

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

**1st QUARTER 2004**

**Prepared for the August 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 first calendar quarter of 2004. Approximately 16,010 people were employed by the riverboat industry for the first calendar quarter of 2004. Of that number, 15,705 were Louisiana residents, 9,903 were minorities and 9,143 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:

March 31, 2004

i. **Employment Results:**

Total	1,311
Louisiana	1,295 (98.78%)
Minority	926 (70.63%)
Women	794 (60.49%)

Employment	Voluntary Conditions / Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>770</b>	<b>1,209</b>	<b>1,193</b>	<b>1,202</b>	<b>1,311</b>
<b>Louisiana</b>	<b>75%</b>	<b>98.51%</b> <b>1,191</b>	<b>98.58%</b> <b>1,191</b>	<b>98.75%</b> <b>1,187</b>	<b>1,295</b> <b>98.78%</b>
<b>Minority</b>	<b>34.76%</b>	<b>68.57%</b> <b>829</b>	<b>69.23%</b> <b>827</b>	<b>69.80%</b> <b>839</b>	<b>70.63%</b> <b>926</b>
<b>Women</b>	<b>51.86%</b>	<b>59.64%</b> <b>721</b>	<b>60.02%</b> <b>716</b>	<b>59.98%</b> <b>721</b>	<b>60.49%</b> <b>794</b>

ii. **Procurement Results:**

Total La. 70.17%  
 Minority 11.19%  
 Women 12.78%

Procurement	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
Louisiana (w/construc.)	75%	39.46%	44.56%	54.34%	70.17% (64.87%)
Minority (w/construc.)	10%	10.45%	6.26%	10.57%	11.19% (28.76%)
Women (w/construc.)	10%	12.90%	7.54%	10.34%	12.78% (37.35%)

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:

March 31, 2004

i. **Employment Results:**

Total 1,644  
Louisiana 1,607 (97.75%)  
Minority 1,084 (65.94%)  
Women 970(59%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>700</b>	<b>1,660</b>	<b>1,656</b>	<b>1,641</b>	<b>1,644</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.07%</b> <b>1,627</b>	<b>98%</b> <b>1,623</b>	<b>97.8%</b> <b>1,605</b>	<b>97.75%</b> <b>1,607</b>
<b>Minority</b>	<b>34.76%</b>	<b>65.90%</b> <b>1,094</b>	<b>64.73%</b> <b>1,072</b>	<b>65.44%</b> <b>1,074</b>	<b>65.94%</b> <b>1,084</b>
<b>Women</b>	<b>51.86%</b>	<b>59.70%</b> <b>991</b>	<b>58.39%</b> <b>967</b>	<b>58.92%</b> <b>967</b>	<b>59%</b> <b>970</b>

ii. **Procurement Results:**

Total La. 61.25%  
Minority 26.85%  
Women 24.27%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>60%</b>	<b>60.03%</b>	<b>59.50%</b>	<b>59.07%</b>	<b>61.25%</b>
<b>Minority</b>	<b>25%</b>	<b>27.33%</b>	<b>26.21%</b>	<b>26.47%</b>	<b>26.85%</b>
<b>Women</b>	<b>10%</b>	<b>23.62%</b>	<b>26.91%</b>	<b>20.27%</b>	<b>24.27%</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:

March 31, 2004

i. **Employment Results:**

Total 905  
Louisiana 804 (98%)  
Minority 473 (52%)  
Women 505 (55%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>800</b>	<b>905</b>	<b>864</b>	<b>835</b>	<b>905</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>885</b>	<b>98%</b> <b>845</b>	<b>98%</b> <b>818</b>	<b>98%</b> <b>804</b>
<b>Minority</b>	<b>34.76%</b>	<b>53%</b> <b>477</b>	<b>53%</b> <b>457</b>	<b>52%</b> <b>438</b>	<b>52%</b> <b>473</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>499</b>	<b>56%</b> <b>484</b>	<b>56%</b> <b>471</b>	<b>55%</b> <b>505</b>

ii. **Procurement Results:**

Total La. 70.23%  
Minority 12.91%  
Women 15.44%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>60%</b>	<b>70.70%</b>	<b>75.62%</b>	<b>70.07%</b>	<b>70.23%</b>
<b>Minority</b>	<b>5%</b>	<b>9.92%</b>	<b>13.25%</b>	<b>13.37%</b>	<b>12.91%</b>
<b>Women</b>	<b>5%</b>	<b>12.23%</b>	<b>14.78%</b>	<b>17.28%</b>	<b>15.44%</b>

