

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

**1st QUARTER 2002**

**Prepared for July 16, 2002 Board Meeting**

This report illustrates riverboat gaming licensees' compliance with the voluntary employment and procurement conditions proposed in their respective applications. Applicants for a riverboat license made various economic development commitments in their Economic Development and Utilization Plans that were submitted along with their applications. These plans included the employment of Louisiana residents as well as procurement of contracts from Louisiana businesses.

Applicants competing for riverboat licenses not only made various economic development commitments but also volunteered employment and procurement goals in order to satisfy specific employment and procurement or diversity provisions under the Louisiana Riverboat Economic Development and Gaming Control Act, La.R.S. 27:41, et seq. When applicants were awarded a license to conduct gaming in the state, these goals became conditions of their license. The pertinent provisions and rule(s) have been provided below 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:XIII.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 in 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 2002. Approximately 16,020 people were employed by the riverboat industry for the first calendar quarter of 2002. Of that number, 16,041 were Louisiana residents, 9,725 were minorities and 9,488 were women.

Where the application did not set forth a specific employment or procurement figure, but instead relied on census figures 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  
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, 2002

i. **Employment Results:**

Total 1,277  
Louisiana 98.98% (1,264)  
Minority 66.72% (852)  
Women 61.08% (780)

Employment	Voluntary Conditions / Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>770</b>	<b>1,277</b>	<b>1,303</b>	<b>1,297</b>	<b>1,245</b>	
<b>Louisiana</b>	<b>75%</b>	<b>98.98%</b> <b>1,264</b>	<b>98.13%</b> <b>1,279</b>	<b>98.46%</b> <b>1,277</b>	<b>98.71%</b> <b>1,229</b>	
<b>Minority</b>	<b>34.76%</b>	<b>66.72%</b> <b>852</b>	<b>66.31%</b> <b>864</b>	<b>67.23%</b> <b>872</b>	<b>66.91%</b> <b>833</b>	
<b>Women</b>	<b>51.86%</b>	<b>61.08%</b> <b>780</b>	<b>59.25%</b> <b>772</b>	<b>61.68%</b> <b>800</b>	<b>61.53%</b> <b>766</b>	

ii. **Procurement Results:**

Total La. 43.96%  
Minority 10.71%

Women 14.92%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>75%</b>	<b>43.96%</b>	<b>39.45%</b>	<b>37.47%</b>	<b>39.53%</b>	
<b>Minority</b>	<b>10%</b>	<b>10.71%</b>	<b>8.86%</b>	<b>9.94%</b>	<b>10.42%</b>	
<b>Women</b>	<b>10%</b>	<b>14.92%</b>	<b>18.25%</b>	<b>15.94%</b>	<b>14.81%</b>	

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, 2002

i. **Employment Results:**

Total 1,692  
Louisiana 97.81% (1,665)  
Minority 64.36% (1,089)  
Women 61% (1,032)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	700	1,692	1,853	1,849	1,690	
Louisiana	80%	97.81% 1,665	97.9% 1,815	97.9% 1,811	98.05% 1,657	
Minority	34.76%	64.36% 1,089	61% 1,032	65.4% 1,209	64.79% 1,095	
Women	51.86%	61% 1,032	61.1% 1,133	61.1% 1,151	62% 1,046	

ii. **Procurement Results:**

Total La. 70.26  
Minority 22%  
Women 20.16%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	60%	70.26%	66%	60.45%	60%	
W/Const.		%	84.2%	58.5%	56%	
Minority	25%	22%	27.26%	26.96%	23.13%	
W/Const.		%	10.7%	.5%	19%	

<b>Women</b>		<b>20.16%</b>	<b>20.16%</b>	<b>14.15%</b>	<b>20.86%</b>	
<b>W/Const.</b>	<b>10%</b>	<b>%</b>	<b>%</b>	<b>12.4%</b>	<b>17%</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  
 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, 2002

i. **Employment Results:**

Total 864  
 Louisiana 98.38% (850)  
 Minority 52% (452)  
 Women 60.18% (520)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	800	864	565	739	808	
Louisiana	75%	98.38% 850	97.9% 554	97.69% 722	98.02% 792	
Minority	34.76%	52% 452	49% 276	50.60% 374	52.10% 421	
Women	51.86%	60.18% 520	57.7% 326	58.86% 435	58.17% 470	

ii. **Procurement Results:**

Total La. 71.74%  
 Minority 9.60%  
 Women 11.70%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	60%	71.74%	63.39%	60.60%	60.26%	
Minority	5%	9.60%	6.63%	.94%	11.25%	
Women	5%	11.70%	7.22%	12.76%	12.74%	

