

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

**4th QUARTER 2005**

**Prepared for the March 21, 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 4th quarter of 2005, fifteen riverboat casinos were operating.

This report is taken from figures reported by fifteen operating riverboats to the Louisiana Gaming Control Board for the fourth calendar quarter of 2005. Approximately 17,090 people were employed by the riverboat industry for the fourth calendar quarter of 2005. Of that number, 16,593 were Louisiana residents, 10,076 were minorities and 9,755 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:

December 31, 2005

i. **Employment Results:**

Total 1,058  
Louisiana 1,041 (98.39%)  
Minority 753 (71.17%)  
Women 629 (59.46%)

Employment	Voluntary Conditions / Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>770</b>	<b>1,144</b>	<b>1,155</b>	<b>1,081</b>	<b>1,058</b>
<b>Louisiana</b>	<b>75%</b>	<b>99.56%</b> <b>1,139</b>	<b>98.53%</b> <b>1,138</b>	<b>98.70%</b> <b>1,067</b>	<b>98.39%</b> <b>1,041</b>
<b>Minority</b>	<b>34.76%</b>	<b>70.45%</b> <b>806</b>	<b>70.74%</b> <b>817</b>	<b>70.78%</b> <b>765</b>	<b>71.17%</b> <b>753</b>
<b>Women</b>	<b>51.86%</b>	<b>59.71%</b> <b>684</b>	<b>59.23%</b> <b>685</b>	<b>59.66%</b> <b>646</b>	<b>59.46%</b> <b>629</b>

ii. **Procurement Results:**

Total La. 69%  
 Minority 32%  
 Women 35%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana (w/construc.)	75%	77% (68%)	77%	63%	69%
Minority (w/construc.)	10%	34% (24%)	27%	19%	32%
Women (w/construc.)	10%	28% (20%)	39%	24%	35%

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:

December 30, 2005

i. **Employment Results:**

Total 1,364  
Louisiana 1,327 (97%)  
Minority 935 (69%)  
Women 800 (59%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>700</b>	<b>1,486</b>	<b>1,457</b>	<b>1,398</b>	<b>1,364</b>
<b>Louisiana</b>	<b>80%</b>	<b>97.24%</b> <b>1,445</b>	<b>97%</b> <b>1,414</b>	<b>97%</b> <b>1,361</b>	<b>97%</b> <b>1,327</b>
<b>Minority</b>	<b>34.76%</b>	<b>67.90%</b> <b>1,009</b>	<b>68%</b> <b>993</b>	<b>68%</b> <b>953</b>	<b>69%</b> <b>935</b>
<b>Women</b>	<b>51.86%</b>	<b>58.48%</b> <b>869</b>	<b>59%</b> <b>857</b>	<b>59%</b> <b>818</b>	<b>59%</b> <b>800</b>

ii. **Procurement Results:**

Total La. 56%  
Minority 16%  
Women 21%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Louisiana</b>	<b>60%</b>	<b>69.03%</b>	<b>76%</b>	<b>66%</b>	<b>56%</b>

<b>Minority</b>	<b>25%</b>	<b>21.09%</b>	<b>24%</b>	<b>21%</b>	<b>16%</b>
<b>Women</b>	<b>10%</b>	<b>34.48%</b>	<b>29%</b>	<b>26%</b>	<b>21%</b>

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, 2005

i. **Employment Results:**

Total 800  
 Louisiana 776 (97%)  
 Minority 425 (53%)  
 Women 475 (59%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Total	800	860	800	Unknown	800
Louisiana	75%	98% 842	97% 781	Unknown	97% 776
Minority	34.76%	52% 449	52% 421	Unknown	53% 425
Women	51.86%	56% 489	59% 470	Unknown	59% 475

ii. **Procurement Results:**

Total La. 62.74%  
 Minority 2.85%  
 Women 7.84%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana	60%	62.60%	62.57%	Unknown	62.74%
Minority	5%	7.46%	7.23%	Unknown	2.85%
Women	5%	11.97%	12.44%	Unknown	7.84%

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:

December 31, 2005

i. **Employment Results:**

Total	655
Louisiana	635 (97%)
Minority	348 (53%)
Women	475 (59%)



