

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

4th QUARTER 2003

Prepared for the February 17, 2004 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 fourth calendar quarter of 2003. Approximately 15,815 people were employed by the riverboat industry for the fourth calendar quarter of 2003. Of that number, 15,513 were Louisiana residents, 9,722 were minorities and 9,070 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 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:

December 31, 2003

i. **Employment Results:**

Total	1,202
Louisiana	1,187 (98.75%)
Minority	839 (69.80%)
Women	721 (59.98%)

Employment	Voluntary Conditions / Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	770	1,228	1,209	1,193	1,202
Louisiana	75%	98.62% 1,211	98.51% 1,191	98.58% 1,191	98.75% 1,187
Minority	34.76%	68.08% 836	68.57% 829	69.23% 827	69.80% 839
Women	51.86%	59.85% 735	59.64% 721	60.02% 716	59.98% 721

ii. **Procurement Results:**

Total La. 54.34%
 Minority 10.57%
 Women 10.34%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	52.84%	39.46%	44.56%	54.34%
Minority	10%	12.56%	10.45%	6.26%	10.57%
Women	10%	14.52%	12.90%	7.54%	10.34%

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:

December 31, 2003

i. **Employment Results:**

Total 1,641
Louisiana 1,605 (97.8%)
Minority 1,074 (65.44%)
Women 967 (58.92%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	700	1,729	1,660	1,656	1,641
Louisiana	80%	97.86% 1,692	98.07% 1,627	98% 1,623	97.8% 1,605
Minority	34.76%	65.30% 1,129	65.90% 1,094	64.73% 1,072	65.44% 1,074
Women	51.86%	59.34% 1,026	59.70% 991	58.39% 967	58.92% 967

ii. **Procurement Results:**

Total La. 59.07%
Minority 26.47%
Women 20.27%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	60%	65.25%	60.03%	59.50%	59.07%

Minority	25%	28.64%	27.33%	26.21%	26.47%
Women	10%	26.09%	23.62%	26.91%	20.27%

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:

December 31, 2003

i. **Employment Results:**

Total 835
 Louisiana 818 (98%)
 Minority 438 (52%)
 Women 471 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	813	905	864	835
Louisiana	75%	98% 795	98% 885	98% 845	98% 818
Minority	34.76%	53% 429	53% 477	53% 457	52% 438
Women	51.86%	56% 453	55% 499	56% 484	56% 471

ii. **Procurement Results:**

Total La. 70.07%
 Minority 13.37%
 Women 17.28%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	60%	68.58%	70.70%	75.62%	70.07%
Minority	5%	9.05%	9.92%	13.25%	13.37%
Women	5%	14.11%	12.23%	14.78%	17.28%

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:

December 31, 2003

i. **Employment Results:**

Total	557
Louisiana	546 (98%)
Minority	262 (47%)
Women	314 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	565	466	508	557
Louisiana	75%	98% 552	98% 456	98% 496	98% 546
Minority	34.76%	53% 298	53% 245	53% 269	47% 262
Women	51.86%	56% 314	55% 257	56% 285	56% 314

ii. **Procurement Results:**

Total La. 80.71%
 Minority 16.82%
 Women 21.87%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	68.58%	81.04%	84.33%	80.71%
Minority	10%	9.05%	13.15%	14.30%	16.82%
Women	10%	14.11%	16.22%	16.88%	21.87%

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 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, 2003

i. **Employment Results:**

Total	2,559
Louisiana	2,528 (99%)
Minority	1,609 (63%)
Women	1,463 (57%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	1000	2,571	2,590	2,589	2,559
Louisiana	75%	99% 2,537	99% 2,560	99% 2,557	99% 2,528
Minority	45%	62% 1,604	62% 1,627	63% 1,627	63% 1,609

Women	51.86%	59% 1,509	58% 1,503	58% 1,505	57% 1,463
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ii. **Procurement Results:**

Total La. 73%
 Minority 36%
 Women 31%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	72%	75%	77%	73%
Minority	35%	37%	43%	45%	36%
Women	35%	26%	30%	34%	31%

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:

December 31, 2003

i. **Employment Results:**

Total 960
Louisiana 954 (99.4%)
Minority 521 (54.27%)
Women 577 (60.01%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	550	1,055	1,105	1,017	960
Louisiana	90%	99.2% 1,047	99.3% 1,097	99.2% 1,009	99.4% 954
Minority	34.76%	55.26% 583	56.1% 620	55.65% 565	54.27% 521
Women	51.86%	61.5% 649	60.5% 669	59.9% 609	60.01% 577

ii. **Procurement Results:**

Total La. 84.01%
Minority 23.68%
Women 27.79%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	88.11%	88.46%	88.34%	84.01%
Minority	15%	23.56%	23.5%	22.6%	23.68%
Women	15%	28.25%	29.42%	25.6%	27.79%

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:

December 31, 2003

i. **Employment Results:**

Total	988
Louisiana	918 (99%)
Minority	588 (63%)
Women	516 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	1,071	834	980	988
Louisiana	90%	99% 1003	99% 993	90% 970	99% 918
Minority	34.76%	63% 640	64% 644	64% 629	63% 588
Women	51.86%	56% 569	55% 555	56% 546	56% 516

ii. **Procurement Results:**

Total La.	61.65%
Minority	13.31%
Women	22.21%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	67.03%	71.30%	70.30%	61.65%
Minority	15%	13.97%	11.17%	11.50%	13.31%
Women	15%	21.30%	21.23%	23.37%	22.21%

