

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

**1st QUARTER 2005**

**Prepared for the June 20, 2005 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 1<sup>st</sup> quarter of 2005, fourteen riverboat casinos were 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 2005. Approximately 15,541 people were employed by the riverboat industry for the first calendar quarter of 2005. Of that number, 15,253 were Louisiana residents, 9,674 were minorities and 8,854 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, 2005

i. **Employment Results:**

Total 1,144  
Louisiana 1,139 (99.56%)  
Minority 806 (70.45%)  
Women 684 (59.74%)

Employment	Voluntary Conditions / Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>770</b>	<b>1,185</b>	<b>1,174</b>	<b>1,132</b>	<b>1,144</b>
<b>Louisiana</b>	<b>75%</b>	<b>98.73%</b> <b>1,170</b>	<b>98.81%</b> <b>1,160</b>	<b>98.85%</b> <b>1,119</b>	<b>99.56%</b> <b>1,139</b>
<b>Minority</b>	<b>34.76%</b>	<b>70.62%</b> <b>837</b>	<b>71.30%</b> <b>837</b>	<b>71.20%</b> <b>806</b>	<b>70.45%</b> <b>806</b>
<b>Women</b>	<b>51.86%</b>	<b>59.83%</b> <b>710</b>	<b>59.97%</b> <b>705</b>	<b>59.80%</b> <b>678</b>	<b>59.71%</b> <b>684</b>

ii. **Procurement Results:**

Total La. 77%  
 Minority 34%  
 Women 28%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana (w/construc.)</b>	75%	72%	71%	76% (43%)	77% (68%)
<b>Minority (w/construc.)</b>	10%	35%	38%	29% (17%)	34% (24%)
<b>Women (w/construc.)</b>	10%	25%	29%	40% (22%)	28% (20%)

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:

March 31, 2005

i. **Employment Results:**

Total 1,486  
Louisiana 1,445 (97.24%)  
Minority 1,009 (67.90%)  
Women 869 (58.48%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>700</b>	<b>1,623</b>	<b>1,577</b>	<b>1,531</b>	<b>1,486</b>
<b>Louisiana</b>	<b>80%</b>	<b>97.35%</b> <b>1,567</b>	<b>97.53%</b> <b>1,538</b>	<b>97.39%</b> <b>1,491</b>	<b>97.24%</b> <b>1,445</b>
<b>Minority</b>	<b>34.76%</b>	<b>67.04%</b> <b>1,098</b>	<b>66.58%</b> <b>1,050</b>	<b>67.47%</b> <b>1,033</b>	<b>67.90%</b> <b>1,009</b>
<b>Women</b>	<b>51.86%</b>	<b>60.34%</b> <b>969</b>	<b>60.17%</b> <b>949</b>	<b>59.50%</b> <b>911</b>	<b>58.48%</b> <b>869</b>

ii. **Procurement Results:**

Total La. 69.03%  
Minority 21.09%  
Women 34.48%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
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<b>Louisiana</b>	<b>60%</b>	<b>81.34%</b>	<b>62.29%</b>	<b>69.53%</b>	<b>69.03%</b>
<b>Minority</b>	<b>25%</b>	<b>23.96%</b>	<b>18.14%</b>	<b>24.84%</b>	<b>21.09%</b>
<b>Women</b>	<b>10%</b>	<b>40.93%</b>	<b>33.23%</b>	<b>37.64%</b>	<b>34.48%</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, 2005

i. **Employment Results:**

Total 860  
Louisiana 842 (98%)  
Minority 449 (52%)  
Women 489 (56%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
Total	800	877	864	858	860
Louisiana	75%	98%	98%	98%	98%
		859	847	843	842
Minority	34.76%	52%	52%	52%	52%
		458	447	449	449
Women	51.86%	52%	57%	58%	56%
		495	496	495	489

ii. **Procurement Results:**

Total La. 62.60%  
Minority 7.46%  
Women 11.97%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
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<b>Louisiana</b>	<b>60%</b>	<b>69.67%</b>	<b>69.32%</b>	<b>61.43%</b>	<b>62.60%</b>
<b>Minority</b>	<b>5%</b>	<b>12.65%</b>	<b>17.73%</b>	<b>7.12%</b>	<b>7.46%</b>
<b>Women</b>	<b>5%</b>	<b>15.94%</b>	<b>18.06%</b>	<b>14.31%</b>	<b>11.97%</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:

March 31, 2005



i. **Employment Results:**

Total 574  
Louisiana 561 (98%)  
Minority 299 (52%)  
Women 326 (57%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>800</b>	<b>585</b>	<b>576</b>	<b>572</b>	<b>574</b>
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>572</b>	<b>99%</b> <b>564</b>	<b>98%</b> <b>562</b>	<b>98%</b> <b>561</b>
<b>Minority</b>	<b>34.76%</b>	<b>52%</b> <b>305</b>	<b>52%</b> <b>298</b>	<b>52%</b> <b>300</b>	<b>52%</b> <b>299</b>
<b>Women</b>	<b>51.86%</b>	<b>52%</b> <b>330</b>	<b>57%</b> <b>331</b>	<b>57%</b> <b>330</b>	<b>57%</b> <b>326</b>

ii. **Procurement Results:**

Total La. 80.20%  
Minority 10.76%  
Women 16.61%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Louisiana</b>	<b>80%</b>	<b>81.78%</b>	<b>82.55%</b>	<b>97.40%</b>	<b>80.20%</b>
<b>Minority</b>	<b>10%</b>	<b>17.01%</b>	<b>21.35%</b>	<b>12.51%</b>	<b>10.76%</b>
<b>Women</b>	<b>10%</b>	<b>21.15%</b>	<b>22.04%</b>	<b>25.41%</b>	<b>16.61%</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:

March 31, 2005

i. **Employment Results:**

Total 2,506  
 Louisiana 2,469 (99%)  
 Minority 1,610 (64%)  
 Women 1,418 (57%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)

<b>Total</b>	<b>1000</b>	<b>2,521</b>	<b>2,468</b>	<b>2,461</b>	<b>2,506</b>
<b>Louisiana</b>	<b>75%</b>	<b>99%</b> <b>2,492</b>	<b>99%</b> <b>2,440</b>	<b>99%</b> <b>2,431</b>	<b>99%</b> <b>2,469</b>
<b>Minority</b>	<b>45%</b>	<b>63%</b> <b>1,599</b>	<b>64%</b> <b>1,576</b>	<b>64%</b> <b>1,575</b>	<b>64%</b> <b>1,610</b>
<b>Women</b>	<b>51.86%</b>	<b>56%</b> <b>1,415</b>	<b>56%</b> <b>1,374</b>	<b>56%</b> <b>1,373</b>	<b>57%</b> <b>1,418</b>

ii. **Procurement Results:**

Total La. 61%  
 Minority 26%  
 Women 32%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>75%</b>	<b>70%</b>	<b>74%</b>	<b>55%</b>	<b>61%</b>
<b>Minority</b>	<b>35%</b>	<b>43%</b>	<b>45%</b>	<b>27%</b>	<b>26%</b>
<b>Women</b>	<b>35%</b>	<b>29%</b>	<b>34%</b>	<b>28%</b>	<b>32%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993  
 License Approval: March 22, 1994

Operations commenced: August 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2005

i. **Employment Results:**

Total	904
Louisiana	899 (99.4%)
Minority	481 (53.21%)
Women	521 (57.63%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>550</b>	<b>944</b>	<b>935</b>	<b>928</b>	<b>904</b>
<b>Louisiana</b>	<b>90%</b>	<b>99.1%</b> <b>923</b>	<b>99.3%</b> <b>928</b>	<b>99.2%</b> <b>921</b>	<b>99.4%</b> <b>899</b>
<b>Minority</b>	<b>34.76%</b>	<b>53.40%</b> <b>497</b>	<b>54.01%</b> <b>505</b>	<b>53.66%</b> <b>498</b>	<b>53.21%</b> <b>481</b>

