

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

3rd QUARTER, 2000

Prepared for February 20, 2001 Board Meeting

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

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

The Louisiana Riverboat Economic Development and Gaming Control Act provides for fifteen riverboat casinos to operate in the State of Louisiana. As of this date of this report, fourteen riverboat casinos are currently operating in the State of Louisiana. The fourteenth riverboat casino, Hollywood Casino – Shreveport, will not be included in this report since they did not commence gaming operations until December 20, 2000.

Therefore, this report is taken from figures reported by thirteen operating riverboats to the Louisiana Gaming Control Board for the third calendar quarter of 2000. Approximately, 15,859 people were employed by the riverboat industry for the third calendar quarter of 2000. Of that number, 15,597 were Louisiana residents, 9,378 were minorities and 9,240 were women.

Where the application did not set forth a specific procurement or employment figure, but instead relied on census figures to state the proposed goals, 1990 census figures have been supplied to illustrate that licensee's level of compliance.

**1. LOUISIANA RIVERBOAT GAMING PARTNERSHIP:
(Isle of Capri Casino - Bossier City)**

Preliminary Approval: March 12, 1993
Operations commenced: April 22, 1994

A. Voluntary Conditions:

i. Employment Conditions:

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2000

i. **Employment Results:**

Total 1,495
 Louisiana 97.73% (1,461)
 Minority 63.81% (954)
 Women 60.40% (903)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,562	1,531	1,495	1,543	
Louisiana	98.65% 1,541	98.04% 1,501	97.73% 1,461	98.44% 1,519	
Minority	64.72% 1,011	63.55% 973	63.81% 954	63.51% 980	
Women	58.64% 916	60.55% 927	60.40% 903	60.08% 927	

Management Report	Total	Caucasians	Minorities	Women
3 rd Quarter, 2000	75	57	18	26

ii. **Procurement Results:**

Total La. 43.43%

Minority 13.67%
 Women 21.94%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	69.13%	63.10%	43.43%	66.49%	
Minority	22.40%	17.15%	13.67%	18.09%	
Women	28.68%	26.61%	21.94%	27.01%	

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
 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:

September 30, 2000

i. **Employment Results:**

Total 1,445
Louisiana 97.9% (1,414)
Minority 59.2% (856)
Women 60.1% (869)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,408	1,413	1,445	1,410	
Louisiana	97.8% 1,377	97.7% 1,380	97.9% 1,414	97.8% 1,378	
Minority	59.9% 843	58.7% 830	59.2% 856	60.9% 858	
Women	59.7% 840	59% 834	60.1% 869	59.4% 837	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	73	53	20	26

ii. **Procurement Results:**

Total La. 62% (92.3% with construction)
Minority 23.5% (6% with construction)
Women 13.1% (4.6% with construction)

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	77.1%	64.8%	62%	70%	
W/Const.	92.6%	92%	92.3%	58.4%	
Minority	28.7%	23.2%	23.5%	25.2%	
W/Const.	6.3%	4.3%	6.0%	15.6%	
Women	19.1%	15.7%	13.1%	16%	
W/Const.	12.8%	9%	4.6%	14.5%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

3. **PLAYERS LAKE CHARLES, INC. (HARRAHS):**
(Players III - Lake Charles)

Preliminary Approval: March 12, 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:

September 30, 2000

i. **Employment Results:**

Total 897
Louisiana 98.4% (1,015)
Minority 50.5% (453)
Women 56.74% (509)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,067	1,111	897	1,186	
Louisiana	98.9% 1,055	98.2% 1,091	98.4% 1,015	98.6% 1,070	
Minority	54% 577	51.6% 573	50.5% 453	52% 571	
Women	59% 634	57% 632	56.74% 509	59% 640	

Management Report	Total	Caucasians	Minorities	Women
3 rd Quarter, 2000	202	121	81	90

ii. **Procurement Results:**

Total La. 67.52%
Minority 5.18%
Women 8.62%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
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Louisiana	64.72%	59.6%	67.52%	60.59%	
Minority	11.02%	9.85%	5.18%	6.83%	
Women	10.68%	13.84%	8.62%	13.27%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

