

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

1st QUARTER 2003

Prepared for June 16, 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 first calendar quarter of 2003. Approximately 16,468 people were employed by the riverboat industry for the first calendar quarter of 2003. Of that number, 16,157 were Louisiana residents, 10,015 were minorities and 9,431 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:

March 31, 2003

i. **Employment Results:**

Total 1,228
Louisiana 98.62% (1,211)
Minority 68.08% (836)
Women 59.85% (735)

Employment	Voluntary Conditions / Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	770	1,282	1,275	1,237	1,228
Louisiana	75%	98.60% 1,264	98.12% 1,251	98.38% 1,217	98.62% 1,211
Minority	34.76%	67.39% 864	68.08% 868	68.31% 845	68.08% 836
Women	51.86%	59.91% 768	59.69% 761	62.89% 778	59.85% 735

ii. **Procurement Results:**

Total La. 52.84%
Minority 12.56%
Women 14.52%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	75%	57.75%	56.14%	58.61%	52.84%
Minority	10%	13.05%	14.05%	16.09%	12.56%
Women	10%	14.89%	17.01%	19.30%	14.52%

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:

March 31, 2003

i. **Employment Results:**

Total 1,729
 Louisiana 97.86% (1,692)
 Minority 65.30% (1,129)
 Women 59.34% (1,026)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	700	1,694	1,709	1,710	1,729
Louisiana	80%	97.64% 1,654	97.54% 1,667	97.72% 1,671	97.86% 1,692
Minority	34.76%	64.52% 1,093	64.54% 1,130	66.08% 1,130	65.30% 1,129
Women	51.86%	61% 1,036	60.97% 1,042	60.64% 1,034	59.34% 1,026

ii. **Procurement Results:**

Total La. 65.25%
 Minority 28.64%
 Women 26.09%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana		74.49%	65.83%	65.85%	65.25%
W/Const.	60%	73%	%	%	%
Minority		22%	27.05%	27.78%	28.64%
W/Const.	25%	%	27%	%	%
Women		20.16%	22.61%	29.24%	26.09%
W/Const.	10%	%	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:

March 31, 2003

i. **Employment Results:**

Total 813
 Louisiana 98% (795)
 Minority 53% (429)
 Women 56% (453)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2003)	Q4 (2002)	Q1 (2003)
Total	800	878	891	825	813
Louisiana	75%	98.06% 861	98.09% 874	97.69% 806	98% 795
Minority	34.76%	52.61% 462	51.62% 460	52% 433	53% 429
Women	51.86%	57.06% 501	56% 499	56% 461	56% 453

ii. **Procurement Results:**

Total La. 68.58%
 Minority 9.05%
 Women 14.11%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	60%	81.71%	69.71%	67.16%	68.58%
Minority	5%	10.29%	7.96%	9.36%	9.05%
Women	5%	11.70%	13.48%	14.42%	14.11%

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:

March 31, 2003

i. **Employment Results:**

Total 565
 Louisiana 98% (552)
 Minority 53% (298)
 Women 56% (314)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	800	611	535	527	565
Louisiana	75%	81.92% 598	97.94% 524	97.72% 515	98% 552

Minority	34.76%	52.59% 321	55.88% 299	52.56% 277	53% 298
Women	51.86%	47.80% 349	58.98% 499	55.97% 295	56% 314

ii. **Procurement Results:**

Total La. 68.58%
 Minority 9.05%
 Women 14.11%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	80%	81.25%	80.49%	81.46%	68.58%
Minority	10%	11.16%	10.39%	13.25%	9.05%
Women	10%	13.88%	18.35%	18.95%	14.11%

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:

December 31, 2002

i. **Employment Results:**

Total 2,571
 Louisiana 99% (2,537)
 Minority 62% (1,604)
 Women 59% (1,509)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	1000	2,593	2,654	2,586	2,571
Louisiana	75%	98% 2,553	99% 2,617	98.5% 2,548	99% 2,537
Minority	45%	63% 1,622	62% 1,637	62% 1,605	62% 1,604
Women	51.86%	59% 1,530	59% 1,556	58% 1,503	59% 1,509

ii. **Procurement Results:**

Total La. 72%

Minority 37%
 Women 26%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2003)	Q4 (2002)	Q1 (2003)
Louisiana	75%	73%	68%	79%	72%
Minority W/Const.	35%	43%	43%	45%	37%
Women W/Const.	35%	42%	35%	32%	26%

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:

March 31, 2003

i. **Employment Results:**

Total 1,055
Louisiana 99.2% (1,047)
Minority 55.26% (583)
Women 61.5% (649)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	550	1,078	1,066	1,054	1,055
Louisiana	90%	99.4% 1,072	99.5% 1,061	99.3% 1,047	99.2% 1,047
Minority	34.76%	55.3% 596	56.2% 600	54.46% 574	55.26% 583
Women	51.86%	61.9% 667	63.2% 674	62.4% 654	61.5% 649

ii. **Procurement Results:**

Total La. 88.11%
Minority 23.56%
Women 28.25%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	80%	88.34%	91.78%	89.75%	88.11%
Minority	15%	15.14%	17.98%	18.63%	23.56%
Women	15%	27.24%	23.32%	23.72%	28.25%

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:

March 31, 2003

i. **Employment Results:**

Total	1,071
Louisiana	99% (1003)
Minority	63% (640)
Women	56% (569)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	800	812	985	1,033	1,071
Louisiana	90%	99% 806	99% 917	99% 964	99% 1003
Minority	34.76%	59% 477	61% 573	64% 624	63% 640
Women	51.86%	55% 449	57% 529	57% 555	56% 569

ii. **Procurement Results:**

Total La. 67.03%
 Minority 13.97%
 Women 21.30%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	75%	68.80%	69.40%	66.60%	67.03%
Minority	15%	3.15%	7.39%	11.83%	13.97%
Women	15%	15.64%	20.80%	13.01%	21.30%

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:

March 31, 2003

i. **Employment Results:**

Total	1,054
Louisiana	99.6% (1,050)
Minority	44.7% (471)
Women	50.6% (533)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	500	1,111	1,087	1,080	1,054
Louisiana	80%	99.3% 1,103	99.6% 1,083	99.5% 1,075	99.6% 1,050
Minority	34.76%	43.8% 487	43.9% 477	44.4% 479	44.7% 471
Women	51.86%	49.2% 547	49.9% 542	50% 540	50.6% 533

ii. **Procurement Results:**

Total La. 80.1%
 Minority 15.4%
 Women 31.7%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	75%	88.3%	88.3%	88.5%	80.1%
Minority	15%	13.7%	16.4%	13.9%	15.4%
Women	15%	29.6%	36.7%	32.8%	31.7%

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:

March 31, 2003

i. **Employment Results:**

Total 856
Louisiana 99.53% (852)
Minority 59.58% (510)
Women 51.5% (441)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	600	892	877	891	856
Louisiana	80%	99.66% 889	99.54% 873	99.44% 886	99.53% 852
Minority	34.76%	59.19% 528	60.43% 530	59.15% 527	59.58% 510
Women	51.86%	50.78% 453	52% 454	52% 467	51.5% 441

ii. **Procurement Results:**

Total La. 74.13%
Minority 14.83%
Women 21.77%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	80%	75.87%	76.79%	72.26%	74.13%
Minority	10%	3.89%	4.68%	6.83%	14.83%
Women	10%	19.96%	15.92%	18.48%	21.77%

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:

March 31, 2003

i. **Employment Results:**

Total 711
 Louisiana 99% (703)
 Minority 79% (560)
 Women 56% (397)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	400	711	705	692	711
Louisiana	70%	99% 702	99% 697	99% 683	99% 703
Minority	34.76%	78% 554	78% 551	78% 539	79% 560
Women	51.86%	57% 405	57% 404	55% 381	56% 397

ii. **Procurement Results:**

Total La. 53%
 Minority 21%
 Women 15%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	80%	53%	62%	64%	53%
Minority	30%	22%	26%	24%	21%
Women	10%	13%	15%	15%	15%

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:

March 31, 2003

i. **Employment Results:**

Total	1,267
Louisiana	97.47% (1,235)
Minority	51.78% (656)
Women	55% (701)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	650	1,295	1,265	1,190	1,267
Louisiana	75%	97.1% 1,258	96.3% 1,218	96.7% 1,151	97.47% 1,235
Minority	34.76%	53.67% 695	54.86% 694	52.44% 624	51.78% 656
Women	51.86%	56% 721	55% 696	55% 659	55% 701

ii. **Procurement Results:**

Total La. 54%
 Minority 5%
 Women 11%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	60%	64%	56%	52%	54%
Minority	10%	5%	6%	7%	5%
Women	10%	9%	7%	17%	11%

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:

March 31, 2003

i. **Employment Results:**

Total	448
Louisiana	95.09% (426)
Minority	44.87% (201)
Women	60% (268)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	520	532	521	469	448
Louisiana	90%	94.36% 502	94.43% 492	95.09% 446	95.09% 426
Minority	34.76%	44.92% 239	44.91% 234	45.20% 212	44.87% 201
Women	51.86%	61% 325	61% 316	60% 280	60% 268

ii. **Procurement Results:**

Total La. 79%
 Minority 13%
 Women 7%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	90%	55%	77%	76%	79%
Minority	10%	12%	14%	9%	13%
Women	8%	7%	20%	5%	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:

March 31, 2003

i. **Employment Results:**

Total 1,232
Louisiana 98.6% (1,215)
Minority 67% (823)
Women 60% (736)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	775	1,262	1,258	1,248	1,232
Louisiana	80%	98% 1,070	98% 1,236	99% 1,231	98.6% 1,215
Minority	34.76%	64% 813	64% 799	64% 801	67% 823
Women	51.86%	60% 750	59% 743	60% 736	60% 736

ii. **Procurement Results:**

Total La. 67%
Minority 20%
Women 34%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	80%	68%	71%	61%	67%
Minority	10%	8%	16%	13%	20%
Women	10%	21%	33%	33%	34%

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:

March 31, 2003

i. **Employment Results:**

Total	1,862
Louisiana	98.76% (1,839)
Minority	68.47% (1,275)
Women	59% (1,100)

Employment	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Total	1,500	1,842	1,834	1,924	1,862
Louisiana	80%	99.02% 1,824	98.96% 1,815	98.44% 1,894	98.76% 1,839
Minority	34.76%	69.06% 1,272	68.76% 1,261	68.50% 1,318	68.47% 1,275
Women	51.86%	60% 1,109	60% 1,093	59% 1,142	59% 1,100

ii. **Procurement Results:**

Total La. 69%
 Minority 32%
 Women 41%

Procurement	Voluntary Conditions/Goals	Q2 (2002)	Q3 (2002)	Q4 (2002)	Q1 (2003)
Louisiana	60%	67%	69%	64%	69%
Minority	25%	28%	28%	27%	32%
Women	10%	37%	36%	36%	41%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%