

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

2nd QUARTER 2005

Prepared for the August 16, 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 2nd quarter of 2005, fifteen riverboat casinos were operating within the State.

This report is taken from figures reported by the fifteen operating riverboats to the Louisiana Gaming Control Board for the second calendar quarter of 2005. Approximately 18,555 people were employed by the riverboat industry for the second calendar quarter of 2005. Of that number, 18,092 were Louisiana residents, 10,998 were minorities and 10,509 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:

June 30, 2005

i. **Employment Results:**

Total 1,155
Louisiana 1,138 (98.53%)
Minority 817 (70.74%)
Women 685 (59.23%)

Employment	Voluntary Conditions / Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	770	1,174	1,132	1,144	1,155
Louisiana	75%	98.81% 1,160	98.85% 1,119	99.56% 1,139	98.53% 1,138
Minority	34.76%	71.30% 837	71.20% 806	70.45% 806	70.74% 817
Women	51.86%	59.97% 705	59.80% 678	59.71% 684	59.23% 685

ii. **Procurement Results:**

Total La. 77%
 Minority 27%
 Women 39%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana (w/construc.)	75%	71%	76% (43%)	77% (68%)	77%
Minority (w/construc.)	10%	38%	29% (17%)	34% (24%)	27%
Women (w/construc.)	10%	29%	40% (22%)	28% (20%)	39%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

2. **RED RIVER ENTERTAINMENT OF SHREVEPORT PARTNERSHIP IN COMMENDAM: (Sam's Town Hotel and Casino)**

Preliminary Approval: March 12, 1993
 License Approval: March 8, 1994
 Operations commenced: April 18, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 700 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 25% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 1,457
Louisiana 1,414 (97%)
Minority 993 (68%)
Women 857 (59%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	700	1,577	1,531	1,486	1,457
Louisiana	80%	97.53% 1,538	97.39% 1,491	97.24% 1,445	97% 1,414
Minority	34.76%	66.58% 1,050	67.47% 1,033	67.90% 1,009	68% 993
Women	51.86%	60.17% 949	59.50% 911	58.48% 869	59% 857

ii. **Procurement Results:**

Total La. 76%
Minority 24%
Women 29%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
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Louisiana	60%	62.29%	69.53%	69.03%	76%
Minority	25%	18.14%	24.84%	21.09%	24%
Women	10%	33.23%	37.64%	34.48%	29%

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:

June 30, 2005

i. **Employment Results:**

Total 800
Louisiana 781 (97%)
Minority 421 (52%)
Women 470 (59%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	800	864	858	860	800
Louisiana	75%	98% 847	98% 843	98% 842	97% 781
Minority	34.76%	52% 447	52% 449	52% 449	52% 421
Women	51.86%	57% 496	58% 495	56% 489	59% 470

ii. **Procurement Results:**

Total La. 62.57%
Minority 7.23%
Women 12.44%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
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Louisiana	60%	69.32%	61.43%	62.60%	62.57%
Minority	5%	17.73%	7.12%	7.46%	7.23%
Women	5%	18.06%	14.31%	11.97%	12.44%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

4. **HARRAH'S STAR PARTNERSHIP:
 (Harrah's Lake Charles)**

Preliminary Approval: March 26, 1993
 License Approval: August 9, 1993
 Operations commenced: October 24, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion to with the population of the state or parish, whichever is greater.
- c. Hire 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 608
 Louisiana 589 (97.3%)
 Minority 318 (52%)
 Women 354 (59%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	800	576	572	574	608
Louisiana	75%	99% 564	98% 562	98% 561	97.3% 589
Minority	34.76%	52% 298	52% 300	52% 299	52% 318
Women	51.86%	57% 331	57% 330	57% 326	59% 354

ii. **Procurement Results:**

Total La. 82.45%
 Minority 10.01%
 Women 16.45%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	80%	82.55%	97.40%	80.20%	82.45%
Minority	10%	21.35%	12.51%	10.76%	10.01%
Women	10%	22.04%	25.41%	16.61%	16.45%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

5. **HORSESHOE ENTERTAINMENT, A LOUISIANA LIMITED PARTNERSHIP:**
(Horseshoe Casino & Hotel - Bossier City)

