

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

1st QUARTER 2009

Prepared for the May 19, 2009 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. During 1st quarter of 2009, thirteen riverboat casinos were operating and thirteen complied with the reporting requirement.

This report is taken from figures reported by thirteen reporting riverboats to the Louisiana Gaming Control Board for the 1st calendar quarter of 2009. Approximately 13,396 people were employed by the riverboat industry for the 1st calendar quarter of 2009. Of that number, 13, 153 were Louisiana residents, 8, 202 were minorities and 7, 640 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:
d/b/a Diamond Jacks Hotel & Casino**

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

Voluntary Conditions:

Employment Conditions:

- Hire 75% Louisiana residents
- Hire 24.3% minorities and women or in proportion with the population of state or parish, whichever is greater
- Hire 770 persons in riverboat and support operations

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	770	1,034	1,064	1,035	1,033
Louisiana	75%	1,016 98.26%	1,046 98.31%	1,020 98.56%	1,021 98.84%
Minority	34.76%	756 73.11%	776 72.93%	760 73.43%	758 73.38%
Women	51.86%	614 59.38%	643 60.43%	622 60.10%	618 59.83%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	75%	65.93%	73.22%	74.30%	71.34%
Minority	10%	10.15%	14.29%	17.76%	12.57%
Women	10%	12.62%	18.60%	19.49%	18.81%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

2 RED RIVER ENTERTAINMENT OF SHREVEPORT PARTNERSHIP IN COMMENDAM d/b/a Sam's Town Hotel & Casino

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

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	700	1,223	1,202	1,266	1,247
Louisiana	80%	1,203 98.4%	1,184 98.5%	1,248 98.60%	1,228 99.00%
Minority	34.76%	904 73.9%	898 75.00%	950 75.00%	936 75.00%
Women	51.86%	740 61.0%	740 61.00%	775 62.00%	757 61.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	60%	70.6%	71.80%	71.90%	80.00%
Minority	25%	24.1%	23.60%	22.50%	24.90%
Women	10%	37.9%	43.40%	41.40%	41.00%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

3 PNK (SUGAR CANE BAY), LLC
d/b/a “Sugar Cane Bay” Hotel and Casino

Preliminary Approval:
 License Approval:
 Operations Commenced:

Voluntary Conditions:

Employment Conditions:

Procurement Conditions:

Actual Results per Quarterly Reports supplied by Riverboats:

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total					
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

**4 PNK (BATON ROUGE) PARTNERSHIP
d/b/a “La Riviere” Hotel and Casino**

Preliminary Approval:
License Approval:
Operations Commenced:

Voluntary Conditions:

Employment Conditions:

Procurement Conditions:

Actual Results per Quarterly Reports supplied by Riverboats:

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total					
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

***1990 Statewide census results:**

Minority Percentage: 34.76%
Women Percentage: 51.86%

**5 HORSESHOE ENTERTAINMENT, A LOUISIANA LIMITED PARTNERSHIP
d/b/a Horseshoe Casino & Hotel**

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

Voluntary Conditions:

Employment Conditions:

- Hire 75% Louisiana residents
- Hire 45% minorities and women or in proportion with the population of state or parish, whichever is greater
- Hire 1000 persons in riverboat and support operations
-

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	1000	1,871	1,827	1,727	1,641
Louisiana	75%	1,847 99%	1,804 99.00%	1,705 99.00%	1,622 99.00%
Minority	45%	1,208 65%	1,186 65.00%	1,129 65.00%	1,056 64.00%
Women	51.86%	1,035 55%	1,000 55.00%	946 55.00%	887 54.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	75%	53%	55.00%	54.00%	60.00%
Minority	35%	18%	17.00%	16.00%	12.00%
Women	35%	24%	24.00%	27.00%	27.00%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

**6 BOOMTOWN CASINO, WESTBANK D/B/A LOUISIANA 1 GAMING, A PARTNERSHIP IN COMMENDAM
d/b/a Boomtown Casino - Westbank**

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

Voluntary Conditions:

Employment Conditions:

- Hire 90% Louisiana residents
- Hire minorities and women in proportion with the population of state or parish, whichever is greater
- Hire 550 persons in riverboat and support operations