4. **SHOWBOAT STAR PARTNERSHIP (HARRAHS):**
(Star Casino - Lake Charles)

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

September 30, 2000

i. **Employment Results:**

Total 812
Louisiana 98.7% (669)
Minority 50.5% (410)
Women 56.77% (461)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	485	548	812	563	
Louisiana	97.7% 474	97.6% 535	98.7% 669	97.2% 478	
Minority	51.8% 251	50.7% 278	50.5% 410	51% 251	
Women	61% 296	56% 310	56.77% 461	62% 306	

Management Report	Total	Caucasians	Minorities	Women
3 rd Quarter, 2000	202	121	81	90

ii. **Procurement Results:**

Total La. 81.10%
Minority 11.37%
Women 12.22%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	65.04%	88.68%	81.10%	70%	
Minority	16.56%	13.15%	11.37%	10%	
Women	15.61%	10.32%	12.22%	10.22%	

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

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:

September 30, 2000

i. **Employment Results:**

Total	2,694
Louisiana	98.6% (2,657)
Minority	62% (1,658)
Women	61% (1,633)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
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Total	2,646	2,647	2,694	2,708	
Louisiana	99%	99%	98.6%	98%	
	2,610	2,608	2,657	2,663	
Minority	62%	63%	62%	61%	
	1,635	1,662	1,658	1,656	
Women	61%	62%	61%	61%	
	1,614	1,663	1,633	1,641	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	214	133	81	96

ii. **Procurement Results:**

Total La. 75%
 Minority 35% (34% with construction)
 Women 44% (43% with construction)

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	75%	75%	44%	77%	
Minority	35%	36%	28%	33%	
W/Const.	34%		27%	32%	
Women	44%	43%	32%	41%	
W/Const.	43%	42%	30%	40%	

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
 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:

September 30, 2000

i. **Employment Results:**

Total 1,181
 Louisiana 99.7% (1,177)
 Minority 53% (627)
 Women 62.2% (735)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,104	1,184	1,181	1,165	
Louisiana	99.6% 1,100	99.7% 1,180	99.7% 1,177	99.8% 1,163	

Minority	49.2% 543	51.8% 613	53% 627	50.4% 587	
Women	61.6% 680	62.2% 736	62.2% 735	59.1% 689	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	113	77	36	47

ii. **Procurement Results:**

Total La. 88.20%
 Minority 14.82%
 Women 30.42%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	94.73%	94.37%	88.20%	96.74%	
Minority	16.61%	18.07%	14.82%	15.29%	
Women	42.50%	32.41%	30.42%	34.42%	

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
 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:

September 30, 2000

i. **Employment Results:**

Total	798
Louisiana	99.12% (791)
Minority	60.27% (481)
Women	53.39% (426)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	760	797	798	768	
Louisiana	99.09% 753	99.25% 791	99.12% 791	99.35% 763	
Minority	57.11% 434	59.47% 474	60.27% 481	58.86% 452	
Women	56.71% 431	54.57% 435	53.39% 426	55.60% 427	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	115	75	40	42

ii. **Procurement Results:**

Total La. 89.14%
 Minority 14.69%
 Women 17.72%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	81.19%	83.98%	89.14%	84.51%	
Minority	15.29%	17.06%	14.69%	12.22%	
Women	20.44%	21.58%	17.72%	30.91%	

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
 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:

September 30, 2000

i. **Employment Results:**

Total 1,171
 Louisiana 99.6% (1,167)
 Minority 41.8% (489)
 Women 50.6% (593)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,237	1,209	1,171	1,237	
Louisiana	99.7% 1,233	99.7% 1,206	99.6% 1,167	99.6% 1,232	
Minority	41.8% 517	41.8% 505	41.8% 489	41.7% 516	
Women	49.9% 617	51.2% 619	50.6% 593	51.6% 638	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	153	120	33	62

ii. **Procurement Results:**

Total La. 77.26%
 Minority 24.9%
 Women 38.63%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	84.60%	80.86%	77.26%	87.97%	
Minority	12.48%	13.66%	24.9%	15.73%	
Women	31.21%	23.91%	38.63%	33.86%	

