

**STAFF REPORT ON COMPLIANCE WITH
VOLUNTARY PROCUREMENT AND EMPLOYMENT CONDITIONS
1ST QUARTER, 1997**

Prepared for _____ Board Meeting

This report illustrates riverboat gaming licensees' compliance with the voluntary procurement and employment conditions proposed in their respective applications.

These conditions were proposed by each of the applicants who received licenses to conduct riverboat gaming in the State of Louisiana.

The Louisiana Riverboat Economic Development and Gaming Control Act provides for fifteen riverboat casinos to operate in the State of Louisiana. As of this date of this report, fourteen riverboat casinos are currently operating in the State of Louisiana. As for the fifteenth riverboat gaming license, the Louisiana Gaming Control Board recently approved applicant Hollywood/DeBartolo Entertainment Louisiana, L.L.C. to receive the fifteenth riverboat gaming license.

This report is taken from figures reported by fourteen operating riverboats to the Louisiana Gaming Control Board for the first calendar quarter of 1997. Approximately, 15,381 people were employed by the riverboat industry for the 1997 first calendar quarter. Of that number, 15,033 were Louisiana residents, 8,428 were minorities and 8,356 were women.

Where the application did not set forth a specific procurement or employment figure, but instead relied on census figures 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)**

Preliminary Approval: March 12, 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 parish, whichever is greater.

c. 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:

March 31, 1997

i. **Employment Results:**

Total	1,750
Louisiana	97.60%
Female	56.29%
Minority	59.09%

ii. **Procurement Results:**

Total La.	65.37%
Female	8.92%
Minority	12.97%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

2. **QUEEN OF NEW ORLEANS AT THE HILTON:
(Flamingo Casino)**

Preliminary Approval: March 12, 1993
Operations commenced: February 10, 1994

A. Voluntary Conditions:

I. Employment Conditions:

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of state or parish, whichever is greater.
- c. Hire 600 persons in riverboat and support operations upon commencement of vessel #2 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 30% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from majority female owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 1996

I. Employment Results:

Total	710
Louisiana	99.6%
Female	50.6%
Minority	59%

ii. Procurement Results:

Total La.	84.82%
Minority	16.5%
Female	16.6%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

3. **RED RIVER ENTERTAINMENT:
(Harrah's Shreveport)**

Preliminary Approval: March 12, 1993

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 female majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 1996

I. **Employment Results:**

Total	1,458
Louisiana	97.9%
Female	58.9%
Minority	79.7%

ii. **Procurement Results:**

Total La.	79.4%
Minority	24.2%
Female	17.3%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

4. **PLAYERS LAKE CHARLES:
(Players II)**

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

A. Voluntary Conditions:

1. **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.

2. **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 10% (minorities) and 9% (female) of goods and services from minority and female majority-owned firms during preopening construction period.
- c. Procure 5% (minorities) and 5% (female) of goods and services from minority and female majority-owned firms during post construction period.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 1996

I. **Employment Results:**

Total	1,111
Louisiana	97.13%
Female	62%
Minority	50%

ii. **Procurement Results:**

Total La.	64.96%
Minority	11.21%
Female	18.61%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

5. **SHOWBOAT STAR PARTNERSHIP:
(Star Casino)**

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

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire 25% minorities and 45% women.
- 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:

March 31, 1996

I. **Employment Results:**

Total	837
Louisiana	98.18%
Female	46%
Minority	49%

ii. **Procurement Results:**

Total La.	82.39%
Minority	11.07%
Female	21.07%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

6. **HORSESHOE ENTERTAINMENT:
(The Horseshoe)**

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

A. Voluntary Conditions:

I. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women 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:

March 31, 1996

I. **Employment Results:**

Total	1,889
Louisiana	97.9%
Female	55%
Minority	54.3%

ii. **Procurement Results:**

Total La.	85%
Minority	12%
Female	10%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

7. **LOUISIANA-I GAMING:
(Boomtown Belle Casino)**

Preliminary Approval: June 18, 1993
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:

March 31, 1996

I. **Employment Results:**

Total	975
Louisiana	100%
Female	56.1%
Minority	39%

ii. **Procurement Results:**

Total La.	93.15%
Minority	7.64%
Female	11.43%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

8. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES:
(Belle of Baton Rouge)**

Preliminary Approval: March 26, 1993
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:

March 31, 1996 I

i. **Employment Results:**

Total	752
Louisiana	99.07%
Female	45%
Minority	47.07%

ii. **Procurement Results:**

Total La.	86.47%
Minority	11.84%
Female	20.21%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

9. **TREASURE CHEST CASINO, L.L.C.:**
(Treasure Chest)

Preliminary Approval: June 18, 1993
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:

March 31, 1996

I. **Employment Results:**

Total	1,208
Louisiana	97.01%
Female	46.77%
Minority	34.19%

ii. **Procurement Results:**

Total La.	92.17%
Minority	15.01%
Female	12.01%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

10. **LOUISIANA CASINO CRUISES:
(Casino Rouge)**

Preliminary Approval: March 26, 1993
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:

March 31, 1996

I. **Employment Results:**

Total	908
Louisiana	99.12%
Female	51.87%

Minority 57.70%

ii. **Procurement Results:**

Total La. 77.94%
Minority 11.51%
Female 7.82%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Female Percentage: 51.86%

11. **BELLE OF ORLEANS, L.L.C.:**
(The Belle of Orleans)

Preliminary Approval: June 18, 1993
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 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 female owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 1996

I. Employment Results:

Total	840
Louisiana	97%
Female	53%
Minority	64%

ii. Procurement Results:

Total La.	65%
Minority	15.41%
Female	5%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

**12. ST. CHARLES GAMING COMPANY, INC.
(Isle of Capri - Lake Charles)**

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

A. Voluntary Conditions:

1. 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.

2. 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:

March 31, 1996

I. **Employment Results:**

Total	1,235
Louisiana	94.90%
Female	51.98%
Minority	46.40%

ii. **Procurement Results:**

Total La.	65.92%
Minority	8.20%
Female	22.16%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

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

Preliminary Approval: June 18, 1993

Operations commenced: July 12, 1996

A. Voluntary Conditions:

1. **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.

2. **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:

March 31, 1996

i. **Employment Results:**

Total	405
Louisiana	81.73%
Female	59.01%
Minority	60.25%

ii. **Procurement Results:**

Total La.	61.52%
Minority	4.46%
Female	6.41%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%

14. **CRESCENT CITY CAPITAL DEVELOPMENT CORP.**
(Casino Magic - Bossier City)

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

A. Voluntary Conditions:

1. **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.

2. **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:

March 31, 1996

I. **Employment Results:**

Total	1,303
Louisiana	97.6%
Female	57%
Minority	61%

ii. **Procurement Results:**

Total La.	66%
Minority	17.5%
Female	6.03%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Female Percentage:	51.86%