Preliminary Approval: March 26, 1993
 License Approval: February 22, 1994
 Operations commenced: July 9, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 45% minorities and women or in proportion to the population of the state or parish, whichever is greater.
- c. Employ 1000 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 35% and 35% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 2,423
 Louisiana 2,387 (99%)
 Minority 1,542 (64%)
 Women 1,344 (55%)

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

Total	1000	2,468	2,461	2,506	2,423
Louisiana	75%	99% 2,440	99% 2,431	99% 2,469	99% 2,387
Minority	45%	64% 1,576	64% 1,575	64% 1,610	64% 1,542
Women	51.86%	56% 1,374	56% 1,373	57% 1,418	55% 1,344

ii. **Procurement Results:**

Total La. 58%
 Minority 23%
 Women 30%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	75%	74%	55%	61%	58%
Minority	35%	45%	27%	26%	23%
Women	35%	34%	28%	32%	30%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993

License Approval: March 22, 1994
 Operations commenced: August 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 895
 Louisiana 888 (99.2%)
 Minority 479 (53.50%)
 Women 516 (57.70%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	550	935	928	904	895
Louisiana	90%	99.3% 928	99.2% 921	99.4% 899	99.2% 888
Minority	34.76%	54.01% 505	53.66% 498	53.21% 481	53.50% 479

Women	51.86%	59.50%	59.40%	57.63%	57.70%
		556	551	521	516

ii. **Procurement Results:**

Total La. 86.32%
 Minority 26.26%
 Women 32.43%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	80%	83.27%	82.48%	82.51%	86.32%
Minority	15%	25.48%	20.95%	24.66%	26.26%
Women	15%	29.59%	24.69%	30.01%	32.43%

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:

June 30, 2005

i. **Employment Results:**

Total	1,143
Louisiana	1,079 (99.7%)
Minority	689 (64%)
Women	564 (52.10%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	800	989	1,018	1,177	1,143
Louisiana	90%	99% 923	99.5% 936	99.3% 1,110	99.7% 1,079
Minority	34.76%	66% 612	66% 616	64% 714	64% 689
Women	51.86%	56% 523	53% 499	53% 594	52.10% 564

ii. **Procurement Results:**

Total La.	68.64%
Minority	17.25%
Women	33.63%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
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Louisiana	75%	63.60	60.23%	62.74%	68.64%
Minority	15%	11.04%	7.01%	12.39%	17.25%
Women	15%	24.32%	17.47%	22.37%	33.63%

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:

June 30, 2005

i. **Employment Results:**

Total 1,035
 Louisiana 1,031 (99.6%)
 Minority 517 (50.0%)
 Women 563 (54.4%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	500	1,011	1,013	1,043	1,035
Louisiana	80%	99.6% 1,007	99.7% 1,010	99.6% 1,039	99.6% 1,031
Minority	34.76%	47.6% 481	48.9% 495	49% 511	50.0% 517
Women	51.86%	52.0% 526	53.1% 538	53.8% 561	54.4% 563

ii. **Procurement Results:**

Total La. 84.0%
 Minority 13.9%
 Women 34.5%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	75%	87.4%	79.4%	85.3%	84.0%
Minority	15%	13.4%	10%	14.2%	13.9%
Women	15%	42.6%	30.8%	35.8%	34.5%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: March 26, 1993
License Approval: July 18, 1994
Operations commenced: December 28, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women at 30% and 35% respectively, or in proportion to the population of the state or parish, whichever is greater.
- c. Employ 600 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms during the re-opening construction phase. During the post-opening operating phase, to procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total	853
Louisiana	850 (99.65%)
Minority	528 (61.90%)
Women	443 (52.00%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	600	810	808	859	853
Louisiana	80%	99.14% 803	99.38% 803	99.30% 853	99.65% 850
Minority	34.76%	60.61% 491	59.78% 483	61.12% 525	61.90% 528
Women	51.86%	53.45% 433	53.0% 425	52.5% 451	52.00% 443

ii. **Procurement Results:**

Total La. 72.68%
 Minority 15.99%
 Women 33.82%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	80%	75.61%	75.19%	73.49%	72.68%
Minority	10%	18.08%	18.56%	21.00%	15.99%
Women	10%	33.46%	34.64%	42.92%	33.82%