<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Total</b>	<b>800</b>	<b>574</b>	<b>608</b>	<b>Unknown</b>	<b>655</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>561</b>	<b>97.3%</b> <b>589</b>	<b>Unknown</b>	<b>97%</b> <b>635</b>
<b>Minority</b>	<b>34.76%</b>	<b>52%</b> <b>299</b>	<b>52%</b> <b>318</b>	<b>Unknown</b>	<b>53%</b> <b>348</b>
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>326</b>	<b>59%</b> <b>354</b>	<b>Unknown</b>	<b>59%</b> <b>475</b>

ii. **Procurement Results:**

Total La. 67.53%  
 Minority 3.18%  
 Women 9.03%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>80.20%</b>	<b>82.45%</b>	<b>Unknown</b>	<b>67.53%</b>
<b>Minority</b>	<b>10%</b>	<b>10.76%</b>	<b>10.01%</b>	<b>Unknown</b>	<b>3.18%</b>
<b>Women</b>	<b>10%</b>	<b>16.61%</b>	<b>16.45%</b>	<b>Unknown</b>	<b>9.03%</b>

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:

December 31, 2005

i. **Employment Results:**

Total 2,406  
 Louisiana 2,376 (99%)  
 Minority 1,516 (63%)  
 Women 1,321 (55%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Total	1000	2,506	2,423	2,429	2,406
Louisiana	75%	99% 2,469	99% 2,387	99% 2,398	99% 2,376
Minority	45%	64%	64%	64%	63%

		<b>1,610</b>	<b>1,542</b>	<b>1,556</b>	<b>1,516</b>
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>1,418</b>	<b>55%</b> <b>1,344</b>	<b>55%</b> <b>1,332</b>	<b>55%</b> <b>1,321</b>

ii. **Procurement Results:**

Total La. 67%  
 Minority 25%  
 Women 29%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>75%</b>	<b>61%</b>	<b>58%</b>	<b>58%</b>	<b>67%</b>
<b>Minority</b>	<b>35%</b>	<b>26%</b>	<b>23%</b>	<b>25%</b>	<b>25%</b>
<b>Women</b>	<b>35%</b>	<b>32%</b>	<b>30%</b>	<b>29%</b>	<b>29%</b>

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:

December 31, 2005

i. **Employment Results:**

Total	915
Louisiana	903 (98.7%)
Minority	469 (51.26%)
Women	536 (58.58%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>550</b>	<b>904</b>	<b>895</b>	<b>858</b>	<b>915</b>
<b>Louisiana</b>	<b>90%</b>	<b>99.4%</b> <b>899</b>	<b>99.2%</b> <b>888</b>	<b>98.9%</b> <b>851</b>	<b>98.7%</b> <b>903</b>
<b>Minority</b>	<b>34.76%</b>	<b>53.21%</b> <b>481</b>	<b>53.50%</b> <b>479</b>	<b>53.03%</b> <b>455</b>	<b>51.26%</b> <b>469</b>
<b>Women</b>	<b>51.86%</b>	<b>57.63%</b> <b>521</b>	<b>57.70%</b> <b>516</b>	<b>57.58%</b> <b>494</b>	<b>58.58%</b> <b>536</b>

ii. **Procurement Results:**

Total La.	80.03%
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Minority 11.32%  
 Women 13.16%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana	80%	82.51%	86.32%	80.96%	80.03%
Minority	15%	24.66%	26.26%	22.56%	11.32%
Women	15%	30.01%	32.43%	31.92%	13.16%

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:

December 31, 2005

i. **Employment Results:**

Total 959  
 Louisiana 894 (99.4%)  
 Minority 576 (62.5%)  
 Women 489 (54.39%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Total	800	1,177	1,143	1,094	959
Louisiana	90%	99.3% 1,110	99.7% 1,079	99.8% 1,032	99.4% 894
Minority	34.76%	64% 714	64% 689	64% 659	62.5% 576
Women	51.86%	53.% 594	52.10% 564	52.61% 544	54.39% 489

ii. **Procurement Results:**

Total La. 63.38%  
 Minority 9.40%  
 Women 25.05%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana	75%	62.74%	68.64%	62.57%	63.38%
Minority	15%	12.39%	17.25%	14.05%	9.40%
Women	15%	22.37%	33.63%	28.57%	25.05%

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:

December 31, 2005

i. **Employment Results:**

Total 565  
 Louisiana 560 (99.1%)  
 Minority 224 (39.7%)  
 Women 299 (52.9%)