<b>Women</b>	<b>51.86%</b>	<b>59.10%</b>	<b>59.50%</b>	<b>59.40%</b>	<b>57.63%</b>
		<b>550</b>	<b>556</b>	<b>551</b>	<b>521</b>

ii. **Procurement Results:**

Total La. 82.51%  
 Minority 24.66%  
 Women 30.01%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>85.34%</b>	<b>83.27%</b>	<b>82.48%</b>	<b>82.51%</b>
<b>Minority</b>	<b>15%</b>	<b>23.19%</b>	<b>25.48%</b>	<b>20.95%</b>	<b>24.66%</b>
<b>Women</b>	<b>15%</b>	<b>29.48%</b>	<b>29.59%</b>	<b>24.69%</b>	<b>30.01%</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, 2005

i. **Employment Results:**

Total 1,177  
Louisiana 1,110 (99.3%)  
Minority 714 (64%)  
Women 594 (53%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Total</b>	<b>800</b>	<b>1,008</b>	<b>989</b>	<b>1,018</b>	<b>1,177</b>
<b>Louisiana</b>	<b>90%</b>	<b>99%</b> <b>948</b>	<b>99%</b> <b>923</b>	<b>99.5%</b> <b>936</b>	<b>99.3%</b> <b>1,110</b>
<b>Minority</b>	<b>34.76%</b>	<b>65%</b> <b>615</b>	<b>66%</b> <b>612</b>	<b>66%</b> <b>616</b>	<b>64%</b> <b>714</b>
<b>Women</b>	<b>51.86%</b>	<b>56%</b> <b>530</b>	<b>56%</b> <b>523</b>	<b>53%</b> <b>499</b>	<b>53.0%</b> <b>594</b>

ii. **Procurement Results:**

Total La. 62.74%  
Minority 12.39%  
Women 22.37%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
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<b>Louisiana</b>	<b>75%</b>	<b>61.60%</b>	<b>63.60</b>	<b>60.23%</b>	<b>62.74%</b>
<b>Minority</b>	<b>15%</b>	<b>15.94%</b>	<b>11.04%</b>	<b>7.01%</b>	<b>12.39%</b>
<b>Women</b>	<b>15%</b>	<b>32.86%</b>	<b>24.32%</b>	<b>17.47%</b>	<b>22.37%</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, 2005

i. **Employment Results:**

Total 1,043  
 Louisiana 1,039 (99.6%)  
 Minority 511 (49%)  
 Women 561 (53.8%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>500</b>	<b>1,031</b>	<b>1,011</b>	<b>1,013</b>	<b>1,043</b>
<b>Louisiana</b>	<b>80%</b>	<b>99.6%</b> <b>1,027</b>	<b>99.6%</b> <b>1,007</b>	<b>99.7%</b> <b>1,010</b>	<b>99.6%</b> <b>1,039</b>
<b>Minority</b>	<b>34.76%</b>	<b>48.2%</b> <b>497</b>	<b>47.6%</b> <b>481</b>	<b>48.9%</b> <b>495</b>	<b>49%</b> <b>511</b>
<b>Women</b>	<b>51.86%</b>	<b>52.1%</b> <b>537</b>	<b>52.0%</b> <b>526</b>	<b>53.1%</b> <b>538</b>	<b>53.8%</b> <b>561</b>

ii. **Procurement Results:**

Total La. 85.3%  
 Minority 14.2%  
 Women 35.8%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Louisiana</b>	<b>75%</b>	<b>70.5%</b>	<b>87.4%</b>	<b>79.4%</b>	<b>85.3%</b>
<b>Minority</b>	<b>15%</b>	<b>11.3%</b>	<b>13.4%</b>	<b>10%</b>	<b>14.2%</b>
<b>Women</b>	<b>15%</b>	<b>33.0%</b>	<b>42.6%</b>	<b>30.8%</b>	<b>35.8%</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, 2005

i. **Employment Results:**

Total	859
Louisiana	853 (99.30%)
Minority	525 (61.12%)
Women	451 (52.5%)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Total</b>	<b>600</b>	<b>853</b>	<b>810</b>	<b>808</b>	<b>859</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.94%</b> <b>844</b>	<b>99.14%</b> <b>803</b>	<b>99.38%</b> <b>803</b>	<b>99.30%</b> <b>853</b>
<b>Minority</b>	<b>34.76%</b>	<b>61.66%</b> <b>526</b>	<b>60.61%</b> <b>491</b>	<b>59.78%</b> <b>483</b>	<b>61.12%</b> <b>525</b>
<b>Women</b>	<b>51.86%</b>	<b>54.51%</b> <b>465</b>	<b>53.45%</b> <b>433</b>	<b>53.0%</b> <b>425</b>	<b>52.5%</b> <b>451</b>