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:



March 31, 2004

**i. Employment Results:**

Total	604
Louisiana	669 (98%)
Minority	316 (52%)
Women	336 (55%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>800</b>	<b>466</b>	<b>508</b>	<b>557</b>	<b>604</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>456</b>	<b>98%</b> <b>496</b>	<b>98%</b> <b>546</b>	<b>98%</b> <b>669</b>
<b>Minority</b>	<b>34.76%</b>	<b>53%</b> <b>245</b>	<b>53%</b> <b>269</b>	<b>47%</b> <b>262</b>	<b>52%</b> <b>316</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>257</b>	<b>56%</b> <b>285</b>	<b>56%</b> <b>314</b>	<b>55%</b> <b>336</b>

**ii. Procurement Results:**

Total La.	82.20%
Minority	16.28%
Women	19.05%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>80%</b>	<b>81.04%</b>	<b>84.33%</b>	<b>80.71%</b>	<b>82.20%</b>
<b>Minority</b>	<b>10%</b>	<b>13.15%</b>	<b>14.30%</b>	<b>16.82%</b>	<b>16.28%</b>
<b>Women</b>	<b>10%</b>	<b>16.22%</b>	<b>16.88%</b>	<b>21.87%</b>	<b>19.05%</b>

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 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, 2004

i. **Employment Results:**

Total	2,545
Louisiana	2,517 (99%)
Minority	1,606 (63%)
Women	1,436 (56%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>1000</b>	<b>2,590</b>	<b>2,589</b>	<b>2,559</b>	<b>2,545</b>
<b>Louisiana</b>	<b>75%</b>	<b>99%</b> <b>2,560</b>	<b>99%</b> <b>2,557</b>	<b>99%</b> <b>2,528</b>	<b>99%</b> <b>2,517</b>
<b>Minority</b>	<b>45%</b>	<b>62%</b> <b>1,627</b>	<b>63%</b> <b>1,627</b>	<b>63%</b> <b>1,609</b>	<b>63%</b> <b>1,606</b>
<b>Women</b>	<b>51.86%</b>	<b>58%</b> <b>1,503</b>	<b>58%</b> <b>1,505</b>	<b>57%</b> <b>1,463</b>	<b>56%</b> <b>1,436</b>

ii. **Procurement Results:**

Total La. 68%  
 Minority 42%  
 Women 36%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>75%</b>	<b>75%</b>	<b>77%</b>	<b>73%</b>	<b>68%</b>
<b>Minority</b>	<b>35%</b>	<b>43%</b>	<b>45%</b>	<b>36%</b>	<b>42%</b>
<b>Women</b>	<b>35%</b>	<b>30%</b>	<b>34%</b>	<b>31%</b>	<b>36%</b>

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:

March 31, 2004

i. **Employment Results:**

Total	944
Louisiana	937 (99.3%)
Minority	500 (52.97%)
Women	561 (59.4%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>550</b>	<b>1,105</b>	<b>1,017</b>	<b>960</b>	<b>944</b>
<b>Louisiana</b>	<b>90%</b>	<b>99.3%</b> <b>1,097</b>	<b>99.2%</b> <b>1,009</b>	<b>99.4%</b> <b>954</b>	<b>99.3%</b> <b>937</b>
<b>Minority</b>	<b>34.76%</b>	<b>56.1%</b> <b>620</b>	<b>55.65%</b> <b>565</b>	<b>54.27%</b> <b>521</b>	<b>52.97%</b> <b>500</b>
<b>Women</b>	<b>51.86%</b>	<b>60.5%</b> <b>669</b>	<b>59.9%</b> <b>609</b>	<b>60.01%</b> <b>577</b>	<b>59.4%</b> <b>561</b>