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

<b>Total</b>	<b>500</b>	<b>1,043</b>	<b>1,035</b>	<b>994</b>	<b>565</b>
<b>Louisiana</b>	<b>80%</b>	<b>99.6%</b> <b>1,039</b>	<b>99.6%</b> <b>1,031</b>	<b>99.6%</b> <b>990</b>	<b>99.1%</b> <b>560</b>
<b>Minority</b>	<b>34.76%</b>	<b>49%</b> <b>511</b>	<b>50.0%</b> <b>517</b>	<b>50.2%</b> <b>499</b>	<b>39.7%</b> <b>224</b>
<b>Women</b>	<b>51.86%</b>	<b>53.8%</b> <b>561</b>	<b>54.4%</b> <b>563</b>	<b>55.0%</b> <b>547</b>	<b>52.9%</b> <b>299</b>

ii. **Procurement Results:**

Total La. 77.7%  
 Minority 3.7%  
 Women 10.3%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>75%</b>	<b>85.3%</b>	<b>84.0%</b>	<b>89.2%</b>	<b>77.7%</b>
<b>Minority</b>	<b>15%</b>	<b>14.2%</b>	<b>13.9%</b>	<b>11.1%</b>	<b>3.7%</b>
<b>Women</b>	<b>15%</b>	<b>35.8%</b>	<b>34.5%</b>	<b>30.9%</b>	<b>10.3%</b>

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, 2005

i. **Employment Results:**

Total 823  
 Louisiana 812 (98.66%)  
 Minority 509 (61.85%)  
 Women 425 (52.00%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Total	600	859	853	835	823
Louisiana	80%	99.30% 853	99.65% 850	99.40% 830	98.66% 812

<b>Minority</b>	<b>34.76%</b>	<b>61.12%</b> <b>525</b>	<b>61.90%</b> <b>528</b>	<b>62.75%</b> <b>524</b>	<b>61.85%</b> <b>509</b>
<b>Women</b>	<b>51.86%</b>	<b>52.5%</b> <b>451</b>	<b>52.00%</b> <b>443</b>	<b>51.98%</b> <b>434</b>	<b>52.00%</b> <b>425</b>

ii. **Procurement Results:**

Total La. 68.80%  
 Minority 19.96%  
 Women 26.64%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>73.49%</b>	<b>72.68%</b>	<b>70.38%</b>	<b>68.80%</b>
<b>Minority</b>	<b>10%</b>	<b>21.00%</b>	<b>15.99%</b>	<b>19.49%</b>	<b>19.96%</b>
<b>Women</b>	<b>10%</b>	<b>42.92%</b>	<b>33.82%</b>	<b>25.37%</b>	<b>26.64%</b>

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:

December 31, 2005

i. **Employment Results:**

Total	477
Louisiana	453 (95%)
Minority	397 (83%)
Women	273 (57%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>400</b>	<b>627</b>	<b>561</b>	<b>Unknown</b>	<b>477</b>
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>621</b>	<b>99%</b> <b>556</b>	<b>Unknown</b>	<b>95%</b> <b>453</b>
<b>Minority</b>	<b>34.76%</b>	<b>85%</b> <b>533</b>	<b>86%</b> <b>484</b>	<b>Unknown</b>	<b>83%</b> <b>397</b>
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>360</b>	<b>57%</b> <b>321</b>	<b>Unknown</b>	<b>57%</b> <b>273</b>

ii. **Procurement Results:**

Total La.	55%
Minority	14%
Women	11%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>78%</b>	<b>72%</b>	<b>Unknown</b>	<b>55%</b>
<b>Minority</b>	<b>30%</b>	<b>38%</b>	<b>33%</b>	<b>Unknown</b>	<b>14%</b>
<b>Women</b>	<b>10%</b>	<b>30%</b>	<b>27%</b>	<b>Unknown</b>	<b>11%</b>

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:

December 31, 2005

i. **Employment Results:**

Total 979  
 Louisiana 934 (95%)  
 Minority 489 (50%)  
 Women 529 (54%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>650</b>	<b>1,135</b>	<b>1,054</b>	<b>1,027</b>	<b>979</b>
<b>Louisiana</b>	<b>75%</b>	<b>97%</b> <b>1,105</b>	<b>97%</b> <b>1,017</b>	<b>96%</b> <b>988</b>	<b>95%</b> <b>934</b>
<b>Minority</b>	<b>34.76%</b>	<b>51%</b> <b>577</b>	<b>50.19%</b> <b>529</b>	<b>50%</b> <b>511</b>	<b>50%</b> <b>489</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>621</b>	<b>54%</b> <b>567</b>	<b>55%</b> <b>557</b>	<b>54%</b> <b>529</b>

ii. **Procurement Results:**

Total La. 30%  
 Minority 4.78%  
 Women 9.00%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Louisiana</b> (w/construc.)	<b>60%</b>	<b>70%</b> (73%)	<b>67.87%</b> (77.88%)	<b>68%</b> (73%)	<b>30%</b> (77%)
<b>Minority</b> (w/construc.)	<b>10%</b>	<b>15%</b> (12%)	<b>12.96%</b> (8.55%)	<b>14.36%</b> (11.25%)	<b>4.78%</b> (13.65%)
<b>Women</b> (w/construc.)	<b>10%</b>	<b>20%</b> (23%)	<b>22.91%</b> (15.13%)	<b>24%</b> (19%)	<b>9%</b> (25%)