ii. **Procurement Results:**

Total La. 73.49%  
 Minority 21.00 %  
 Women 42.92 %

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>72.03%</b>	<b>75.61%</b>	<b>75.19%</b>	<b>73.49%</b>
<b>Minority</b>	<b>10%</b>	<b>18.79%</b>	<b>18.08%</b>	<b>18.56%</b>	<b>21.00%</b>
<b>Women</b>	<b>10%</b>	<b>30.58%</b>	<b>33.46%</b>	<b>34.64%</b>	<b>42.92%</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, 2005

i. **Employment Results:**

Total	627
Louisiana	621 (99%)
Minority	533 (85%)
Women	360 (57%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>400</b>	<b>681</b>	<b>667</b>	<b>651</b>	<b>627</b>
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>673</b>	<b>99%</b> <b>659</b>	<b>99%</b> <b>643</b>	<b>99%</b> <b>621</b>
<b>Minority</b>	<b>34.76%</b>	<b>83%</b> <b>562</b>	<b>83%</b> <b>553</b>	<b>84%</b> <b>547</b>	<b>85%</b> <b>533</b>

<b>Women</b>	<b>51.86%</b>	<b>58%</b> <b>395</b>	<b>59%</b> <b>392</b>	<b>58%</b> <b>375</b>	<b>57%</b> <b>360</b>
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ii. **Procurement Results:**

Total La. 78%  
 Minority 38%  
 Women 30%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>77%</b>	<b>76%</b>	<b>87%</b>	<b>78%</b>
<b>Minority</b>	<b>30%</b>	<b>36%</b>	<b>41%</b>	<b>40%</b>	<b>38%</b>
<b>Women</b>	<b>10%</b>	<b>32%</b>	<b>31%</b>	<b>31%</b>	<b>30%</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, 2005

i. **Employment Results:**

Total 1,135  
 Louisiana 1,105 (97%)  
 Minority 577 (51%)  
 Women 621 (55%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>650</b>	<b>1,212</b>	<b>1,208</b>	<b>1,172</b>	<b>1,135</b>
<b>Louisiana</b>	<b>75%</b>	<b>97.36%</b> <b>1,180</b>	<b>97%</b> <b>1,171</b>	<b>98%</b> <b>1,143</b>	<b>97%</b> <b>1,105</b>
<b>Minority</b>	<b>34.76%</b>	<b>51.57%</b> <b>625</b>	<b>52.07%</b> <b>629</b>	<b>52.39%</b> <b>614</b>	<b>51%</b> <b>577</b>
<b>Women</b>	<b>51.86%</b>	<b>57.00%</b> <b>688</b>	<b>56%</b> <b>677</b>	<b>55%</b> <b>649</b>	<b>55%</b> <b>621</b>

ii. **Procurement Results:**

Total La. 70%  
 Minority 15%  
 Women 23%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
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<b>Louisiana</b> (w/construc.)	<b>60%</b>	<b>65.84%</b> (61.27%)	<b>68.94%</b>	<b>70.25%</b>	<b>70%</b> (73%)
<b>Minority</b> (w/construc.)	<b>10%</b>	<b>13.46%</b> (11.91%)	<b>14.50%</b>	<b>14.56%</b> (13.23%)	<b>15%</b> (12%)
<b>Women</b> (w/construc.)	<b>10%</b>	<b>23.26%</b> (20.58%)	<b>22.42%</b>	<b>21.04%</b> (19.14%)	<b>20%</b> (23%)

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:

March 31, 2005

i. **Employment Results:**

Total 455  
Louisiana 433 (95.16%)  
Minority 221 (49%)  
Women 249 (55%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>520</b>	<b>442</b>	<b>473</b>	<b>473</b>	<b>455</b>
<b>Louisiana</b>	<b>90%</b>	<b>95.25%</b> <b>421</b>	<b>95.77%</b> <b>453</b>	<b>95.56%</b> <b>452</b>	<b>95.16%</b> <b>433</b>
<b>Minority</b>	<b>34.76%</b>	<b>45.93%</b> <b>203</b>	<b>47.99%</b> <b>227</b>	<b>47.57%</b> <b>225</b>	<b>49.00%</b> <b>221</b>
<b>Women</b>	<b>51.86%</b>	<b>55%</b> <b>242</b>	<b>56%</b> <b>265</b>	<b>56%</b> <b>263</b>	<b>55%</b> <b>249</b>

ii. **Procurement Results:**

Total La. 74%  
Minority 50%  
Women 34%

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Louisiana (w/construc.)</b>	<b>90%</b>	<b>77.5%</b> <b>(62.7%)</b>	<b>71.14%</b>	<b>77.61%</b> <b>(59.28%)</b>	<b>74%</b> <b>(46%)</b>
<b>Minority (w/construc.)</b>	<b>10%</b>	<b>57.78%</b> <b>(17.24%)</b>	<b>42.39%</b>	<b>48.96%</b> <b>15.10%</b>	<b>50%</b> <b>(26%)</b>
<b>Women (w/construc.)</b>	<b>8%</b>	<b>47.19%</b> <b>(14.51%)</b>	<b>35.54%</b>	<b>33.28%</b> <b>12.51%</b>	<b>34%</b> <b>(18%)</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:

March 31, 2005

i. **Employment Results:**

Total 969  
 Louisiana 954 (98%)  
 Minority 651 (67%)  
 Women 615 (63%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
Total	775	993	972	987	969



<b>Louisiana</b>	<b>80%</b>	<b>98%</b> <b>978</b>	<b>98%</b> <b>958</b>	<b>98%</b> <b>971</b>	<b>98%</b> <b>954</b>
<b>Minority</b>	<b>34.76%</b>	<b>68%</b> <b>672</b>	<b>68%</b> <b>662</b>	<b>67%</b> <b>665</b>	<b>67%</b> <b>651</b>
<b>Women</b>	<b>51.86%</b>	<b>62%</b> <b>613</b>	<b>63%</b> <b>612</b>	<b>65%</b> <b>623</b>	<b>63%</b> <b>615</b>

ii. **Procurement Results:**

Total La. 58%  
 Minority 17%  
 Women 37%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>80%</b>	<b>66%</b>	<b>65%</b>	<b>63%</b>	<b>58%</b>
<b>Minority</b>	<b>10%</b>	<b>14%</b>	<b>17%</b>	<b>21%</b>	<b>17%</b>
<b>Women</b>	<b>10%</b>	<b>40%</b>	<b>41%</b>	<b>45%</b>	<b>37%</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, 2005

i. **Employment Results:**

Total 1,802  
Louisiana 1,783 (98.95%)  
Minority 1,288 (71.48%)  
Women 1,096 (61%)

Employment	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)	Q1 (2005)
<b>Total</b>	<b>1,500</b>	<b>1,807</b>	<b>1,824</b>	<b>1,768</b>	<b>1,802</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.73%</b> <b>1,784</b>	<b>98.57%</b> <b>1,798</b>	<b>98.76%</b> <b>1,746</b>	<b>98.95%</b> <b>1,783</b>
<b>Minority</b>	<b>34.76%</b>	<b>71.56%</b> <b>1,293</b>	<b>71.71%</b> <b>1,308</b>	<b>72.51%</b> <b>1,282</b>	<b>71.48%</b> <b>1,288</b>
<b>Women</b>	<b>51.86%</b>	<b>62%</b> <b>1,112</b>	<b>61%</b> <b>1,112</b>	<b>61%</b> <b>1,070</b>	<b>61%</b> <b>1,096</b>

ii. **Procurement Results:**

Total La. 56%  
Minority 26%

Women 31%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q2 (2004)</b>	<b>Q3 (2004)</b>	<b>Q4 (2004)</b>	<b>Q1 (2005)</b>
<b>Louisiana</b>	<b>60%</b>	<b>60%</b>	<b>62%</b>	<b>51%</b>	<b>56%</b>
<b>Minority</b>	<b>25%</b>	<b>26%</b>	<b>29%</b>	<b>22%</b>	<b>26%</b>
<b>Women</b>	<b>10%</b>	<b>36%</b>	<b>36%</b>	<b>29%</b>	<b>31%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
Women Percentage: 51.86%