ii. **Procurement Results:**

Total La. 85.63%  
 Minority 22.67%  
 Women 26.48%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>80%</b>	<b>88.46%</b>	<b>88.34%</b>	<b>84.01%</b>	<b>85.63%</b>
<b>Minority</b>	<b>15%</b>	<b>23.5%</b>	<b>22.6%</b>	<b>23.68%</b>	<b>22.67%</b>
<b>Women</b>	<b>15%</b>	<b>29.42%</b>	<b>25.6%</b>	<b>27.79%</b>	<b>26.48%</b>

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:

March 31, 2004

i. **Employment Results:**

Total	1,018
Louisiana	951 (99%)
Minority	623 (65%)
Women	535 (56%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>800</b>	<b>834</b>	<b>980</b>	<b>988</b>	<b>1,018</b>
<b>Louisiana</b>	<b>90%</b>	<b>99%</b> <b>993</b>	<b>90%</b> <b>970</b>	<b>99%</b> <b>918</b>	<b>99%</b> <b>951</b>
<b>Minority</b>	<b>34.76%</b>	<b>64%</b> <b>644</b>	<b>64%</b> <b>629</b>	<b>63%</b> <b>588</b>	<b>65%</b> <b>623</b>

<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>555</b>	<b>56%</b> <b>546</b>	<b>56%</b> <b>516</b>	<b>56%</b> <b>535</b>
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ii. **Procurement Results:**

Total La. 70.89%  
 Minority 14.48%  
 Women 30.07%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>75%</b>	<b>71.30%</b>	<b>70.30%</b>	<b>61.65%</b>	<b>70.89%</b>
<b>Minority</b>	<b>15%</b>	<b>11.17%</b>	<b>11.50%</b>	<b>13.31%</b>	<b>14.48%</b>
<b>Women</b>	<b>15%</b>	<b>21.23%</b>	<b>23.37%</b>	<b>22.21%</b>	<b>30.07%</b>

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:

March 31, 2004

i. **Employment Results:**

Total 1,042  
 Louisiana 1,037 (99.5%)  
 Minority 499 (47.9%)  
 Women 539 (51.7%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
Total	500	1,035	1,056	1,067	1,042
Louisiana	80%	99.3% 1,028	99.4% 1,050	99.4% 1,061	99.5% 1,037
Minority	34.76%	45.3% 469	46.5% 491	47.3% 505	47.9% 499
Women	51.86%	51.1% 529	51.3% 542	51.7% 552	51.7% 539

ii. **Procurement Results:**

Total La. 85.9%  
 Minority 13.7%  
 Women 31.1%



<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>75%</b>	<b>92.0%</b>	<b>89.0%</b>	<b>89.8%</b>	<b>85.9%</b>
<b>Minority</b>	<b>15%</b>	<b>16.0%</b>	<b>16.2%</b>	<b>13.5%</b>	<b>13.7%</b>
<b>Women</b>	<b>15%</b>	<b>26.7%</b>	<b>30.6%</b>	<b>32.3%</b>	<b>31.1%</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:

March 31, 2004

i. **Employment Results:**

Total	826
Louisiana	820 (99.27%)
Minority	500 (60.53%)
Women	445 (53.85%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>600</b>	<b>829</b>	<b>838</b>	<b>843</b>	<b>826</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.91%</b> <b>820</b>	<b>99.28%</b> <b>832</b>	<b>99.17%</b> <b>836</b>	<b>99.27%</b> <b>820</b>
<b>Minority</b>	<b>34.76%</b>	<b>59.47%</b> <b>493</b>	<b>59.31%</b> <b>497</b>	<b>60.02%</b> <b>506</b>	<b>60.53%</b> <b>500</b>
<b>Women</b>	<b>51.86%</b>	<b>52.23%</b> <b>433</b>	<b>52.86%</b> <b>443</b>	<b>53.85%</b> <b>454</b>	<b>53.85%</b> <b>445</b>

