

**STAFF REPORT ON RIVERBOAT CASINO LICENSEES' COMPLIANCE  
WITH VOLUNTARY EMPLOYMENT  
AND PROCUREMENT CONDITIONS  
2ND QUARTER 2008**

Prepared for the August 19, 2008 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 the 2nd quarter of 2008, 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 2nd calendar quarter of 2008. Approximately 13,970 people were employed by the riverboat industry for the 2nd calendar quarter of 2008. Of that number, 13,701 were Louisiana residents, 8,604 were minorities and 7,981 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.

# 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: July 31, 2008

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	770	1,131	1,133	1,064	1,034
Louisiana	75%	1,119 98.94%	1,115 98.41%	1,047 98.40%	1,016 98.26%
Minority	34.76%	836 73.92%	837 73.87%	258 24.25%	756 73.11%
Women	51.86%	679 60.04%	688 60.72%	630 59.21%	614 59.38%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	75%	74.21%	64.88%	69.02%	65.93%
Minority	10%	8.72%	10.70%	11.25%	10.15%
Women	10%	22.17%	13.29%	18.03%	12.62%

### \*1990 Statewide census results:

Minority Percentage	34.76%
Women Percentage	51.86%

**2 RED RIVER ENTERTAINMENT OF SHIREVEPORT 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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	700	1,278	1,262	1,249	1,223
Louisiana	80%	1,252 98.00%	12,397 98.20%	1,229 98.40%	1,203 98.4%
Minority	34.76%	916 71.70%	907 71.90%	903 72.30%	904 73.9%
Women	51.86%	754 59.00%	765 60.60%	748 59.90%	740 61.0%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	60%	76.70%	74.70%	70.6%	70.6%
Minority	25%	21.40%	22.90%	24.1%	24.1%
Women	10%	37.80%	45.20%	37.9%	37.9%

**\*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 2007	Q3 2007	Q4 2007	Q1 2007
Total					
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

Procurement Report	Voluntary Conditions	Q2 2007	Q3 2007	Q4 2007	Q1 2007
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 2007	Q3 2007	Q4 2007	Q1 2007
Total					
Louisiana		%	%	%	%
Minority		%	%	%	%
Women		%	%	%	%

Procurement Report	Voluntary Conditions	Q2 2007	Q3 2007	Q4 2007	Q1 2007
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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	1000	2,208	2,005	2,005	1,871
Louisiana	75%	2,186 99.00%	1,985 99.00%	1,985 99.00%	1,847 99%
Minority	45%	1,413 64.00%	1,283 64.00%	1,283 64.00%	1,208 65%
Women	51.86%	1,236 56.00%	1,123 56.00%	1,123 56.00%	1,035 55%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	75%	63.00%	61.00%	56.00%	53%
Minority	35%	26.00%	21.00%	18.00%	18%
Women	35%	33.00%	28.00%	25.00%	24%

**\*1990 Statewide census results:**

Minority Percentage	34.76%
Women Percentage	51.86%



**6 BOOMTOWN CASINO, WESTBANK D/B/A LOUISIANA 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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	550	838	820	809	804
Louisiana	90%	827 98.70%	815 99.40%	799 98.80%	795 98.9%
Minority	34.76%	462 55.13%	454 55.37%	453 56.00%	453 56.34%
Women	51.86%	473 56.44%	462 56.34%	450 55.62%	454 56.47%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	80%	66.28%	70.14%	73.54%	74.32%
Minority	15%	17.46%	14.01%	14.46%	13.39%
Women	15%	23.76%	27.26%	27.74%	25.52%

**\*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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	800	883	832	829	836
Louisiana	90%	874 99.00%	825 99.20%	826 99.60%	828 99.0%
Minority	34.76%	646 73.20%	615 73.90%	620 74.80%	639 76.4%
Women	51.86%	501 56.70%	460 55.30%	466 56.20%	473 56.6%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	75%	57.84%	31.41%	26.81%	25.74%
Minority	15%	7.82%	9.10%	20.59%	21.44%
Women	15%	38.66%	8.32%	17.85%	18.04%

**\*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 July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	500	709	722	706	695
Louisiana	80%	704 99.30%	716 99.20%	700 99.20%	690 99.3%
Minority	34.76%	374 52.80%	376 52.10%	364 51.60%	356 51.2%
Women	51.86%	368 51.90%	379 52.50%	371 52.60%	365 52.5%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	75%	83.70%	80.30%	66.20%	77.5%
Minority	15%	1.80%	5.90%	6.40%	10.6%
Women	15%	33.10%	37.30%	28.90%	39.3%

