,671	97.86% 1,692	98.07% 1,627
Minority	34.76%	64.54% 1,130	66.08% 1,130	65.30% 1,129	65.90% 1,094
Women	51.86%	60.97% 1,042	60.64% 1,034	59.34% 1,026	59.70% 991

ii. **Procurement Results:**

Total La. 60.03%
 Minority 27.33%
 Women 23.62%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	60%	65.83%	65.85%	65.25%	60.03%
W/Const.		%	%	%	
Minority	25%	27.05%	27.78%	28.64%	27.33%
W/Const.		27%	%	%	
Women	10%	22.61%	29.24%	26.09%	23.62%
W/Const.		22%	12.4%	%	

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

3. **HARRAH'S LAKE CHARLES, LLC:**
(Harrah's - Lake Charles)

Preliminary Approval:	March 12, 1993
License Approval:	December 6, 1993
Operations commenced:	December 8, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana owned companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% (minorities) and 9% (women) of goods and services from minority and women majority-owned firms during preopening construction period.
- c. Procure 5% (minorities) and 5% (women) of goods and services from minority and women majority-owned firms during post construction period.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 905
 Louisiana 98% (885)
 Minority 53% (477)
 Women 55% (499)

Employment	Voluntary Conditions/Goals	Q3 (2003)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	800	891	825	813	905
Louisiana	75%	98.09% 874	97.69% 806	98% 795	98% 885
Minority	34.76%	51.62% 460	52% 433	53% 429	53% 477
Women	51.86%	56% 499	56% 461	56% 453	55% 499

ii. **Procurement Results:**

Total La. 70.70%
 Minority 9.92%
 Women 12.23%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	60%	69.71%	67.16%	68.58%	70.70%
Minority	5%	7.96%	9.36%	9.05%	9.92%
Women	5%	13.48%	14.42%	14.11%	12.23%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

4. **HARRAH'S STAR PARTNERSHIP:**
(Star Casino - Lake Charles)

Preliminary Approval: March 26, 1993
 License Approval: August 9, 1993
 Operations commenced: October 24, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion to with the population of the state or parish, whichever is greater.
- c. Hire 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 466
 Louisiana 98% (456)
 Minority 53% (245)
 Women 55% (257)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	800	535	527	565	466
Louisiana	75%	97.94% 524	97.72% 515	98% 552	98% 456

Minority	34.76%	55.88% 299	52.56% 277	53% 298	53% 245
Women	51.86%	58.98% 499	55.97% 295	56% 314	55% 257

ii. **Procurement Results:**

Total La. 81.04%
 Minority 13.15%
 Women 16.22%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	80%	80.49%	81.46%	68.58%	81.04%
Minority	10%	10.39%	13.25%	9.05%	13.15%
Women	10%	18.35%	18.95%	14.11%	16.22%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

5. **HORSESHOE ENTERTAINMENT, A LOUISIANA LIMITED PARTNERSHIP:
 (The Horseshoe - Bossier City)**

Preliminary Approval: March 26, 1993
 License Approval: February 22, 1994
 Operations commenced: July 9, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 45% minorities and women or in

proportion to the population of the state or parish, whichever is greater.

- c. Employ 1000 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 35% and 35% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 2,590
 Louisiana 99% (2,560)
 Minority 62% (1,627)
 Women 58% (1,503)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	1000	2,654	2,586	2,571	2,590
Louisiana	75%	99% 2,617	98.5% 2,548	99% 2,537	99% 2,560
Minority	45%	62% 1,637	62% 1,605	62% 1,604	62% 1,627
Women	51.86%	59% 1,556	58% 1,503	59% 1,509	58% 1,503

ii. **Procurement Results:**

Total La. 75%

Minority 43%
 Women 30%

Procurement	Voluntary Conditions/Goals	Q3 (2003)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	75%	68%	79%	72%	75%
Minority	35%	43%	45%	37%	43%
Women	35%	35%	32%	26%	30%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

6. **LOUISIANA-I GAMING D/B/A LOUISIANA GAMING ENTERPRISES, LTD.:**
(Boomtown Casino - Harvey)

Preliminary Approval: June 18, 1993
 License Approval: March 22, 1994
 Operations commenced: August 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 550 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of

- gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 1,105
Louisiana 99.3% (1,097)
Minority 56.1% (620)
Women 60.5% (669)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	550	1,066	1,054	1,055	1,105
Louisiana	90%	99.5% 1,061	99.3% 1,047	99.2% 1,047	99.3% 1,097
Minority	34.76%	56.2% 600	54.46% 574	55.26% 583	56.1% 620
Women	51.86%	63.2% 674	62.4% 654	61.5% 649	60.5% 669

ii. **Procurement Results:**

Total La. 88.46%
Minority 23.5%
Women 29.42%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	80%	91.78%	89.75%	88.11%	88.46%
Minority	15%	17.98%	18.63%	23.56%	23.5%
Women	15%	23.32%	23.72%	28.25%	29.42%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

7. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES, INC:
(Argosy Casino - Baton Rouge)**

Preliminary Approval:	March 26, 1993
License Approval:	March 22, 1994
Operations commenced:	September 30, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	834
Louisiana	99% (993)
Minority	64% (644)
Women	55% (555)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	800	985	1,033	1,071	834
Louisiana	90%	99% 917	99% 964	99% 1003	99% 993
Minority	34.76%	61% 573	64% 624	63% 640	64% 644
Women	51.86%	57% 529	57% 555	56% 569	55% 555

ii. **Procurement Results:**

Total La. 71.30%
 Minority 11.17%
 Women 21.23%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	75%	69.40%	66.60%	67.03%	71.30%
Minority	15%	7.39%	11.83%	13.97%	11.17%
Women	15%	20.80%	13.01%	21.30%	21.23%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

8. **TREASURE CHEST CASINO, L.L.C.:**
(Treasure Chest - Kenner)

Preliminary Approval: June 18, 1993
 License Approval: May 17, 1994
 Operations commenced: September 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 500 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	1,035
Louisiana	99.3% (1,028)
Minority	45.3% (469)
Women	51.1% (529)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	500	1,087	1,080	1,054	1,035
Louisiana	80%	99.6% 1,083	99.5% 1,075	99.6% 1,050	99.3% 1,028
Minority	34.76%	43.9% 477	44.4% 479	44.7% 471	45.3% 469
Women	51.86%	49.9% 542	50% 540	50.6% 533	51.1% 529

ii. **Procurement Results:**

Total La. 92.0%
 Minority 16.0%
 Women 26.7%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	75%	88.3%	88.5%	80.1%	92.0%
Minority	15%	16.4%	13.9%	15.4%	16.0%
Women	15%	36.7%	32.8%	31.7%	26.7%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

9. **LOUISIANA CASINO CRUISES, INC.:**
(Casino Rouge - Baton Rouge)

Preliminary Approval: March 26, 1993
 License Approval: July 18, 1994
 Operations commenced: December 28, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women at 30% and 35% respectively, or in proportion to the population of the state or parish, whichever is greater.
- c. Employ 600 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding

Riverboat construction and purchase of gaming devices and supplies.

- b. Procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms during the re-opening construction phase. During the post-opening operating phase, to procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	829
Louisiana	98.91% (820)
Minority	59.47% (493)
Women	52.23% (433)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	600	877	891	856	829
Louisiana	80%	99.54% 873	99.44% 886	99.53% 852	98.91% 820
Minority	34.76%	60.43% 530	59.15% 527	59.58% 510	59.47% 493
Women	51.86%	52% 454	52% 467	51.5% 441	52.23% 433

ii. **Procurement Results:**

Total La.	77.50%
Minority	17.34%
Women	23.09%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	80%	76.79%	72.26%	74.13%	77.50%
Minority	10%	4.68%	6.83%	14.83%	17.34%
Women	10%	15.92%	18.48%	21.77%	23.09%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10. **BELLE OF ORLEANS, L.L.C.:**
(Bally's - New Orleans)

Preliminary Approval: June 18, 1993
 License Approval: March 24, 1994
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 400 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding riverboat construction and purchase of gaming devices and supplies.
- b. Procure 30% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from majority women owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 714
 Louisiana 99% (706)
 Minority 79% (566)
 Women 56% (400)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	400	705	692	711	714
Louisiana	70%	99% 697	99% 683	99% 703	99% 706
Minority	34.76%	78% 551	78% 539	79% 560	79% 566
Women	51.86%	57% 404	55% 381	56% 397	56% 400

ii. **Procurement Results:**

Total La. 64%
 Minority 26%
 Women 21%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	80%	62%	64%	53%	64%
Minority	30%	26%	24%	21%	26%
Women	10%	15%	15%	15%	21%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