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
 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:

September 30, 2000

i. **Employment Results:**

Total 966
 Louisiana 99.48% (961)
 Minority 53.93% (521)
 Women 51.76% (500)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,000	1004	966	1000	
Louisiana	99.40% 994	99.43% 999	99.50% 961	99.48% 994	
Minority	55.70% 557	54.08% 543	53.93% 521	56.70% 567	
Women	53.30% 533	55.68% 559	51.76% 500	53.90% 539	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	181	118	63	80

ii. **Procurement Results:**

Total La. 76.86%
 Minority 2.65%
 Women 6.37%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
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Louisiana	79.97%	78.53%	76.86%	88.01%	
Minority	2.00%	1.99%	2.65%	2.16%	
Women	4.25%	9.46%	6.37%	3.95%	

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
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion 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:

September 30, 2000

i. **Employment Results:**

Total 738
 Louisiana 99% (731)
 Minority 76% (560)
 Women 59% (432)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	691	723	738	744	
Louisiana	99% 681	99% 715	99% 731	98% 732	
Minority	87% 603	88% 633	76% 560	87% 649	
Women	58% 399	58% 419	59% 432	59% 436	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	39	13	26	18

Note: Supervisory positions were not included in Ballys' Management Report.

ii. **Procurement Results:**

Total La. 60%
 Minority 21%
 Women 10%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	63%	51%	60%	59%	
Minority	26%	33%	21%	26%	
Women	7%	13%	10%	8%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993
 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:

September 30, 2000

i. **Employment Results:**

Total 1,409
 Louisiana 96.62% (1,361)
 Minority 49.89% (705)
 Women 58% (820)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,443	1,483	1,409	1,387	

Louisiana	96.9% 1,400	96.8% 1,400	96.6% 1,361	96.6% 1,341	
Minority	50.03% 722	51.11% 758	49.89% 705	49.75% 690	
Women	57.10% 824	56.64% 840	58% 820	57.39% 796	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	196	117	79	84

ii. **Procurement Results:**

Total La. 60%
 Minority 7%
 Women 13%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	86%	65%	60%	98%	
Minority	18%	14%	7%	18%	
Women	16%	14%	13%	19%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

12. **GRAND PALAIS RIVERBOAT, INC.**
(Isle of Capri - Lake Charles)

Preliminary Approval: June 18, 1993
 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:

September 30, 2000

i. **Employment Results:**

Total 653
 Louisiana 94.03% (614)
 Minority 46.86% (306)
 Women 61.50% (402)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	660	675	653	636	
Louisiana	94.7% 625	92.6% 625	94.03% 614	93.7% 596	
Minority	44.55% 294	47.11% 318	46.86% 306	43.08% 274	
Women	60.76% 401	60.59% 409	61.50% 402	58.02% 369	

Management	Total	Caucasians	Minorities	Women
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3rd Quarter, 2000	134	93	41	52

ii. **Procurement Results:**

Total La. 61%
 Minority 13%
 Women 2%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	69%	60%	61%	87%	
Minority	22%	12%	13%	14%	
Women	7%	3%	2%	12%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993
 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:

September 30, 2000

i. **Employment Results:**

Total	1,600
Louisiana	99% (1,579)
Minority	85% (1,358)
Women	60% (957)

Employment	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Total	1,577	1,537	1,600	1,502	
Louisiana	98.80% 1,561	98.78% 1,518	99% 1,579	99.26% 1,491	
Minority	66.71% 1,052	67.33% 1,030	85% 1,358	65.71% 987	
Women	60% 954	60.74% 923	60% 957	60.18% 904	

Management Report	Total	Caucasians	Minorities	Women
3rd Quarter, 2000	76	57	19	34

Note: Supervisory positions were not included in Casino Magic's Management Report.

ii. **Procurement Results:**

Total La.	43%
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Minority 6%
 Women 17%

Procurement	Q1 (2000)	Q2 (2000)	Q3 (2000)	Q4 (1999)	Year Average
Louisiana	61%	70%	43%	66%	
Minority	6%	7.5%	6%	8%	
Women	16%	17%	17%	16%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%