

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

1st QUARTER 2006

Prepared for the June 20, 2006 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 1st quarter of 2006, thirteen riverboat casinos were operating and fifteen provided complied with the reporting requirement.

This report is taken from figures reported by fifteen operating riverboats to the Louisiana Gaming Control Board for the first calendar quarter of 2006. Approximately 14,825 people were employed by the riverboat industry for the first calendar quarter of 2006. Of that number, 14,521 were Louisiana residents, 8,833 were minorities and 8,446 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 & Hotel - 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 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:

March 31, 2006

i. **Employment Results:**

Total 1,056
Louisiana 1,040 (98.48%)
Minority 759 (71.88%)
Women 628 (59.46%)

Employment	Voluntary Conditions / Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	770	1,155	1,081	1,058	1,056
Louisiana	75%	98.53% 1,138	98.70% 1,067	98.39% 1,041	98.48% 1,040
Minority	34.76%	70.74% 817	70.78% 765	71.17% 753	71.88% 759
Women	51.86%	59.23% 685	59.66% 646	59.46% 629	59.46% 628

ii. **Procurement Results:**

Total La. 72%
 Minority 29%
 Women 33%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana (w/construc.)	75%	77%	63%	69%	72%
Minority (w/construc.)	10%	27%	19%	32%	29%
Women (w/construc.)	10%	39%	24%	35%	33%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

2. **RED RIVER ENTERTAINMENT OF SHREVEPORT PARTNERSHIP IN COMMENDAM: (Sam's Town Hotel and Casino)**

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, 2006

i. Employment Results:

Total 1,326
Louisiana 1,297 (98%)
Minority 939 (71%)
Women 790 (60%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	700	1,457	1,398	1,364	1,326
Louisiana	80%	97% 1,414	97% 1,361	97% 1,327	98% 1,297
Minority	34.76%	68% 993	68% 953	69% 935	71% 939
Women	51.86%	59% 857	59% 818	59% 800	60% 790

ii. Procurement Results:

Total La. 64%
Minority 17%
Women 25%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	60%	76%	66%	56%	64%

Minority	25%	24%	21%	16%	17%
Women	10%	29%	26%	21%	25%

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, 2006

i. **Employment Results:**

***Please note that the figures for the current quarter only include Lake Front Hotel employees. Casino gaming operations ceased after Hurricane Rita and the riverboat vessel is currently inoperable.**

Total 22
 Louisiana 20 (91%)
 Minority 9 (41%)
 Women 0 (0%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	800	800	Unknown	800	22
Louisiana	75%	97% 781	Unknown	97% 776	91% 20
Minority	34.76%	52% 421	Unknown	53% 425	41% 9
Women	51.86%	59% 470	Unknown	59% 475	0% 0

ii. **Procurement Results:**

Total La. 58.33%
 Minority 1.58%
 Women 5.19%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	60%	62.57%	Unknown	62.74%	58.33%
Minority	5%	7.23%	Unknown	2.85%	1.58%

Women	5%	12.44%	Unknown	7.84%	5.19%
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C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

4. **HARRAH'S STAR PARTNERSHIP:
 (Harrah's 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, 2006

i. **Employment Results:**

***Please note that the figures for the current quarter only include employees of the Lake Front Hotel and the La Cafe. Casino gaming operations ceased after Hurricane Rita and the riverboat vessel is currently inoperable.**

Total 197
Louisiana 192 (97%)
Minority 116 (59%)
Women 113 (52%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	800	608	Unknown	655	197
Louisiana	75%	97.3% 589	Unknown	97% 635	97% 192
Minority	34.76%	52% 318	Unknown	53% 348	59% 116
Women	51.86%	59% 354	Unknown	59% 475	52% 113

ii. **Procurement Results:**

Total La. 81.28%
Minority 1.65%
Women 6.60%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	80%	82.45%	Unknown	67.53%	81.28%
Minority	10%	10.01%	Unknown	3.18%	1.65%
Women	10%	16.45%	Unknown	9.03%	6.60%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

5. **HORSESHOE ENTERTAINMENT, A LOUISIANA LIMITED PARTNERSHIP:**
(Horseshoe Casino & Hotel - 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:

March 31, 2006

i. **Employment Results:**

Total 2,320
 Louisiana 2,294 (99%)
 Minority 1,469 (63%)
 Women 1,282 (55%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)

