

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

3rd QUARTER 2006

Prepared for the January 16, 2007 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 3rd quarter of 2006, twelve riverboat casinos were operating and thirteen complied with the reporting requirement.

This report is taken from figures reported by fifteen reporting riverboats to the Louisiana Gaming Control Board for the 3rd calendar quarter of 2006. Approximately 14,623 people were employed by the riverboat industry for the 3rd calendar quarter of 2006. Of that number, 14,012 were Louisiana residents, 8,558 were minorities and 7,992 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:

June 31, 2006

i. **Employment Results:**

Total 1194
 Louisiana 1179 (98.74%)
 Minority 872 (73.03%)
 Women 716 (60.00%)

Employment	Voluntary Conditions / Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	770	1,058	1,056	1075	1194
Louisiana	75%	98.39% 1,041	98.48% 1,040	98.60% 1,060	98.74% 1179
Minority	34.76%	71.17% 753	71.88% 759	71.63% 770	73.03% 872
Women	51.86%	59.46% 629	59.46% 628	58.79% 632	60.00% 716

ii. **Procurement Results:**

Louisiana 68%
 Minority 15%
 Women 27%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana (w/construc.)	75%	69%	72%	71.00%	68.00%
Minority (w/construc.)	10%	32%	29%	11.00%	15.00%
Women (w/construc.)	10%	35%	33%	20.00%	27.00%

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:

June 31, 2006

i. **Employment Results:**

Total 1283
 Louisiana 1254 (97.7%)
 Minority 906 (70.6%)
 Women 585 (53.0%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	700	1,364	1,326	1,352	1283
Louisiana	80%	97% 1,327	98% 1,297	97.9% 1,324	97.7% 1254
Minority	34.76%	69% 935	71% 939	69.5% 940	70.6% 906
Women	51.86%	59% 800	60% 790	58.4% 789	53.0% 585

ii. **Procurement Results:**

Louisiana 62.5%
 Minority 17.6%
 Women 25.9%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	60%	56%	64%	54.1%	62.5%
Minority	25%	16%	17%	16.5%	17.6%
Women	10%	21%	25%	22.0%	25.9%

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 pre-opening 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:

June 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
 Louisiana (%)
 Minority (%)
 Women (%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	800	800	22	21	
Louisiana	75%	97% 776	91% 20	100% 21	
Minority	34.76%	53% 425	41% 9	43% 9	
Women	51.86%	59% 475	0% 0	0% 0	

ii. **Procurement Results:**

Louisiana %
 Minority %
 Women %

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	60%	62.74%	58.33%	11.29%	
Minority	5%	2.85%	1.58%	.16%	
Women	5%	7.84%	5.19%	1.05%	

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:

June 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	
Louisiana	(%)
Minority	(%)
Women	(%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	13 (2006)
Total	800	655	197	202	
Louisiana	75%	97% 635	97% 192	95% 192	
Minority	34.76%	53% 348	59% 116	60% 122	
Women	51.86%	59% 475	52% 113	57% 116	

ii. **Procurement Results:**

Louisiana %
 Minority %
 Women %

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	80%	67.53%	81.28%	33.60%	
Minority	10%	3.18%	1.65%	1.85%	
Women	10%	9.03%	6.60%	7.08%	

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:

June 31, 2006

i. **Employment Results:**

Total	2257
Louisiana	2227 (99%)
Minority	1427 (63%)
Women	1258 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	1000	2,406	2,320	2,286	2257
Louisiana	75%	99% 2,376	99% 2,294	99% 2,258	99% 2227
Minority	45%	63% 1,516	63% 1,469	63% 1,435	63% 1427
Women	51.86%	55% 1,321	55% 1,282	55% 1,267	56% 1258

ii. **Procurement Results:**

Louisiana 60%
 Minority 32%
 Women 30%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	75%	67%	55%	61%	60%
Minority	35%	25%	25%	35%	32%
Women	35%	29%	29%	33%	30%