Procurement Conditions:

- Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies
- Procure 15% of goods and services from minority majority-owned firms
- Procure 15% of goods and services from women majority-owned firms

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	550	804	810	805	834
Louisiana	90%	795 98.9%	798 98.5%	794 98.60%	811 98.40%
Minority	34.76%	453 56.34%	465 57.41%	471 58.51%	485 58.86%
Women	51.86%	454 56.47%	463 57.16%	452 56.15%	459 55.70%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	80%	74.32%	65.38%	71.40%	64.61%
Minority	15%	13.39%	13.94%	17.15%	17.80%
Women	15%	25.52%	31.15%	25.65%	28.02%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

7 CATFISH QUEEN PARTNERSHIP / JAZZ ENTERPRISES, INC.
d/b/a Belle of Baton Rouge Casino

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

Voluntary Conditions:

Employment Conditions:

- Hire 90% Louisiana residents
- Hire minorities and women in proportion with the population of state or parish, whichever is greater
- Hire 800 persons in riverboat and support operations

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	800	836	804	773	826
Louisiana	90%	828 99.0%	797 99.10%	767 99.20%	818 99.00%
Minority	34.76%	639 76.4%	616 76.60%	577 74.60%	610 73.80%
Women	51.86%	473 56.6%	456 56.70%	456 57.80%	463 56.10%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	75%	25.74%	35.22%	49.31%	28.76%
Minority	15%	21.44%	15.08%	17.27%	16.02%
Women	15%	18.04%	12.40%	17.16%	16.41%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

8 TREASURE CHEST CASINO, LLC
d/b/a Treasure Chest Casino

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

Voluntary Conditions:

Employment Conditions:

- Hire 80% Louisiana residents
- Hire minorities and women in proportion with the population of state or parish, whichever is greater
- Hire 500 persons in riverboat and support operations

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	500	695	702	681	676
Louisiana	80%	690 99.3%	696 99.20%	676 99.30%	671 99.30%
Minority	34.76%	356 51.2%	355 50.60%	345 50.70%	346 51.20%
Women	51.86%	365 52.5%	370 52.70%	354 52.00%	349 51.60%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	75%	77.5%	78.80%	78.80%	82.70%
Minority	15%	10.6%	4.40%	5.30%	4.10%
Women	15%	39.3%	33.00%	43.30%	46.50%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

9 LOUISIANA CASINO CRUISES, INC.
d/b/a Hollywood Casino

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

Voluntary Conditions:

Employment Conditions:

- Hire 80% Louisiana residents
- Hire 30% minorities and 35% women or in proportion with the population of state or parish, whichever is greater
- Hire 600 persons in riverboat and support operations

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	600	737	720	702	710
Louisiana	80%	726 98.51%	707 98.00%	694 98.86%	702 99.00%
Minority	34.76%	476 64.59%	473 66.00%	459 65.38%	460 64.79%
Women	51.86%	380 51.56%	365 51.00%	354 50.43%	359 50.56%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	80%	72.89%	77.31%	66.19%	77.23%
Minority	10%	12.99%	12.97%	13.42%	13.16%
Women	10%	21.43%	18.78%	21.73%	19.44%

***1990 Statewide census results:**

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10 BELLE OF ORLEANS, LLC d/b/a Amelia Belle Casino

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

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	400	486	467	495	477
Louisiana	70%	460 99.00%	454 97.00%	478 97.00%	464 97.00%
Minority	34.76%	297 63.00%	288 62.00%	301 61.00%	286 60.00%
Women	51.86%	342 69.00%	341 72.00%	348 71.00%	333 70.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	80%	38.99%	24.25%	24.32%	18.0%
Minority	30%	1.48%	2.05%	1.11%	3.68%
Women	10%	4.79%	2.82%	2.34%	4.57%