Total	1000	2,423	2,429	2,406	2,320
Louisiana	75%	99% 2,387	99% 2,398	99% 2,376	99% 2,294
Minority	45%	64% 1,542	64% 1,556	63% 1,516	63% 1,469
Women	51.86%	55% 1,344	55% 1,332	55% 1,321	55% 1,282

ii. **Procurement Results:**

Total La. 55%
 Minority 25%
 Women 29%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	75%	58%	58%	67%	55%
Minority	35%	23%	25%	25%	25%
Women	35%	30%	29%	29%	29%

C. 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: (Boomtown Casino, Westbank - 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, 2006

i. **Employment Results:**

Total	906
Louisiana	896 (98.9%)
Minority	473 (52.21%)
Women	530 (58.50%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	550	895	858	915	906
Louisiana	90%	99.2% 888	98.9% 851	98.7% 903	98.9% 896
Minority	34.76%	53.50% 479	53.03% 455	51.26% 469	52.21% 473

Women	51.86%	57.70% 516	57.58% 494	58.58% 536	58.50% 530
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ii. **Procurement Results:**

Total La. 86.84%
 Minority 12.63%
 Women 17.18%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	80%	86.32%	80.96%	80.03%	86.84%
Minority	15%	26.26%	22.56%	11.32%	12.63%
Women	15%	32.43%	31.92%	13.16%	17.18%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

7. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES, INC:
 (Belle of Baton Rouge 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, 2006

i. **Employment Results:**

Total 912
Louisiana 906 (99.4%)
Minority 613 (70.6%)
Women 512 (56.1%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	800	1,143	1,094	959	912
Louisiana	90%	99.7% 1,079	99.8% 1,032	99.4% 894	99.4% 906
Minority	34.76%	64% 689	64% 659	62.5% 576	70.6% 613
Women	51.86%	52.10% 564	52.61% 544	54.39% 489	56.1% 512

ii. **Procurement Results:**

Total La. 64.60%
Minority 6.65%
Women 22.17%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
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Louisiana	75%	68.64%	62.57%	63.38%	64.60%
Minority	15%	17.25%	14.05%	9.40%	6.65%
Women	15%	33.63%	28.57%	25.05%	22.17%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

8. **TREASURE CHEST CASINO, L.L.C.:**
(Treasure Chest Casino - 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, 2006

i. **Employment Results:**

Total 678
 Louisiana 671 (99%)
 Minority 297 (43.8%)
 Women 353 (52.1%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	500	1,035	994	565	678
Louisiana	80%	99.6% 1,031	99.6% 990	99.1% 560	99% 671
Minority	34.76%	50.0% 517	50.2% 499	39.7% 224	43.8% 297
Women	51.86%	54.4% 563	55.0% 547	52.9% 299	52.1% 353

ii. **Procurement Results:**

Total La. 80.1%
 Minority 3.5%
 Women 18.0%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	75%	84.0%	89.2%	77.7%	80.1%
Minority	15%	13.9%	11.1%	3.7%	3.5%
Women	15%	34.5%	30.9%	10.3%	18.0%

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, 2006

i. **Employment Results:**

Total	830
Louisiana	822 (99.04%)
Minority	512 (61.68%)
Women	439 (52.89%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	600	853	835	823	830
Louisiana	80%	99.65% 850	99.40% 830	98.66% 812	99.04% 822
Minority	34.76%	61.90% 528	62.75% 524	61.85% 509	61.68% 512
Women	51.86%	52.00% 443	51.98% 434	52.00% 425	52.89% 439

ii. **Procurement Results:**

Total La. 72.15%
 Minority 14.47%
 Women 30.13%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	80%	72.68%	70.38%	68.80%	72.15%
Minority	10%	15.99%	19.49%	19.96%	14.47%
Women	10%	33.82%	25.37%	26.64%	30.13%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10. **BELLE OF ORLEANS, L.L.C.:**
(Belle of Orleans, 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 to 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, 2006

i. **Employment Results:**

***The licensee's vessel was damaged during Hurricane Katrina and was forced to cease operations on August 27, 2005. The vessel is currently inoperable.**

Total	8
Louisiana	7 (88%)
Minority	5 (63%)
Women	3 (38%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	400	561	Unknown	477	8
Louisiana	70%	99%	Unknown	95%	88%
		556		453	7

Minority	34.76%	86% 484	Unknown	83% 397	63% 5
Women	51.86%	57% 321	Unknown	57% 273	38% 3

ii. **Procurement Results:**

Total La. 6.00%
 Minority -0.17%
 Women 1.00%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	80%	72%	Unknown	55%	6.00%
Minority	30%	33%	Unknown	14%	-0.17%
Women	10%	27%	Unknown	11%	1.00%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