**\*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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	600	733	742	720	737
Louisiana	80%	726 99.00%	734 98.90%	712 98.88%	726 98.51%
Minority	34.76%	484 66.00%	486 65.49%	464 64.45%	476 64.59%
Women	51.86%	374 51.00%	385 51.90%	374 51.94%	380 51.56%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	80%	77.90%	70.18%	59.16%	72.89%
Minority	10%	16.10%	11.32%	10.60%	12.99%
Women	10%	21.73%	18.49%	16.17%	21.43%

**\*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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	400	505	452	454	486
Louisiana	70%	500 99.00%	447 99.00%	450 99.00%	460 99.00%
Minority	34.76%	291 57.60%	232 51.30%	251 55.00%	297 63.00%
Women	51.86%	346 68.50%	313 69.30%	317 70.00%	342 69.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	80%	35.87%	62.86%	57.89%	38.99%
Minority	30%	2.12%	6.47%	1.04%	1.48%
Women	10%	5.25%	11.95%	4.23%	4.79%

**\*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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	650	1,059	1,041	918	847
Louisiana	75%	1,038 98.00%	1,020 98.00%	900 98.00%	836 98.00%
Minority	34.76%	593 56.00%	573 55.00%	523 57.00%	498 59.00%
Women	51.86%	572 54.00%	562 54.00%	496 54.00%	447 52.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	60%	70.00%	67.00%	70.00%	74%
(with construction)		(70.00%)	(63.00%)	(69.00%)	(75%)
Minority	10%	12.00%	10.00%	13.00%	15.00%
(with construction)		(12.00%)	(11.00%)	(14.00%)	
Women	10%	30.00%	23.00%	30.00%	34.00%
(with construction)		(31.00%)	(25.00%)	(32.00%)	(33.00%)

**\*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:**

- 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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	520	313	311	410	471
Louisiana	90%	304 97.00%	299 96.00%	394 96.00%	422 90.00%
Minority	34.76%	157 50.00%	149 48.00%	193 47.00%	219 47.00%
Women	51.86%	175 56.00%	177 57.00%	230 56.00%	268 56.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	90%	48.00%	62.00%	63.00%	76.6%
(with construction)		(45.00%)	(62.00%)	(63.00%)	
Minority	10%	21.00%	33.00%	28.00%	36.00%
(with construction)		(22.00%)	(33.00%)	(28.00%)	
Women	8%	11.00%	16.00%	14.00%	20.00%
(with construction)		(12.00%)	(16.00%)	(14.00%)	

**\*1990 Statewide census results:**

Minority Percentage 34.76%  
 Women Percentage 51.86%

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**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: July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	775	806	787	801	818
Louisiana	80%	798 99.00%	779 99.00%	790 99.00%	807 99.00%
Minority	34.76%	532 66.00%	527 67.00%	545 68.00%	556 68.00%
Women	51.86%	476 59.00%	480 61.00%	481 60.00%	496 61.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	80%	70.00%	74.00%	66.00%	70.00%
Minority	10%	13.00%	12.00%	13.00%	21.00%
Women	10%	38.00%	40.00%	43.00%	45.00%

**\*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: July 31, 2008

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	1500	1,426	1,401	1,377	1,447
Louisiana	80%	1,409 98.81%	1,387 99.00%	1,363 99.00%	1,432 98.96%
Minority	34.76%	967 67.81%	939 67.02%	932 67.68%	993 68.62%
Women	51.86%	898 63.00%	869 62.00%	854 62.00%	891 62.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	60%	59.00%	58.00%	60.00%	60.00%
Minority	25%	18.00%	16.00%	21.00%	20.00%
Women	10%	21.00%	21.00%	26.00%	24.00%

### \*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 July 31, 2008**

Employment Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Total	1,500	2,656	2,671	2,740	2,701
Louisiana	80%	2,576 97.00%	25,116 94.00%	2,658 97.00%	2,639 98.00%
Minority	34.76%	1,248 47.00%	1,229 46.00%	1,260 46.00%	1,249 46.00%
Women	51.86%	1,487 56.00%	15,226 57.00%	1,507 55.00%	1,476 55.00%

Procurement Report	Voluntary Conditions	Q3 2007	Q4 2007	Q1 2008	Q2 2008
Louisiana	80%	57.77%	58.64%	53.00%	63.68%
Minority	12.5%	18.69%	18.35%	15.93%	20.11%
Women	12.5%	33.03%	33.48%	33.48%	28.67%

**\*1990 Statewide census results:**

Minority Percentage: 34.76%  
Women Percentage: 51.86%