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  
 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, 2002

i. **Employment Results:**

Total 600  
 Louisiana 98.3% (590)  
 Minority 52% (314)  
 Women 60.33% (362)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	800	600	1,011	846	628	
Louisiana	75%	98.3%	97.9%	97.87%	98.08%	



		590	989	828	616	
Minority	34.76%	52%	49%	50.70%	52.22%	
		314	495	429	328	
Women	51.86%	60.33%	57.7%	58.98%	43.78%	
		362	583	499	366	

ii. **Procurement Results:**

Total La. 80.45%  
 Minority 11.96%  
 Women 13.94%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	80%	80.45%	88.17%	74.05%	80.88%	
Minority	10%	11.96%	18.69%	9.86%	15.38%	
Women	10%	13.94%	17.13%	13.86%	17.33%	

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  
 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, 2002

i. **Employment Results:**

Total 2,573  
Louisiana 98% (2,534)  
Minority 62% (1,602)  
Women 59% (1,513)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>1000</b>	<b>2,573</b>	<b>2,533</b>	<b>2,567</b>	<b>2,554</b>	
<b>Louisiana</b>	<b>75%</b>	<b>98%</b> <b>2,534</b>	<b>98.5%</b> <b>2,494</b>	<b>98.5%</b> <b>2,528</b>	<b>98%</b> <b>2,512</b>	
<b>Minority</b>	<b>45%</b>	<b>62%</b> <b>1,602</b>	<b>62%</b> <b>1,575</b>	<b>62%</b> <b>1,592</b>	<b>62%</b> <b>1,581</b>	
<b>Women</b>	<b>51.86%</b>	<b>59%</b> <b>1,513</b>	<b>60%</b> <b>1,510</b>	<b>60%</b> <b>1,510</b>	<b>59%</b> <b>1,513</b>	

ii. **Procurement Results:**

Total La. 71%  
 Minority 40%  
 Women 40%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	75%	71% %	57%	63%	60%	
Minority W/Const.	35%	40% %	30% 29%	39%	34% 33%	
Women W/Const.	35%	40% %	35% 34%	39% 38%	37% 37%	

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  
 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, 2002

i. **Employment Results:**

Total 1,063  
Louisiana 99.4% (1,057)  
Minority 54.8% (582)  
Women 62% (659)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>550</b>	<b>1,063</b>	<b>1,181</b>	<b>1,154</b>	<b>1,114</b>	
<b>Louisiana</b>	<b>90%</b>	<b>99.4%</b> <b>1,057</b>	<b>99.7%</b> <b>1,178</b>	<b>99.6%</b> <b>1,149</b>	<b>99.5%</b> <b>1,108</b>	
<b>Minority</b>	<b>34.76%</b>	<b>54.8%</b> <b>582</b>	<b>54.4%</b> <b>643</b>	<b>55.9%</b> <b>645</b>	<b>55.9%</b> <b>623</b>	
<b>Women</b>	<b>51.86%</b>	<b>62%</b> <b>659</b>	<b>62.3%</b> <b>736</b>	<b>62.5%</b> <b>721</b>	<b>62.4%</b> <b>695</b>	

ii. **Procurement Results:**

Total La. 88.31%  
Minority 8.29%  
Women 23.81%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
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<b>Louisiana</b>	<b>80%</b>	<b>88.31%</b>	<b>76.62%</b>	<b>82.56%</b>	<b>82.98%</b>	
<b>Minority</b>	<b>15%</b>	<b>8.29%</b>	<b>7.03%</b>	<b>8.51%</b>	<b>9.70%</b>	
<b>Women</b>	<b>15%</b>	<b>23.81%</b>	<b>34.76%</b>	<b>34.59%</b>	<b>30.43%</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  
 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, 2002

i. **Employment Results:**

Total 725  
 Louisiana 99% (716)  
 Minority 57% (413)  
 Women 54% (390)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	800	725	792	798	767	
Louisiana	90%	99% 716	98.70% 782	99% 789	99% 723	
Minority	34.76%	57% 413	57% 455	58% 465	58% 425	
Women	51.86%	54% 390	54% 424	55% 440	53% 387	

ii. **Procurement Results:**

Total La. 69.30%  
 Minority 2.24%  
 Women 18.28%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	75%	69.30%	74.85%	79.46%	78.21%	
Minority	15%	2.24%	.91%	2.05%	1.09%	
Women	15%	18.28%	21.49%	21.40%	21.34%	

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  
 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, 2002

i. **Employment Results:**

Total 1,105  
 Louisiana 99.5% (1,099)  
 Minority 42.3% (467)  
 Women 49.5% (547)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	500	1,105	1,252	1,246	1,110	
Louisiana	80%	99.5%	99.6%	99.5%	99.6%	