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

11 ST. CHARLES GAMING COMPANY, INC. d/b/a Isle of Capri Casino, Inc.

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

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	650	847	807	746	767
Louisiana	75%	836 98.00%	794 98.00%	736 99.00%	755 98.00%
Minority	34.76%	4.98 59.00%	466 58.00%	421 56.00%	432 56.00%
Women	51.86%	447 52.00%	433 53.00%	404 54.00%	415 54.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	60%	74%	75.00%	76.00%	77.00%
(with construction)		(75%)	(75.00%)	(77.00%)	(78.00%)
Minority	10%	15.00%	12.00%	6.00%	12.00%
(with construction)			(11.00%)	(6.00%)	(12.00%)
Women	10%	34.00%	30.00%	26.00%	28.00%
(with construction)		(33.00%)	(28.00%)	(25.00%)	(28.00%)

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

12 GRAND PALAIS RIVERBOAT, INC. d/b/a Isle of Capri Casino

Preliminary Approval: June 18, 1993
 License Approval: April 26, 1996
 Board Approval: July 12, 1996
 Operations Commenced: July 12, 1996

Voluntary Conditions:

Employment Conditions:0

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

Procurement Conditions:

- Procure 90% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies
- Procure 10% of goods and services from minority majority-owned firms
- Procure 8% of goods and services from women majority-owned firms

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	520	471	467	439	456
Louisiana	90%	422 90.00%	445 95.00%	419 95.00%	431 95.00%
Minority	34.76%	219 47.00%	211 45.00%	200 46.00%	207 45.00%
Women	51.86%	268 56.00%	259 55.00%	242 54.00%	248 54.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	90%	76.6%	57.00%	72.00%	74.00%
(with construction)			(57.00%)	(72.00%)	(74.00%)
Minority	10%	36.00%	32.00%	15.00%	26.00%
(with construction)			(32.00%)	(15.00%)	(26.00%)
Women	8%	20.00%	8.00%	6.00%	3.40%
(with construction)			(8.00%)	(6.00%)	(3.40%)

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

13 PNK (BOSSIER CITY), INC. d/b/a Boomtown – Bossier

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

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	775	818	796	785	785
Louisiana	80%	807 99.00%	784 99.00%	773 98.00%	776 99.00%
Minority	34.76%	556 68.00%	542 68.00%	544 69.00%	535 68.00%
Women	51.86%	496 61.00%	476 60.00%	474 60.00%	468 60.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	80%	70.00%	59.00%	63.00%	68.00%
Minority	10%	21.00%	15.00%	17.00%	16.00%
Women	10%	45.00%	35.00%	29.00%	34.00%

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

14 EL DORADO CASINO SHREVEPORT JOINT VENTURE d/b/a El Dorado Resort Casino Shreveport

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

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

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

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	1500	1,447	1,438	1,405	1,383
Louisiana	80%	1,432 98.96%	1,421 98.82%	1,388 98.79%	1,366 98.77%
Minority	34.76%	993 68.62%	973 67.66%	954 67.90%	932 67.39%
Women	51.86%	891 62.00%	884 62.00%	865 62.00%	845 61.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	60%	60.00%	62.00%	58.00%	59.00%
Minority	25%	20.00%	25.00%	17.00%	20.00%
Women	10%	24.00%	28.00%	21.00%	20.00%

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

15 PNK (LAKE CHARLES), LLC d/b/a L'Auberge du Lac Hotel and Casino

Preliminary Approval: October 16, 2001
 License Approval: October 16, 2001
 Operations Commenced: May 26, 2005

Voluntary Conditions:

Employment Conditions:

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

Procurement Conditions:

- Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies
- Procure 12.5% of goods and services from minority majority-owned firms
- Procure 12.5% of goods and services from women majority-owned firms

Actual Results per Quarterly Reports supplied by Riverboats: April 30, 2009

Employment Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Total	1,500	2,701	2,619	1,405	2,561
Louisiana	80%	2,639 98.00%	2,554 97.52%	1,388 98.79%	2,488 97.14%
Minority	34.76%	1,249 46.00%	1,186 45.00%	954 67.90%	1,159 45.00%
Women	51.86%	1,476 55.00%	1,429 55.00%	865 62.00%	1,439 56.00%

Procurement Report	Voluntary Conditions	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Louisiana	80%	63.68%	61.35%	58.00%	62.78%
Minority	12.5%	20.11%	16.96%	17.00%	13.66%
Women	12.5%	28.67%	28.00%	21.00%	25.78%

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%