11. **ST. CHARLES GAMING COMPANY, INC.:**
(Isle of Capri - Westlake)

Preliminary Approval:	June 18, 1993
License Approval:	March 29, 1994
Operations commenced:	July 29, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 650 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	1,248
Louisiana	96.96% (1,210)
Minority	51.04% (637)
Women	55% (692)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	650	1,265	1,190	1,267	1,248
Louisiana	75%	96.3% 1,218	96.7% 1,151	97.47% 1,235	96.96% 1,210
Minority	34.76%	54.86% 694	52.44% 624	51.78% 656	51.04% 637
Women	51.86%	55% 696	55% 659	55% 701	55% 692

ii. **Procurement Results:**

Total La. 49%
 Minority 5%
 Women 12%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	60%	56%	52%	54%	49%
Minority	10%	6%	7%	5%	5%
Women	10%	7%	17%	11%	12%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

12. **GRAND PALAIS RIVERBOAT, INC.:**
(Isle of Capri - Westlake)

Preliminary Approval: June 18, 1993
 License Approval: April 26, 1996
 (Board Approval: July 12, 1996)
 Operations commenced: July 12, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 520 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 90% of goods and services from or through Louisiana companies.
- b. Procure 10% and 8% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	423
Louisiana	95.27% (403)
Minority	45.39% (192)
Women	61% (256)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	520	521	469	448	423
Louisiana	90%	94.43% 492	95.09% 446	95.09% 426	95.27% 403
Minority	34.76%	44.91% 234	45.20% 212	44.87% 201	45.39% 192
Women	51.86%	61% 316	60% 280	60% 268	61% 256

ii. **Procurement Results:**

Total La. 59%
 Minority 8%
 Women 7%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	90%	77%	76%	79%	59%
Minority	10%	14%	9%	13%	8%
Women	8%	20%	5%	7%	7%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

13. **PNK, INC.**
(Boomtown - Bossier City)

Preliminary Approval: June 18, 1993
 License Approval: April 30, 1996
 Operations commenced: October 4, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 775 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies.

- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total 1,182
Louisiana 98% (1,160)
Minority 68% (803)
Women 66% (725)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	775	1,258	1,248	1,232	1,182
Louisiana	80%	98% 1,236	99% 1,231	98.6% 1,215	98% 1,160
Minority	34.76%	64% 799	64% 801	67% 823	68% 803
Women	51.86%	59% 743	60% 736	60% 736	66% 725

ii. **Procurement Results:**

Total La. 57%
Minority 12%
Women 32%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	80%	71%	61%	67%	57%
Minority	10%	16%	13%	20%	12%
Women	10%	33%	33%	34%	32%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

14. **HOLLYWOOD CASINO SHREVEPORT:
(Hollywood Casino- Shreveport)**

Preliminary Approval:	August 12, 1994
License Approval:	September 14, 1993
Board Approval:	September 14, 1998)
Operations commenced:	December 20, 2000

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- c. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- d. Hire 1500 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- b. Procure 60% of goods and services from or through Louisiana companies.
- c. Procure 25% and 10% of goods and services from minority and women, respectively, majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2003

i. **Employment Results:**

Total	1,877
Louisiana	98.72% (1,853)
Minority	70.86% (1,330)
Women	60% (1,128)

Employment	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Total	1,500	1,834	1,924	1,862	1,877
Louisiana	80%	98.96% 1,815	98.44% 1,894	98.76% 1,839	98.72% 1,853
Minority	34.76%	68.76% 1,261	68.50% 1,318	68.47% 1,275	70.86% 1,330
Women	51.86%	60% 1,093	59% 1,142	59% 1,100	60% 1,128

ii. **Procurement Results:**

Total La. 63%
Minority 30%
Women 39%

Procurement	Voluntary Conditions/Goals	Q3 (2002)	Q4 (2002)	Q1 (2003)	Q2 (2003)
Louisiana	60%	69%	64%	69%	63%
Minority	25%	28%	27%	32%	30%
Women	10%	36%	36%	41%	39%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%