11. **ST. CHARLES GAMING COMPANY, INC.:**
(Isle of Capri Casino, Inc. - 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, 2006

i. **Employment Results:**

Total 1,078
 Louisiana 1,033 (96%)
 Minority 543 (50%)
 Women 596 (56%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	650	1,054	1,027	979	1,078
Louisiana	75%	97% 1,017	96% 988	95% 934	96% 1,033
Minority	34.76%	50.19% 529	50% 511	50% 489	50% 543
Women	51.86%	54% 567	55% 557	54% 529	56% 596

ii. **Procurement Results:**

Total La. 73%
 Minority 13%
 Women 28%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana (w/construc.)	60%	67.87% (77.88%)	68% (73%)	30% (77%)	73% (76%)
Minority (w/construc.)	10%	12.96% (8.55%)	14.36% (11.25%)	4.78% (13.65%)	13% (11.0%)
Women (w/construc.)	10%	22.91% (15.13%)	24% (19%)	9% (25%)	28% (24%)

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

12. **GRAND PALAIS RIVERBOAT, INC.:**
(Isle of Capri Casino, Inc. - 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, 2006

i. **Employment Results:**

Total 394
 Louisiana 376 (95%)
 Minority 203 (52%)
 Women 224 (57%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	520	417	394	390	394
Louisiana	90%	95.20% 397	96% 377	96% 373	95% 376
Minority	34.76%	50.84% 212	52.03% 205	50% 194	52% 203
Women	51.86%	55% 231	55% 217	56% 216	57% 224

ii. **Procurement Results:**

Total La. 77%
 Minority 49%
 Women 36%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana (w/construc.)	90%	70.39%	77%	75%	77%
Minority (w/construc.)	10%	46%	52%	47%	49%
Women (w/construc.)	8%	30.39%	40%	35%	36%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

13. **PNK (Bossier City), 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, 2006

i. **Employment Results:**

Total 857
 Louisiana 848 (99%)
 Minority 583 (68%)
 Women 527 (61%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	775	961	897	866	857

Louisiana	80%	98% 946	98% 886	99% 857	99% 848
Minority	34.76%	68% 652	68% 608	68% 591	68% 583
Women	51.86%	62% 597	65% 554	61% 532	61% 527

ii. **Procurement Results:**

Total La. 51%
 Minority 16%
 Women 26%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	80%	54%	73%	61%	51%
Minority	10%	19%	18%	15%	16%
Women	10%	33%	28%	27%	26%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

14. **ELDORADO CASINO SHREVEPORT JOINT VENTURE:
 (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

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, 2006

i. **Employment Results:**

Total 1,698
Louisiana 1,676 (98.70%)
Minority 1,189 (70.02%)
Women 1,047 (62%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	1,500	1,779	1,672	1,616	1,698
Louisiana	80%	98.65% 1,755	98.44% 1,646	98.64% 1,594	98.70% 1,676
Minority	34.76%	72.34% 1,287	71.77% 1,200	71.41% 1,154	70.02% 1,189
Women	51.86%	62% 1,101	61% 1,014	61% 987	62% 1,047

ii. **Procurement Results:**

Total La. 69%
Minority 20%

Women 27%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	60%	54%	27%	49%	69%
Minority	25%	23%	11%	20%	20%
Women	10%	30%	15%	26%	27%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

15. **PNK (Lake Charles), L.L.C.:**
(L'Auberge du Lac Hotel & Casino)

License Approval: October 16, 2001
Board Approval: October 16, 2001
Operations commenced: May 26, 2005

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

- c. Procure 60% of goods and services from or through Louisiana companies.
- d. 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, 2006

i. Employment Results:

Total 2,543
Louisiana 2,443 (96%)
Minority 1,123 (44%)
Women 1,402 (56%)

Employment	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Total	1,500	3,414	2,774	3,217	2,543
Louisiana	80%	96% 3,264	82% 2,552	95% 3,058	96% 2,443
Minority	34.76%	45% 1,530	45% 1,230	47% 1,496	44% 1,123
Women	51.86%	56% 1,896	55% 1,517	55% 1,769	56% 1,402

ii. Procurement Results:

Total La. 62.0%
Minority 12.0%
Women 38.0%

Procurement	Voluntary Conditions/Goals	Q2 (2005)	Q3 (2005)	Q4 (2005)	Q1 (2006)
Louisiana	60%	41%	41%	30.17%	62.0%
Minority	12.5%	9%	12.3%	9.46%	12.0%
Women	12.5%	17%	16.5%	13.99%	38.0%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%