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:

June 31, 2006

i. **Employment Results:**

Total 854
 Louisiana 844 (98.8%)
 Minority 452 (52.93%)
 Women 489 (57.26%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	550	915	906	888	854
Louisiana	90%	98.7% 903	98.9% 896	98.6% 876	98.8% 844
Minority	34.76%	51.26% 469	52.21% 473	53.15% 472	52.93% 452
Women	51.86%	58.58% 536	58.50% 530	58.11% 516	57.26% 489

ii. **Procurement Results:**

Louisiana 83.96%
 Minority 11.80%
 Women 22.97%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	80%	80.03%	86.84%	84.22%	83.96%
Minority	15%	11.32%	12.63%	9.43%	11.80%
Women	15%	13.16%	17.18%	27.09%	22.97%

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:

June 31, 2006

i. **Employment Results:**

Total 908
 Louisiana 902 (99.5%)
 Minority 616 (67.8%)
 Women 506 (55.7%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	800	959	912	1,028	908
Louisiana	90%	99.4% 894	99.4% 906	99.2% 1,084	99.5% 902
Minority	34.76%	62.5% 576	70.6% 613	68.3% 702	67.8% 616
Women	51.86%	54.39% 489	56.1% 512	52.7% 542	55.7% 506

ii. **Procurement Results:**

Louisiana 55.07%
 Minority 7.76%
 Women 18.98%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	75%	63.38%	64.60%	63.78%	55.07%
Minority	15%	9.40%	6.65%	10.30%	7.76%
Women	15%	25.05%	22.17%	22.19%	18.98%

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:

June 31, 2006

i. **Employment Results:**

Total	706
Louisiana	698 (98.9%)
Minority	343 (48.6%)
Women	363 (51.4%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	500	565	678	689	706
Louisiana	80%	99.1% 560	99% 671	99.1% 683	98.9% 698

Minority	34.76%	39.7% 224	43.8% 297	45.9% 316	48.6% 343
Women	51.86%	52.9% 299	52.1% 353	51.1% 352	51.4% 363

ii. **Procurement Results:**

Louisiana 80.1%
 Minority 7.1%
 Women 29.2%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	75%	77.7%	80.1%	83.6%	80.1%
Minority	15%	3.7%	3.5%	10.2%	7.1%
Women	15%	10.3%	18.0%	26.2%	29.2%

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:

June 31, 2006

i. **Employment Results:**

Total 774
Louisiana 767 (99.29%)
Minority 493 (63.70%)
Women 406 (52.47%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	600	823	830	802	774
Louisiana	80%	98.66% 812	99.04% 822	99.25% 796	99.29% 767
Minority	34.76%	61.85% 509	61.68% 512	62.00% 496	63.70% 493
Women	51.86%	52.00% 425	52.89% 439	52.00% 415	52.47% 406

ii. **Procurement Results:**

Louisiana 80.92%
 Minority 12.86%
 Women 31.98%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	80%	68.80%	72.15%	74.03%	80.92%
Minority	10%	19.96%	14.47%	15.24%	12.86%
Women	10%	26.64%	30.13%	32.16%	31.98%

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:

June 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 9
Louisiana 7 (78%)
Minority 2 (22%)
Women 3 (33%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	400	477	8	5	9
Louisiana	70%	95% 453	88% 7	80% 4	78% 7
Minority	34.76%	83% 397	63% 5	40% 2	22% 2
Women	51.86%	57% 273	38% 3	40% 2	33% 3

ii. **Procurement Results:**

Louisiana 15%
Minority 0.01%
Women 2%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	80%	55%	6.00%	15%	15%
Minority	30%	14%	-0.17%	39%	0.01%
Women	10%	11%	1.00%	.5%	2%

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:

June 31, 2006

i. **Employment Results:**

Total 1190
 Louisiana 1150
 Minority 634 (53%)
 Women 668 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	650	979	1,078	1,122	1190
Louisiana	75%	95% 934	96% 1,033	95% 1,074	1150
Minority	34.76%	50% 489	50% 543	51% 569	53% 634
Women	51.86%	54% 529	56% 596	55% 625	56% 668

ii. **Procurement Results:**

Louisiana 97%
 Minority 53%
 Women 15%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana (w/construc.)	60%	30% (77%)	73% (76%)	78% (83%)	97%
Minority (w/construc.)	10%	4.78% (13.65%)	13% (11.0%)	13% (10%)	53%
Women (w/construc.)	10%	9% (25%)	28% (24%)	30% (23%)	15%

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:

June 31, 2006

i. **Employment Results:**

Total	399
Louisiana	386 (97%)
Minority	205 (51%)
Women	228 (73%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	520	390	394	401	399
Louisiana	90%	96% 373	95% 376	96% 385	97% 386
Minority	34.76%	50% 194	52% 203	52% 208	51% 205
Women	51.86%	56% 216	57% 224	56% 227	73% 228

ii. **Procurement Results:**

Louisiana 72%
 Minority 50%
 Women 36%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana (w/construc.)	90%	75%	77%	67% (67%)	72%
Minority (w/construc.)	10%	47%	49%	45% (45%)	50%
Women (w/construc.)	8%	35%	36%	34% (34%)	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:

June 31, 2006

i. **Employment Results:**

Total 839
 Louisiana 828 (99%)
 Minority 546 (65%)
 Women 502 (60%)

Employment	Voluntary Conditions/Goals	Q3 (2005)	Q4 (2005)	Q1 (2006)	Q2 (2006)
Total	775	897	866	857	839
Louisiana	80%	98% 886	99% 857	99% 848	99% 828
Minority	34.76%	68% 608	68% 591	68% 583	65% 546
Women	51.86%	65% 554	61% 532	61% 527	60% 502

ii. **Procurement Results:**

Louisiana 57%
 Minority 13%
 Women 20%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	80%	61%	51%	72%	57%
Minority	10%	15%	16%	20%	13%
Women	10%	27%	26%	31%	20%

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:

June 31, 2006

i. **Employment Results:**

Total 1698
 Louisiana 1381 (98.64%)
 Minority 943 (67.36%)
 Women 858 (61%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	1,500	1,616	1,698	1,402	1698
Louisiana	80%	98.64% 1,594	98.70% 1,676	98.43% 1,380	98.64% 1381
Minority	34.76%	71.41% 1,154	70.02% 1,189	67.55% 947	67.36% 943
Women	51.86%	61% 987	62% 1,047	62% 872	61% 858

ii. **Procurement Results:**

Louisiana 60%
 Minority 18%
 Women 21%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	60%	49%	69%	52%	60%
Minority	25%	20%	20%	19%	18%
Women	10%	26%	27%	22%	21%

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:

June 31, 2006

i. **Employment Results:**

Total	2512
Louisiana	2389 (95%)
Minority	1119 (45%)
Women	1413 (57%)

Employment	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Total	1,500	3,217	2,543	1,412	2512
Louisiana	80%	95% 3,058	96% 2,443	97%	95% 2389
Minority	34.76%	47% 1,496	44% 1,123	45% 1,110	45% 1119
Women	51.86%	55% 1,769	56% 1,402	65% 1,368	57% 1413

ii. **Procurement Results:**

Louisiana	60.31%
Minority	13.54%
Women	37.29%

Procurement	Voluntary Conditions/Goals	Q4 (2005)	Q1 (2006)	Q2 (2006)	Q3 (2006)
Louisiana	60%	30.17%	62.0%	60.13%	60.31%
Minority	12.5%	9.46%	12.0%	12.39%	13.54%
Women	12.5%	13.99%	38.0%	36.40%	37.29%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%