

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

**3rd QUARTER 2005**

**Prepared for the January 17, 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 3rd quarter of 2005, fifteen riverboat casinos operated. The current report only includes the totals for the twelve of the fifteen licensees. A December 27, 2005, extension was granted for the submission of the required information due to the catastrophic circumstances surrounding Hurricane's Katrina and Rita. As of the date of completion of this report, three licensees had not submitted the requisite information. The previously mentioned licensees are: Harrah's Lake Charles, Harrah's Star Partnership, and Bally's New Orleans.\*

**\*Due to the circumstances surrounding Hurricanes Katrina and Rita, several of the licensees were deemed inoperable during a portion of the current quarter. Harrah's Lake Charles, Harrah's Star Partnership and Bally's New Orleans have stated that backup records are being retrieved and that the required reports will be submitted at a later date.**

This report is taken from figures reported by twelve operating riverboats to the Louisiana Gaming Control Board for the third calendar quarter of 2005. Approximately 15,453 people were employed by the riverboat industry for the third calendar quarter of 2005. Of that number, 14,978 were Louisiana residents, 9,165 were minorities and 8,674 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:

September 30, 2005

i. **Employment Results:**

Total 1,081  
 Louisiana 1,067 (98.70%)  
 Minority 765 (70.87%)  
 Women 646 (59.66%)

Employment	Voluntary Conditions / Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Total	770	1,132	1,144	1,155	1,081
Louisiana	75%	98.85%	99.56%	98.53%	98.70%

		<b>1,119</b>	<b>1,139</b>	<b>1,138</b>	<b>1,067</b>
<b>Minority</b>	<b>34.76%</b>	<b>71.20%</b> <b>806</b>	<b>70.45%</b> <b>806</b>	<b>70.74%</b> <b>817</b>	<b>70.78%</b> <b>765</b>
<b>Women</b>	<b>51.86%</b>	<b>59.80%</b> <b>678</b>	<b>59.71%</b> <b>684</b>	<b>59.23%</b> <b>685</b>	<b>59.66%</b> <b>646</b>

ii. **Procurement Results:**

Total La. 63%  
 Minority 19%  
 Women 24%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana (w/construc.)</b>	<b>75%</b>	<b>76%</b> <b>(43%)</b>	<b>77%</b> <b>(68%)</b>	<b>77%</b>	<b>63%</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>29%</b> <b>(17%)</b>	<b>34%</b> <b>(24%)</b>	<b>27%</b>	<b>19%</b>
<b>Women (w/construc.)</b>	<b>10%</b>	<b>40%</b> <b>(22%)</b>	<b>28%</b> <b>(20%)</b>	<b>39%</b>	<b>24%</b>

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:

September 30, 2005

i. **Employment Results:**

Total 1,398  
Louisiana 1,361 (97%)  
Minority 953 (68%)  
Women 818 (59%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
<b>Total</b>	<b>700</b>	<b>1,531</b>	<b>1,486</b>	<b>1,457</b>	<b>1,398</b>
<b>Louisiana</b>	<b>80%</b>	<b>97.39%</b> <b>1,491</b>	<b>97.24%</b> <b>1,445</b>	<b>97%</b> <b>1,414</b>	<b>97%</b> <b>1,361</b>
<b>Minority</b>	<b>34.76%</b>	<b>67.47%</b> <b>1,033</b>	<b>67.90%</b> <b>1,009</b>	<b>68%</b> <b>993</b>	<b>68%</b> <b>953</b>
<b>Women</b>	<b>51.86%</b>	<b>59.50%</b> <b>911</b>	<b>58.48%</b> <b>869</b>	<b>59%</b> <b>857</b>	<b>59%</b> <b>818</b>

ii. **Procurement Results:**

Total La. 66%  
 Minority 21%  
 Women 26%

Procurement	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Louisiana	60%	69.53%	69.03%	76%	66%
Minority	25%	24.84%	21.09%	24%	21%
Women	10%	37.64%	34.48%	29%	26%

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:

September 30, 2005

i. **Employment Results:**

Total            Unable to obtain information.  
Louisiana        Unable to obtain information.  
Minority          Unable to obtain information.  
Women            Unable to obtain information.

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Total	800	858	860	800	Unknown
Louisiana	75%	98%	98%	97%	Unknown
		843	842	781	
Minority	34.76%	52%	52%	52%	Unknown
		449	449	421	
Women	51.86%	58%	56%	59%	Unknown
		495	489	470	

ii. **Procurement Results:**

Total La.        Unable to obtain information.  
Minority          Unable to obtain information.  
Women            Unable to obtain information.

