

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

4th QUARTER 2008

Prepared for the February 17, 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 4th 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 4th calendar quarter of 2008. Approximately 13, 313 people were employed by the riverboat industry for the 4th calendar quarter of 2008. Of that number, 13, 068 were Louisiana residents, 8, 230 were minorities and 7, 656 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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	770	1,064	1,034	1,064	1,035
Louisiana	75%	1,047 98.40%	1,016 98.26%	1,046 98.31%	1,020 98.56%
Minority	34.76%	258 74.25%	756 73.11%	776 72.93%	760 73.43%
Women	51.86%	630 59.21%	614 59.38%	643 60.43%	622 60.10%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	75%	69.02%	65.93%	73.22%	74.30%
Minority	10%	11.25%	10.15%	14.29%	17.76%
Women	10%	18.03%	12.62%	18.60%	19.49%

***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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	700	1,249	1,223	1,202	1,266
Louisiana	80%	1,229 98.40%	1,203 98.40%	1,184 98.50%	1,248 98.60%
Minority	34.76%	903 72.30%	904 73.90%	898 75.00%	950 75.00%
Women	51.86%	748 59.90%	740 61.00%	740 61.00%	775 62.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	60%	81.30%	70.6%	71.80%	71.90%
Minority	25%	31.40%	24.10%	23.60%	22.50%
Women	10%	48.80%	37.90%	43.40%	41.40%

*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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	1000	1,934	1,871	1,827	1,727
Louisiana	75%	1,985 99.00%	1,847 99.00%	1,804 99.00%	1,705 99.00%
Minority	45%	1,283 64.00%	1,208 65.00%	1,186 65.00%	1,121 65.00%
Women	51.86%	1,123 56.00%	1,035 55.00%	1,000 55.00%	946 55.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	75%	56.00%	53.00%	55.00%	54.00%
Minority	35%	18.00%	18.00%	17.00%	16.00%
Women	35%	25.00%	24.00%	24.00%	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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	550	809	804	810	805
Louisiana	90%	799 98.80%	795 98.9%	798 98.5%	794 98.60%
Minority	34.76%	453 56.00%	453 56.34%	465 57.41%	471 58.51%
Women	51.86%	450 55.62%	454 56.47%	463 57.16%	452 56.15%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	80%	73.54%	74.32%	65.38%	71.40%
Minority	15%	14.46%	13.39%	13.94%	17.15%
Women	15%	27.74%	25.52%	31.15%	25.65%

***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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	800	829	836	804	773
Louisiana	90%	826 99.60%	828 99.0%	797 99.10%	767 99.20%
Minority	34.76%	620 74.80%	639 76.4%	616 76.60%	577 74.60%
Women	51.86%	466 56.20%	473 56.6%	456 56.70%	456 57.80%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	75%	35.31%	26.76%	38.89%	49.31%
Minority	15%	21.82%	17.23%	18.33%	17.27%
Women	15%	16.86%	13.74%	16.81%	17.16%

***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 January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	500	706	695	702	681
Louisiana	80%	700 99.20%	690 99.30%	696 99.20%	676 99.30%
Minority	34.76%	364 51.60%	356 51.20%	355 50.60%	345 50.70%
Women	51.86%	371 52.60%	365 52.50%	370 52.70%	354 52.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	75%	66.20%	77.50%	78.80%	78.80%
Minority	15%	6.40%	10.60%	4.40%	5.30%
Women	15%	28.90%	39.30%	33.00%	43.30%

***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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	600	720	737	720	702
Louisiana	80%	712 98.88%	726 98.51%	707 98.00%	694 98.86%
Minority	34.76%	464 64.45%	476 64.59%	473 66.00%	459 65.38%
Women	51.86%	374 51.94%	380 51.56%	365 51.00%	354 50.43%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	80%	59.16%	72.89%	77.31%	66.19%
Minority	10%	10.60%	12.99%	12.97%	13.42%
Women	10%	16.17%	21.43%	18.78%	21.73%

***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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	400	454	486	467	495
Louisiana	70%	450 99.00%	460 99.00%	454 97.00%	478 97.00%
Minority	34.76%	251 55.00%	297 63.00%	288 62.00%	301 61.00%
Women	51.86%	317 68.50%	342 70.00%	341 72.00%	348 71.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	80%	57.89%	25.53%	24.25%	24.32%
Minority	30%	1.04%	1.48%	2.05%	1.11%
Women	10%	4.23%	6.00%	2.82%	2.34%

***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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	650	918	847	807	746
Louisiana	75%	900 98.00%	836 98.00%	794 98.00%	736 99.00%
Minority	34.76%	523 57.00%	498 59.00%	466 58.00%	421 56.00%
Women	51.86%	496 54.00%	447 54.00%	433 53.00%	404 54.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	60%	71.00%	74%	75.00%	76.00%
(with construction)		(72.00%)	(75%)	(75.00%)	(77.00%)
Minority	10%	14.00%	15.00%	12.00%	6.00%
(with construction)		(13.00%)		(11.00%)	(6.00%)
Women	10%	32.00%	34.00%	30.00%	26.00%
(with construction)		(30.00%)	(33.00%)	(28.00%)	(25.00%)

*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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	520	410	471	467	439
Louisiana	90%	392 96.00%	422 90.00%	445 95.00%	419 95.00%
Minority	34.76%	191 47.00%	219 47.00%	211 45.00%	200 46.00%
Women	51.86%	226 56.00%	268 56.00%	259 56.00%	242 54.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	90%	63.00%	76.6%	57.00%	72.00%
(with construction)		(63.00%)		(57.00%)	(72.00%)
Minority	10%	28.00%	36.00%	32.00%	15.00%
(with construction)		(28.00%)		(32.00%)	(15.00%)
Women	8%	14.00%	20.00%	8.00%	6.00%
(with construction)		(14.00%)		(8.00%)	(6.00%)

*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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	775	801	818	796	785
Louisiana	80%	790 99.00%	807 99.00%	784 99.00%	773 98.00%
Minority	34.76%	545 68.00%	556 68.00%	542 68.00%	544 69.00%
Women	51.86%	481 60.00%	496 61.00%	476 60.00%	474 60.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	80%	66.00%	70.00%	59.00%	63.00%
Minority	10%	13.00%	21.00%	15.00%	17.00%
Women	10%	43.00%	45.00%	35.00%	29.00%

*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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	1500	1,377	1,447	1,438	1,405
Louisiana	80%	1,363 99.13%	1,432 98.96%	1,421 98.82%	1,388 98.79%
Minority	34.76%	932 67.68%	993 68.62%	973 67.66%	954 67.90%
Women	51.86%	854 62.00%	891 62.00%	884 62.00%	865 62.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	60%	60.00%	60.00%	62.00%	58.00%
Minority	25%	21.00%	20.00%	25.00%	17.00%
Women	10%	26.00%	24.00%	28.00%	21.00%

*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: January 20, 2009

Employment Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Total	1,500	2,740	2,701	2,619	2,454
Louisiana	80%	2,658 97.00%	2,639 98.00%	2,554 97.52%	2,370 96.57%
Minority	34.76%	1,260 46.00%	1,249 46.00%	1,186 45.00%	1,119 46.00%
Women	51.86%	1,507 55.00%	1,476 55.00%	1,429 55.00%	1,364 56.00%

Procurement Report	Voluntary Conditions	Q1 2008	Q2 2008	Q3 2008	Q4 2008
Louisiana	80%	53.00%	63.68%	61.35%	59.41%
Minority	12.5%	15.93%	20.11%	16.96%	15.02%
Women	12.5%	26.58%	28.67%	28.00%	24.52%

*1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%