		<b>1,099</b>	<b>1,247</b>	<b>1,240</b>	<b>1,106</b>	
<b>Minority</b>	<b>34.76%</b>	<b>42.3%</b> <b>467</b>	<b>44%</b> <b>551</b>	<b>43.7%</b> <b>544</b>	<b>42.9%</b> <b>477</b>	
<b>Women</b>	<b>51.86%</b>	<b>49.5%</b> <b>547</b>	<b>50.5%</b> <b>633</b>	<b>50.5%</b> <b>629</b>	<b>49.6%</b> <b>551</b>	

ii. **Procurement Results:**

Total La. 87.5%  
 Minority 17.2%  
 Women 40.2%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>75%</b>	<b>87.5%</b>	<b>91%</b>	<b>89.4%</b>	<b>90.2%</b>	
<b>Minority</b>	<b>15%</b>	<b>17.2%</b>	<b>23.3%</b>	<b>19%</b>	<b>18.5%</b>	
<b>Women</b>	<b>15%</b>	<b>40.2%</b>	<b>41%</b>	<b>37%</b>	<b>41.3%</b>	

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

9. **LOUISIANA CASINO CRUISES, INC.:**  
**(Casino Rouge - Baton Rouge)**

Preliminary Approval: March 26, 1993  
 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, 2002

i. **Employment Results:**

Total	648
Louisiana	99.65% (900)
Minority	57.21% (516)
Women	51% (463)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	600	648	932	930	861	
Louisiana	80%	99.65% 900	99.89% 931	99.89% 929	99.65% 858	
Minority	34.76%	57.21% 516	54.51% 508	52.80% 491	54.59% 470	

<b>Women</b>	<b>51.86%</b>	<b>51%</b> <b>463</b>	<b>51.82%</b> <b>483</b>	<b>51.51%</b> <b>479</b>	<b>51.22%</b> <b>441</b>	
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ii. **Procurement Results:**

Total La. 53.63%  
 Minority .58%  
 Women 7.84%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>53.63%</b>	<b>62.01%</b>	<b>65.05%</b>	<b>58.26%</b>	
<b>Minority</b>	<b>10%</b>	<b>.58%</b>	<b>1.45%</b>	<b>1.09%</b>	<b>1.70%</b>	
<b>Women</b>	<b>10%</b>	<b>7.84%</b>	<b>3.80%</b>	<b>5.24%</b>	<b>8.82%</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  
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion with 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, 2002

i. **Employment Results:**

Total 681  
 Louisiana 99% (674)  
 Minority 77% (526)  
 Women 57% (387)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>400</b>	<b>681</b>	<b>739</b>	<b>735</b>	<b>702</b>	
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>674</b>	<b>99%</b> <b>730</b>	<b>99%</b> <b>726</b>	<b>99%</b> <b>694</b>	
<b>Minority</b>	<b>34.76%</b>	<b>77%</b> <b>526</b>	<b>78%</b> <b>575</b>	<b>77%</b> <b>569</b>	<b>77%</b> <b>539</b>	
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>387</b>	<b>56%</b> <b>416</b>	<b>56%</b> <b>412</b>	<b>56%</b> <b>395</b>	

ii. **Procurement Results:**

Total La. 57%  
 Minority 25%  
 Women 13%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>57%</b>	<b>61%</b>	<b>59%</b>	<b>59%</b>	
<b>Minority</b>	<b>30%</b>	<b>25%</b>	<b>27%</b>	<b>28%</b>	<b>29%</b>	
<b>Women</b>	<b>10%</b>	<b>13%</b>	<b>15%</b>	<b>14%</b>	<b>12%</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  
 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, 2002

i. **Employment Results:**

Total 1,320  
 Louisiana 97.8% (1,292)  
 Minority 55.53% (733)  
 Women 56.28% (743)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>650</b>	<b>1,320</b>	<b>1,408</b>	<b>1,376</b>	<b>1,302</b>	
<b>Louisiana</b>	<b>75%</b>	<b>97.8%</b> <b>1,292</b>	<b>97.73%</b> <b>1,376</b>	<b>97.70%</b> <b>1,344</b>	<b>97.93%</b> <b>1,275</b>	
<b>Minority</b>	<b>34.76%</b>	<b>55.53%</b> <b>733</b>	<b>54.69%</b> <b>770</b>	<b>54.43%</b> <b>749</b>	<b>54.22%</b> <b>706</b>	
<b>Women</b>	<b>51.86%</b>	<b>56.28%</b> <b>743</b>	<b>57%</b> <b>806</b>	<b>57%</b> <b>785</b>	<b>57%</b> <b>740</b>	