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>60%</b>	<b>61.43%</b>	<b>62.60%</b>	<b>62.57%</b>	<b>Unknown</b>
<b>Minority</b>	<b>5%</b>	<b>7.12%</b>	<b>7.46%</b>	<b>7.23%</b>	<b>Unknown</b>
<b>Women</b>	<b>5%</b>	<b>14.31%</b>	<b>11.97%</b>	<b>12.44%</b>	<b>Unknown</b>

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:



September 30, 2005

**i. Employment Results:**

Total           Unable to obtain information.  
Louisiana       Unable to obtain information.  
Minority         Unable to obtain information.  
Women            Unable to obtain information.

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>800</b>	<b>572</b>	<b>574</b>	<b>608</b>	<b>Unknown</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>562</b>	<b>98%</b> <b>561</b>	<b>97.3%</b> <b>589</b>	<b>Unknown</b>
<b>Minority</b>	<b>34.76%</b>	<b>52%</b> <b>300</b>	<b>52%</b> <b>299</b>	<b>52%</b> <b>318</b>	<b>Unknown</b>
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>330</b>	<b>57%</b> <b>326</b>	<b>59%</b> <b>354</b>	<b>Unknown</b>

**ii. Procurement Results:**

Total La.       Unable to obtain information.  
Minority         Unable to obtain information.  
Women            Unable to obtain information.

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>97.40%</b>	<b>80.20%</b>	<b>82.45%</b>	<b>Unknown</b>
<b>Minority</b>	<b>10%</b>	<b>12.51%</b>	<b>10.76%</b>	<b>10.01%</b>	<b>Unknown</b>
<b>Women</b>	<b>10%</b>	<b>25.41%</b>	<b>16.61%</b>	<b>16.45%</b>	<b>Unknown</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:

September 30, 2005

i. **Employment Results:**

Total	2,429
Louisiana	2,398 (99%)
Minority	1,556 (64%)
Women	1,332 (55%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Total	1000	2,461	2,506	2,423	2,429
Louisiana	75%	99% 2,431	99% 2,469	99% 2,387	99% 2,398
Minority	45%	64% 1,575	64% 1,610	64% 1,542	64% 1,556
Women	51.86%	56% 1,373	57% 1,418	55% 1,344	55% 1,332

ii. **Procurement Results:**

Total La. 58%  
 Minority 25%  
 Women 29%

Procurement	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Louisiana	75%	55%	61%	58%	58%
Minority	35%	27%	26%	23%	25%
Women	35%	28%	32%	30%	29%

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

6. **BOOMTOWN CASINO, WESTBANK D/B/A LOUISIANA 1 GAMING, A PARTNERSHIP IN COMMENDAM: (Boomtown Casino, Westbank - Harvey)**

Preliminary Approval: June 18, 1993  
 License Approval: March 22, 1994  
 Operations commenced: August 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 550 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2005

i. **Employment Results:**

Total 858  
 Louisiana 851 (98.9%)  
 Minority 455 (53.03%)  
 Women 494 (57.58%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Total	550	928	904	895	858
Louisiana	90%	99.2% 921	99.4% 899	99.2% 888	98.9% 851
Minority	34.76%	53.66%	53.21%	53.50%	53.03%

		<b>498</b>	<b>481</b>	<b>479</b>	<b>455</b>
<b>Women</b>	<b>51.86%</b>	<b>59.40%</b>	<b>57.63%</b>	<b>57.70%</b>	<b>57.58%</b>
		<b>551</b>	<b>521</b>	<b>516</b>	<b>494</b>

ii. **Procurement Results:**

Total La. 80.96%  
 Minority 22.56%  
 Women 31.92%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>82.48%</b>	<b>82.51%</b>	<b>86.32%</b>	<b>80.96%</b>
<b>Minority</b>	<b>15%</b>	<b>20.95%</b>	<b>24.66%</b>	<b>26.26%</b>	<b>22.56%</b>
<b>Women</b>	<b>15%</b>	<b>24.69%</b>	<b>30.01%</b>	<b>32.43%</b>	<b>31.92%</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:

September 30, 2005

i. **Employment Results:**

Total 1,094  
 Louisiana 1,032 (99.8%)  
 Minority 659 (64%)  
 Women 544 (52.61%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
<b>Total</b>	<b>800</b>	<b>1,018</b>	<b>1,177</b>	<b>1,143</b>	<b>1,094</b>
<b>Louisiana</b>	<b>90%</b>	<b>99.5%</b> <b>936</b>	<b>99.3%</b> <b>1,110</b>	<b>99.7%</b> <b>1,079</b>	<b>99.8%</b> <b>1,032</b>
<b>Minority</b>	<b>34.76%</b>	<b>66%</b> <b>616</b>	<b>64%</b> <b>714</b>	<b>64%</b> <b>689</b>	<b>64%</b> <b>659</b>
<b>Women</b>	<b>51.86%</b>	<b>53%</b> <b>499</b>	<b>53.0%</b> <b>594</b>	<b>52.10%</b> <b>564</b>	<b>52.61%</b> <b>544</b>

ii. **Procurement Results:**

Total La. 62.57%  
 Minority 14.05%  
 Women 28.57%

Procurement	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
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<b>Louisiana</b>	<b>75%</b>	<b>60.23%</b>	<b>62.74%</b>	<b>68.64%</b>	<b>62.57%</b>
<b>Minority</b>	<b>15%</b>	<b>7.01%</b>	<b>12.39%</b>	<b>17.25%</b>	<b>14.05%</b>
<b>Women</b>	<b>15%</b>	<b>17.47%</b>	<b>22.37%</b>	<b>33.63%</b>	<b>28.57%</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:

September 30, 2005

i. **Employment Results:**

Total 994  
Louisiana 990 (99.6%)  
Minority 499 (50.2%)  
Women 547 (55.0%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>500</b>	<b>1,013</b>	<b>1,043</b>	<b>1,035</b>	<b>994</b>
<b>Louisiana</b>	<b>80%</b>	<b>99.7%</b> <b>1,010</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>Minority</b>	<b>34.76%</b>	<b>48.9%</b> <b>495</b>	<b>49%</b> <b>511</b>	<b>50.0%</b> <b>517</b>	<b>50.2%</b> <b>499</b>
<b>Women</b>	<b>51.86%</b>	<b>53.1%</b> <b>538</b>	<b>53.8%</b> <b>561</b>	<b>54.4%</b> <b>563</b>	<b>55.0%</b> <b>547</b>

ii. **Procurement Results:**

Total La. 89.2%  
Minority 11.1%  
Women 30.9%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>75%</b>	<b>79.4%</b>	<b>85.3%</b>	<b>84.0%</b>	<b>89.2%</b>
<b>Minority</b>	<b>15%</b>	<b>10%</b>	<b>14.2%</b>	<b>13.9%</b>	<b>11.1%</b>
<b>Women</b>	<b>15%</b>	<b>30.8%</b>	<b>35.8%</b>	<b>34.5%</b>	<b>30.9%</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:

September 30, 2005

i. **Employment Results:**

Total	835
Louisiana	830 (99.40%)
Minority	524 (62.75%)
Women	434 (51.98%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>600</b>	<b>808</b>	<b>859</b>	<b>853</b>	<b>835</b>
<b>Louisiana</b>	<b>80%</b>	<b>99.38%</b> <b>803</b>	<b>99.30%</b> <b>853</b>	<b>99.65%</b> <b>850</b>	<b>99.40%</b> <b>830</b>
<b>Minority</b>	<b>34.76%</b>	<b>59.78%</b> <b>483</b>	<b>61.12%</b> <b>525</b>	<b>61.90%</b> <b>528</b>	<b>62.75%</b> <b>524</b>
<b>Women</b>	<b>51.86%</b>	<b>53.0%</b> <b>425</b>	<b>52.5%</b> <b>451</b>	<b>52.00%</b> <b>443</b>	<b>51.98%</b> <b>434</b>

ii. **Procurement Results:**

Total La. 70.38  
 Minority 19.49%  
 Women 25.37%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>75.19%</b>	<b>73.49%</b>	<b>72.68%</b>	<b>70.38%</b>
<b>Minority</b>	<b>10%</b>	<b>18.56%</b>	<b>21.00%</b>	<b>15.99%</b>	<b>19.49%</b>
<b>Women</b>	<b>10%</b>	<b>34.64%</b>	<b>42.92%</b>	<b>33.82%</b>	<b>25.37%</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:

September 30, 2005

i. **Employment Results:**

Total	Unable to obtain information.
Louisiana	Unable to obtain information.
Minority	Unable to obtain information.
Women	Unable to obtain information.