ii. **Procurement Results:**

Total La.	82.54%
Minority	17.76%
Women	29.19%

Procurement	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
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<b>Louisiana</b>	<b>80%</b>	<b>77.50%</b>	<b>78.58%</b>	<b>79.06%</b>	<b>82.54%</b>
<b>Minority</b>	<b>10%</b>	<b>17.34%</b>	<b>19.95%</b>	<b>20.23%</b>	<b>17.76%</b>
<b>Women</b>	<b>10%</b>	<b>23.09%</b>	<b>25.93%</b>	<b>26.68%</b>	<b>29.19%</b>

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:

March 31, 2004

i. **Employment Results:**

Total            689  
Louisiana       683 (99%)  
Minority        567 (82%)  
Women          396 (58%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>400</b>	<b>714</b>	<b>690</b>	<b>708</b>	<b>689</b>
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>706</b>	<b>99%</b> <b>686</b>	<b>99%</b> <b>702</b>	<b>99%</b> <b>683</b>
<b>Minority</b>	<b>34.76%</b>	<b>79%</b> <b>566</b>	<b>81%</b> <b>557</b>	<b>82%</b> <b>578</b>	<b>82%</b> <b>567</b>
<b>Women</b>	<b>51.86%</b>	<b>56%</b> <b>400</b>	<b>56%</b> <b>396</b>	<b>58%</b> <b>407</b>	<b>58%</b> <b>396</b>

ii. **Procurement Results:**

Total La.       76%  
Minority        36%  
Women          16%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>80%</b>	<b>64%</b>	<b>65%</b>	<b>72%</b>	<b>76%</b>
<b>Minority</b>	<b>30%</b>	<b>26%</b>	<b>27%</b>	<b>31%</b>	<b>36%</b>
<b>Women</b>	<b>10%</b>	<b>21%</b>	<b>18%</b>	<b>18%</b>	<b>16%</b>

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:

March 31, 2004

i. **Employment Results:**

Total	1,168
Louisiana	1,127 (96.49%)
Minority	599 (51.28%)
Women	643 (55.05%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Total</b>	<b>650</b>	<b>1,248</b>	<b>1,340</b>	<b>1,252</b>	<b>1,168</b>
<b>Louisiana</b>	<b>75%</b>	<b>96.96%</b> <b>1,210</b>	<b>96.42%</b> <b>1,292</b>	<b>96.89%</b> <b>1,213</b>	<b>96.49%</b> <b>1,127</b>
<b>Minority</b>	<b>34.76%</b>	<b>51.04%</b> <b>637</b>	<b>50.60%</b> <b>678</b>	<b>51.44%</b> <b>644</b>	<b>51.28%</b> <b>599</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>692</b>	<b>55%</b> <b>732</b>	<b>54%</b> <b>679</b>	<b>55.05%</b> <b>643</b>

ii. **Procurement Results:**

Total La. 53.9%  
 Minority 9.9%  
 Women 17.6%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana (w/construc.)</b>	<b>60%</b>	<b>49%</b>	<b>49%</b>	<b>67%</b>	<b>53.9%</b> <b>(45.5%)</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>5%</b>	<b>4%</b>	<b>3%</b>	<b>9.9%</b> <b>(8.3%)</b>
<b>Women (w/construc.)</b>	<b>10%</b>	<b>12%</b>	<b>12%</b>	<b>10%</b>	<b>17.6%</b> <b>14.7%</b>

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:

March 31, 2004

i. **Employment Results:**

Total 461  
 Louisiana 443 (95.88%)  
 Minority 216 (46.85%)  
 Women 264 (57.27%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>520</b>	<b>423</b>	<b>393</b>	<b>377</b>	<b>461</b>
<b>Louisiana</b>	<b>90%</b>	<b>95.27%</b> <b>403</b>	<b>95.16%</b> <b>374</b>	<b>95.23%</b> <b>359</b>	<b>95.88%</b> <b>443</b>