ii. **Procurement Results:**

Total La. 52%  
 Minority 7%  
 Women 12%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Louisiana</b>	<b>60%</b>	<b>52%</b>	<b>72%</b>	<b>59%</b>	<b>57%</b>	
<b>Minority</b>	<b>10%</b>	<b>7%</b>	<b>8%</b>	<b>8%</b>	<b>6%</b>	
<b>Women</b>	<b>10%</b>	<b>12%</b>	<b>13%</b>	<b>14%</b>	<b>10%</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  
 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, 2002

i. **Employment Results:**

Total 582  
 Louisiana 93.99% (547)  
 Minority 45.36% (264)  
 Women 61% (353)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>520</b>	<b>582</b>	<b>648</b>	<b>655</b>	<b>623</b>	
<b>Louisiana</b>	<b>90%</b>	<b>93%</b> <b>596</b>	<b>94%</b> <b>608</b>	<b>93.7%</b> <b>614</b>	<b>93.9%</b> <b>585</b>	

<b>Minority</b>	<b>34.76%</b>	<b>45.36%</b> <b>264</b>	<b>44.75%</b> <b>290</b>	<b>46.11%</b> <b>302</b>	<b>45.59%</b> <b>284</b>	
<b>Women</b>	<b>51.86%</b>	<b>61%</b> <b>353</b>	<b>63%</b> <b>405</b>	<b>62%</b> <b>406</b>	<b>62%</b> <b>384</b>	

ii. **Procurement Results:**

Total La. 58%  
 Minority 17%  
 Women 6%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>90%</b>	<b>58%</b>	<b>61%</b>	<b>67%</b>	<b>61%</b>	
<b>Minority</b>	<b>10%</b>	<b>17%</b>	<b>16%</b>	<b>14%</b>	<b>14%</b>	
<b>Women</b>	<b>8%</b>	<b>6%</b>	<b>7%</b>	<b>4%</b>	<b>2%</b>	

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

13. **CRESCENT CITY CAPITAL DEVELOPMENT CORP.:**  
**(Boomtown (formerly Casino Magic) - Bossier City)**

Preliminary Approval: June 18, 1993  
 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, 2002

i. **Employment Results:**

Total 1,088  
Louisiana 98% (1,070)  
Minority 63% (690)  
Women 60% (652)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	775	1,088	1,190	1,142	1,157	
Louisiana	80%	98% 1,070	98% 1,170	98% 1,124	98% 1,139	
Minority	34.76%	63% 690	83% 980	83% 943	82% 955	
Women	51.86%	60% 652	60% 715	60% 688	60% 697	

ii. **Procurement Results:**

Total La. 74%  
Minority 10%  
Women 30%



<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2002)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>74%</b>	<b>75%</b>	<b>70%</b>	<b>70%</b>	
<b>Minority</b>	<b>10%</b>	<b>10%</b>	<b>21%</b>	<b>17%</b>	<b>11%</b>	
<b>Women</b>	<b>10%</b>	<b>30%</b>	<b>43%</b>	<b>30%</b>	<b>42%</b>	

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

14. **HOLLYWOOD CASINO SHREVEPORT:  
 (Hollywood Casino- Shreveport)**

License 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, 2002

i. **Employment Results:**

Total 1,802  
 Louisiana 98.95% (1,783)  
 Minority 67.98% (1,225)  
 Women 60.32% (1,087)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>1,500</b>	<b>1,802</b>	<b>1,835</b>	<b>1,857</b>	<b>1,792</b>	
<b>Louisiana</b>	<b>80%</b>	<b>98.95%</b> <b>1,783</b>	<b>98.80%</b> <b>1,813</b>	<b>98.98%</b> <b>1,838</b>	<b>98.83%</b> <b>1,771</b>	
<b>Minority</b>	<b>34.76%</b>	<b>67.98%</b> <b>1,225</b>	<b>68.39%</b> <b>1,255</b>	<b>67.80%</b> <b>1,259</b>	<b>67.35%</b> <b>1,207</b>	
<b>Women</b>	<b>51.86%</b>	<b>60.32%</b> <b>1,087</b>	<b>57%</b> <b>1,042</b>	<b>60%</b> <b>1,115</b>	<b>60%</b> <b>1,074</b>	

ii. **Procurement Results:**

Total La. 64%  
 Minority 28%  
 Women 34%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Louisiana</b>	<b>60%</b>	<b>64%</b>	<b>53%</b>	<b>44%</b>	<b>66%</b>	
<b>Minority</b>	<b>25%</b>	<b>28%</b>	<b>23%</b>	<b>22%</b>	<b>32%</b>	
<b>Women</b>	<b>10%</b>	<b>34%</b>	<b>30%</b>	<b>25%</b>	<b>39%</b>	

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