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
<b>Total</b>	<b>400</b>	<b>651</b>	<b>627</b>	<b>561</b>	<b>Unknown</b>
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>643</b>	<b>99%</b> <b>621</b>	<b>99%</b> <b>556</b>	<b>Unknown</b>
<b>Minority</b>	<b>34.76%</b>	<b>84%</b> <b>547</b>	<b>85%</b> <b>533</b>	<b>86%</b> <b>484</b>	<b>Unknown</b>

<b>Women</b>	<b>51.86%</b>	<b>58%</b> <b>375</b>	<b>57%</b> <b>360</b>	<b>57%</b> <b>321</b>	<b>Unknown</b>
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ii. **Procurement Results:**

Total La. Minority Women      Unable to obtain information.  
 Unable to obtain information.  
 Unable to obtain information.

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>87%</b>	<b>78%</b>	<b>72%</b>	<b>Unknown</b>
<b>Minority</b>	<b>30%</b>	<b>40%</b>	<b>38%</b>	<b>33%</b>	<b>Unknown</b>
<b>Women</b>	<b>10%</b>	<b>31%</b>	<b>30%</b>	<b>27%</b>	<b>Unknown</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:

September 30, 2005

i. **Employment Results:**

Total 1,027  
 Louisiana 988 (96%)  
 Minority 511 (50%)  
 Women 557 (55%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>650</b>	<b>1,172</b>	<b>1,135</b>	<b>1,054</b>	<b>1,027</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>1,143</b>	<b>97%</b> <b>1,105</b>	<b>97%</b> <b>1,017</b>	<b>96%</b> <b>988</b>
<b>Minority</b>	<b>34.76%</b>	<b>52.39%</b> <b>614</b>	<b>51%</b> <b>577</b>	<b>50.19%</b> <b>529</b>	<b>50%</b> <b>511</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>649</b>	<b>55%</b> <b>621</b>	<b>54%</b> <b>567</b>	<b>55%</b> <b>557</b>

ii. **Procurement Results:**

Total La. 68%  
 Minority 14.36%  
 Women 24%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
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<b>Louisiana</b> (w/construc.)	<b>60%</b>	<b>70.25%</b>	<b>70%</b> (73%)	<b>67.87%</b> (77.88%)	<b>68%</b> (73%)
<b>Minority</b> (w/construc.)	<b>10%</b>	<b>14.56%</b> (13.23%)	<b>15%</b> (12%)	<b>12.96%</b> (8.55%)	<b>14.36%</b> (11.25%)
<b>Women</b> (w/construc.)	<b>10%</b>	<b>21.04%</b> (19.14%)	<b>20%</b> (23%)	<b>22.91%</b> (15.13%)	<b>24%</b> (19%)

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:

September 30, 2005

i. **Employment Results:**

Total            394  
Louisiana       377 (96%)  
Minority        205 (52.03%)  
Women          217 (55%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>520</b>	<b>473</b>	<b>455</b>	<b>417</b>	<b>394</b>
<b>Louisiana</b>	<b>90%</b>	<b>95.56%</b> <b>452</b>	<b>95.16%</b> <b>433</b>	<b>95.20%</b> <b>397</b>	<b>96%</b> <b>377</b>
<b>Minority</b>	<b>34.76%</b>	<b>47.57%</b> <b>225</b>	<b>49.00%</b> <b>221</b>	<b>50.84%</b> <b>212</b>	<b>52.03%</b> <b>205</b>
<b>Women</b>	<b>51.86%</b>	<b>56%</b> <b>263</b>	<b>55%</b> <b>249</b>	<b>55%</b> <b>231</b>	<b>55%</b> <b>217</b>

ii. **Procurement Results:**

Total La.        77%  
Minority        52%  
Women          40%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana (w/construc.)</b>	<b>90%</b>	<b>77.61%</b> <b>(59.28%)</b>	<b>74%</b> <b>(46%)</b>	<b>70.39%</b>	<b>77%</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>48.96%</b> <b>15.10%</b>	<b>50%</b> <b>(26%)</b>	<b>46%</b>	<b>52%</b>
<b>Women (w/construc.)</b>	<b>8%</b>	<b>33.28%</b> <b>12.51%</b>	<b>34%</b> <b>(18%)</b>	<b>30.39%</b>	<b>40%</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:

September 30, 2005

i. **Employment Results:**

Total 897  
 Louisiana 886 (98%)  
 Minority 608 (68%)  
 Women 554 (65%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
Total	775	987	969	961	897