<b>Minority</b>	<b>34.76%</b>	<b>45.39%</b> <b>192</b>	<b>46.31%</b> <b>182</b>	<b>45.36%</b> <b>171</b>	<b>46.85%</b> <b>216</b>
<b>Women</b>	<b>51.86%</b>	<b>61%</b> <b>256</b>	<b>61%</b> <b>239</b>	<b>60%</b> <b>228</b>	<b>57.27%</b> <b>264</b>

ii. **Procurement Results:**

Total La. 50.3%  
 Minority 24.8%  
 Women 17.3%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana (w/construc.)</b>	<b>90%</b>	<b>59%</b>	<b>50%</b>	<b>84%</b>	<b>50.3%</b> <b>(47.7%)</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>8%</b>	<b>11%</b>	<b>3%</b>	<b>24.8%</b> <b>(6.3%)</b>
<b>Women (w/construc.)</b>	<b>8%</b>	<b>7%</b>	<b>7%</b>	<b>2%</b>	<b>17.3%</b> <b>(5.4%)</b>

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:

March 31, 2004

i. **Employment Results:**

Total 1,035  
 Louisiana 1,018 (98%)  
 Minority 703 (68%)  
 Women 594 (84%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
Total	775	1,182	1,026	985	1,035
Louisiana	80%	98%	98%	98.48%	98%
Minority	34.76%	68%	69%	69%	68%
Women	51.86%	66%	65%	62%	84%
		803	706	680	703
		725	637	607	594

ii. **Procurement Results:**

Total La. 67%  
 Minority 12%  
 Women 42%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2003)</b>	<b>Q3 (2003)</b>	<b>Q4 (2003)</b>	<b>Q1 (2004)</b>
<b>Louisiana</b>	<b>80%</b>	<b>57%</b>	<b>62%</b>	<b>63%</b>	<b>67%</b>
<b>Minority</b>	<b>10%</b>	<b>12%</b>	<b>19%</b>	<b>16%</b>	<b>12%</b>
<b>Women</b>	<b>10%</b>	<b>32%</b>	<b>26%</b>	<b>42%</b>	<b>42%</b>

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:

March 31, 2004

i. **Employment Results:**

Total 1,818  
 Louisiana 1,797 (98.84%)  
 Minority 1,291 (71.01%)  
 Women 1,125 (62%)

Employment	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Total</b>	<b>1,500</b>	<b>1,877</b>	<b>1,882</b>	<b>1,841</b>	<b>1,818</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.72%</b> <b>1,853</b>	<b>99.04%</b> <b>1,864</b>	<b>98.64%</b> <b>1,816</b>	<b>98.84%</b> <b>1,797</b>
<b>Minority</b>	<b>34.76%</b>	<b>70.86%</b> <b>1,330</b>	<b>71.57%</b> <b>1,347</b>	<b>70.99%</b> <b>1,307</b>	<b>71.01%</b> <b>1,291</b>
<b>Women</b>	<b>51.86%</b>	<b>60%</b> <b>1,128</b>	<b>61%</b> <b>1,150</b>	<b>60%</b> <b>1,114</b>	<b>62%</b> <b>1,125</b>

ii. **Procurement Results:**

Total La. 65%  
 Minority 32%  
 Women 41%

Procurement	Voluntary Conditions/Goals	Q2 (2003)	Q3 (2003)	Q4 (2003)	Q1 (2004)
<b>Louisiana</b>	<b>60%</b>	<b>63%</b>	<b>68%</b>	<b>62%</b>	<b>65%</b>
<b>Minority</b>	<b>25%</b>	<b>30%</b>	<b>31%</b>	<b>28%</b>	<b>32%</b>
<b>Women</b>	<b>10%</b>	<b>39%</b>	<b>42%</b>	<b>35%</b>	<b>41%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%