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:

December 31, 2003

i. **Employment Results:**

Total	1,067
Louisiana	1,061 (99.4%)
Minority	505 (47.3%)
Women	552 (51.7%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	500	1,054	1,035	1,056	1,067
Louisiana	80%	99.6% 1,050	99.3% 1,028	99.4% 1,050	99.4% 1,061
Minority	34.76%	44.7% 471	45.3% 469	46.5% 491	47.3% 505
Women	51.86%	50.6% 533	51.1% 529	51.3% 542	51.7% 552

ii. **Procurement Results:**

Total La. 89.8%
 Minority 13.5%
 Women 32.3%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	80.1%	92.0%	89.0%	89.8%
Minority	15%	15.4%	16.0%	16.2%	13.5%
Women	15%	31.7%	26.7%	30.6%	32.3%

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:

December 31, 2003

i. **Employment Results:**

Total 843
 Louisiana 836 (99.17%)
 Minority 506 (60.02%)
 Women 454 (53.85%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	600	856	829	838	843
Louisiana	80%	99.53% 852	98.91% 820	99.28% 832	99.17% 836

Minority	34.76%	59.58% 510	59.47% 493	59.31% 497	60.02% 506
Women	51.86%	51.5% 441	52.23% 433	52.86% 443	53.85% 454

ii. **Procurement Results:**

Total La. 79.06%
 Minority 20.23%
 Women 26.68%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	74.13%	77.50%	78.58%	79.06%
Minority	10%	14.83%	17.34%	19.95%	20.23%
Women	10%	21.77%	23.09%	25.93%	26.68%

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 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:

December 31, 2003

i. **Employment Results:**

Total	708
Louisiana	702 (99%)
Minority	578 (82%)
Women	407 (58%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	400	711	714	690	708
Louisiana	70%	99% 703	99% 706	99% 686	99% 702
Minority	34.76%	79% 560	79% 566	81% 557	82% 578
Women	51.86%	56% 397	56% 400	56% 396	58% 407

ii. **Procurement Results:**

Total La. 72%

Minority 31%
 Women 18%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	53%	64%	65%	72%
Minority	30%	21%	26%	27%	31%
Women	10%	15%	21%	18%	18%

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:

December 31, 2003

i. **Employment Results:**

Total 1,252
 Louisiana 1,213 (96.89%)
 Minority 644 (51.44%)
 Women 679 (54%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	650	1,267	1,248	1,340	1,252
Louisiana	75%	97.47% 1,235	96.96% 1,210	96.42% 1,292	96.89% 1,213
Minority	34.76%	51.78% 656	51.04% 637	50.60% 678	51.44% 644
Women	51.86%	55% 701	55% 692	55% 732	54% 679

ii. **Procurement Results:**

Total La. 67%
 Minority 3%
 Women 10%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	60%	54%	49%	49%	67%
Minority	10%	5%	5%	4%	3%
Women	10%	11%	12%	12%	10%

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:

December 31, 2003

i. **Employment Results:**

Total	377
Louisiana	359 (95.23%)
Minority	171 (45.36%)
Women	228 (60%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	520	448	423	393	377
Louisiana	90%	95.09% 426	95.27% 403	95.16% 374	95.23% 359
Minority	34.76%	44.87% 201	45.39% 192	46.31% 182	45.36% 171
Women	51.86%	60% 268	61% 256	61% 239	60% 228

ii. **Procurement Results:**

Total La. 84%
 Minority 3%
 Women 2%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	90%	79%	59%	50%	84%
Minority	10%	13%	8%	11%	3%
Women	8%	7%	7%	7%	2%

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:

December 31, 2003

i. **Employment Results:**

Total	985
Louisiana	970 (98.48%)
Minority	680 (69%)
Women	607 (62%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	775	1,232	1,182	1,882	985
Louisiana	80%	98.6% 1,215	98% 1,160	99.04% 1,864	98.48% 970
Minority	34.76%	67% 823	68% 803	71.57% 1,347	69% 680
Women	51.86%	60% 736	66% 725	61% 1,150	62% 607

ii. **Procurement Results:**

Total La. 63%
 Minority 16%
 Women 42%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	67%	57%	68%	63%
Minority	10%	20%	12%	31%	16%
Women	10%	34%	32%	42%	42%

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:

December 31, 2003

i. **Employment Results:**

Total 1,841
Louisiana 1,816 (98.64%)
Minority 1,307 (70.99%)
Women 1,114 (60%)

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	1,500	1,862	1,877	1,026	1,841
Louisiana	80%	98.76% 1,839	98.72% 1,853	98% 1,009	98.64% 1,816
Minority	34.76%	68.47% 1,275	70.86% 1,330	69% 706	70.99% 1,307
Women	51.86%	59% 1,100	60% 1,128	65% 637	60% 1,114

ii. **Procurement Results:**

Total La. 62%
Minority 28%
Women 35%

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	60%	69%	63%	62%	62%
Minority	25%	32%	30%	19%	28%
Women	10%	41%	39%	26%	35%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%