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:

December 31, 2005

i. **Employment Results:**

Total	390
Louisiana	373 (96%)
Minority	194 (50%)
Women	216 (56%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Total</b>	<b>520</b>	<b>455</b>	<b>417</b>	<b>394</b>	<b>390</b>
<b>Louisiana</b>	<b>90%</b>	<b>95.16%</b> <b>433</b>	<b>95.20%</b> <b>397</b>	<b>96%</b> <b>377</b>	<b>96%</b> <b>373</b>
<b>Minority</b>	<b>34.76%</b>	<b>49.00%</b> <b>221</b>	<b>50.84%</b> <b>212</b>	<b>52.03%</b> <b>205</b>	<b>50%</b> <b>194</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>249</b>	<b>55%</b> <b>231</b>	<b>55%</b> <b>217</b>	<b>56%</b> <b>216</b>

ii. **Procurement Results:**

Total La. 75%  
 Minority 47%  
 Women 35%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana (w/construc.)</b>	<b>90%</b>	<b>74%</b> <b>(46%)</b>	<b>70.39%</b>	<b>77%</b>	<b>75%</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>50%</b> <b>(26%)</b>	<b>46%</b>	<b>52%</b>	<b>47%</b>
<b>Women (w/construc.)</b>	<b>8%</b>	<b>34%</b> <b>(18%)</b>	<b>30.39%</b>	<b>40%</b>	<b>35%</b>

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:

December 31, 2005

i. **Employment Results:**

Total	866
Louisiana	857 (99%)
Minority	591 (68%)
Women	532 (61%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
<b>Total</b>	<b>775</b>	<b>969</b>	<b>961</b>	<b>897</b>	<b>866</b>
<b>Louisiana</b>	<b>80%</b>	<b>98%</b> <b>954</b>	<b>98%</b> <b>946</b>	<b>98%</b> <b>886</b>	<b>99%</b> <b>857</b>
<b>Minority</b>	<b>34.76%</b>	<b>67%</b> <b>651</b>	<b>68%</b> <b>652</b>	<b>68%</b> <b>608</b>	<b>68%</b> <b>591</b>
<b>Women</b>	<b>51.86%</b>	<b>63%</b> <b>615</b>	<b>62%</b> <b>597</b>	<b>65%</b> <b>554</b>	<b>61%</b> <b>532</b>

ii. **Procurement Results:**



Total La. 61%  
 Minority 15%  
 Women 27%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana	80%	58%	54%	73%	61%
Minority	10%	17%	19%	18%	15%
Women	10%	37%	33%	28%	27%

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:

December 31, 2005

i. **Employment Results:**

Total 1,616  
Louisiana 1,594 (98.64%)  
Minority 1,154 (71.41%)  
Women 987 (61%)

Employment	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Total	1,500	1,802	1,779	1,672	1,616
Louisiana	80%	98.95% 1,783	98.65% 1,755	98.44% 1,646	98.64% 1,594
Minority	34.76%	71.48% 1,288	72.34% 1,287	71.77% 1,200	71.41% 1,154
Women	51.86%	61% 1,096	62% 1,101	61% 1,014	61% 987

ii. **Procurement Results:**

Total La. 49%  
Minority 20%  
Women 26%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2005)	Q3 (2005)	Q4 (2005)
Louisiana	60%	56%	54%	27%	49%
Minority	25%	26%	23%	11%	20%
Women	10%	31%	30%	15%	26%

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:

December 31, 2005

i. **Employment Results:**

Total 3,217  
 Louisiana 3,058 (95%)  
 Minority 1,496 (47%)  
 Women 1,769 (55%)

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

ii. **Procurement Results:**

Total La. 30.17%  
 Minority 9.46%  
 Women 13.99%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>	<b>Q4 (2005)</b>
<b>Louisiana</b>	<b>60%</b>	<b>N/A</b>	<b>41%</b>	<b>41%</b>	<b>30.17%</b>
<b>Minority</b>	<b>12.5%</b>	<b>N/A</b>	<b>9%</b>	<b>12.3%</b>	<b>9.46%</b>
<b>Women</b>	<b>12.5%</b>	<b>N/A</b>	<b>17%</b>	<b>16.5%</b>	<b>13.99%</b>

C. 1990 Statewide census results:  
 Minority Percentage: 34.76%  
 Women Percentage: 51.86%