<b>Louisiana</b>	<b>80%</b>	<b>98%</b> <b>971</b>	<b>98%</b> <b>954</b>	<b>98%</b> <b>946</b>	<b>98%</b> <b>886</b>
<b>Minority</b>	<b>34.76%</b>	<b>67%</b> <b>665</b>	<b>67%</b> <b>651</b>	<b>68%</b> <b>652</b>	<b>68%</b> <b>608</b>
<b>Women</b>	<b>51.86%</b>	<b>65%</b> <b>623</b>	<b>63%</b> <b>615</b>	<b>62%</b> <b>597</b>	<b>65%</b> <b>554</b>

ii. **Procurement Results:**

Total La. 73%  
 Minority 18%  
 Women 28%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>63%</b>	<b>58%</b>	<b>54%</b>	<b>73%</b>
<b>Minority</b>	<b>10%</b>	<b>21%</b>	<b>17%</b>	<b>19%</b>	<b>18%</b>
<b>Women</b>	<b>10%</b>	<b>45%</b>	<b>37%</b>	<b>33%</b>	<b>28%</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:

September 30, 2005

i. **Employment Results:**

Total 1,672  
Louisiana 1,646 (98.44%)  
Minority 1,200 (71.77%)  
Women 1,014 (61%)

Employment	Voluntary Conditions/Goals	Q4 (2004)	Q1 (2005)	Q2 (2005)	Q3 (2005)
<b>Total</b>	<b>1,500</b>	<b>1,768</b>	<b>1,802</b>	<b>1,779</b>	<b>1,672</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.76%</b> <b>1,746</b>	<b>98.95%</b> <b>1,783</b>	<b>98.65%</b> <b>1,755</b>	<b>98.44%</b> <b>1,646</b>
<b>Minority</b>	<b>34.76%</b>	<b>72.51%</b> <b>1,282</b>	<b>71.48%</b> <b>1,288</b>	<b>72.34%</b> <b>1,287</b>	<b>71.77%</b> <b>1,200</b>
<b>Women</b>	<b>51.86%</b>	<b>61%</b> <b>1,070</b>	<b>61%</b> <b>1,096</b>	<b>62%</b> <b>1,101</b>	<b>61%</b> <b>1,014</b>

ii. **Procurement Results:**

Total La. 27%  
Minority 11%

Women 15%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>60%</b>	<b>51%</b>	<b>56%</b>	<b>54%</b>	<b>27%</b>
<b>Minority</b>	<b>25%</b>	<b>22%</b>	<b>26%</b>	<b>23%</b>	<b>11%</b>
<b>Women</b>	<b>10%</b>	<b>29%</b>	<b>31%</b>	<b>30%</b>	<b>15%</b>

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:

September 30, 2005

**i. Employment Results:**

Total            2,774  
Louisiana       2,552 (82%)  
Minority        1,230 (45%)  
Women          1,517 (55%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Total</b>	<b>1,500</b>	<b>N/A</b>	<b>N/A</b>	<b>3,414</b>	<b>2,774</b>
<b>Louisiana</b>	<b>80%</b>	<b>N/A</b>	<b>N/A</b>	<b>96%</b> <b>3,264</b>	<b>82%</b> <b>2,552</b>
<b>Minority</b>	<b>34.76%</b>	<b>N/A</b>	<b>N/A</b>	<b>45%</b> <b>1,530</b>	<b>45%</b> <b>1,230</b>
<b>Women</b>	<b>51.86%</b>	<b>N/A</b>	<b>N/A</b>	<b>56%</b> <b>1,896</b>	<b>55%</b> <b>1,517</b>

**ii. Procurement Results:**

Total La.        41%  
Minority        12.3%  
Women          16.5%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>	<b>Q2 (2005)</b>	<b>Q3 (2005)</b>
<b>Louisiana</b>	<b>60%</b>	<b>N/A</b>	<b>N/A</b>	<b>41%</b>	<b>41%</b>
<b>Minority</b>	<b>12.5%</b>	<b>N/A</b>	<b>N/A</b>	<b>9%</b>	<b>12.3%</b>
<b>Women</b>	<b>12.5%</b>	<b>N/A</b>	<b>N/A</b>	<b>17%</b>	<b>16.5%</b>

**C. 1990 Statewide census results:**

Minority Percentage:        34.76%  
Women Percentage:         51.86%