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:

June 30, 2005

i. **Employment Results:**

Total	561
Louisiana	556 (99%)
Minority	484 (86%)
Women	321 (57%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	400	667	651	627	561
Louisiana	70%	99% 659	99% 643	99% 621	99% 556
Minority	34.76%	83% 553	84% 547	85% 533	86% 484

Women	51.86%	59% 392	58% 375	57% 360	57% 321
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ii. **Procurement Results:**

Total La. 72%
 Minority 33%
 Women 27%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	80%	76%	87%	78%	72%
Minority	30%	41%	40%	38%	33%
Women	10%	31%	31%	30%	27%

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:

June 30, 2005

i. **Employment Results:**

Total 1,054
 Louisiana 1,017 (97%)
 Minority 529 (50.19%)
 Women 567 (54%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	650	1,208	1,172	1,135	1,054
Louisiana	75%	97% 1,171	98% 1,143	97% 1,105	97% 1,017
Minority	34.76%	52.07% 629	52.39% 614	51% 577	50.19% 529
Women	51.86%	56% 677	55% 649	55% 621	54% 567

ii. **Procurement Results:**

Total La. 67.87%
 Minority 12.96%
 Women 22.91%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
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Louisiana (w/construc.)	60%	68.94%	70.25%	70% (73%)	67.87% (77.88%)
Minority (w/construc.)	10%	14.50%	14.56% (13.23%)	15% (12%)	12.96% (8.55%)
Women (w/construc.)	10%	22.42%	21.04% (19.14%)	20% (23%)	22.91% (15.13%)

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

12. **GRAND PALAIS RIVERBOAT, INC.:**
(Isle of Capri Casino, Inc. - Westlake)

Preliminary Approval: June 18, 1993
 License Approval: April 26, 1996
 (Board Approval: July 12, 1996)
 Operations commenced: July 12, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 520 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 90% of goods and services from or through Louisiana companies.
- b. Procure 10% and 8% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 417
Louisiana 397 (99.20%)
Minority 212 (50.84%)
Women 231 (55%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	520	473	473	455	417
Louisiana	90%	95.77% 453	95.56% 452	95.16% 433	95.20% 397
Minority	34.76%	47.99% 227	47.57% 225	49.00% 221	50.84% 212
Women	51.86%	56% 265	56% 263	55% 249	55% 231

ii. **Procurement Results:**

Total La. 70.39%
Minority 46%
Women 30.39%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana (w/construc.)	90%	71.14%	77.61% (59.28%)	74% (46%)	70.39%
Minority (w/construc.)	10%	42.39%	48.96% 15.10%	50% (26%)	46%
Women (w/construc.)	8%	35.54%	33.28% 12.51%	34% (18%)	30.39%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

13. **PNK (Bossier City), INC.
 (Boomtown - Bossier City)**

Preliminary Approval: June 18, 1993
 License Approval: April 30, 1996
 Operations commenced: October 4, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 775 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. **Employment Results:**

Total 961
 Louisiana 946 (98%)
 Minority 652 (68%)
 Women 597 (62%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	775	972	987	969	961

Louisiana	80%	98% 958	98% 971	98% 954	98% 946
Minority	34.76%	68% 662	67% 665	67% 651	68% 652
Women	51.86%	63% 612	65% 623	63% 615	62% 597

ii. **Procurement Results:**

Total La. 54%
 Minority 19%
 Women 33%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	80%	65%	63%	58%	54%
Minority	10%	17%	21%	17%	19%
Women	10%	41%	45%	37%	33%

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:

June 30, 2005

i. **Employment Results:**

Total 1,779
Louisiana 1,755 (98.65%)
Minority 1,287 (72.34%)
Women 1,101 (62%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	1,500	1,824	1,768	1,802	1,779
Louisiana	80%	98.57% 1,798	98.76% 1,746	98.95% 1,783	98.65% 1,755
Minority	34.76%	71.71% 1,308	72.51% 1,282	71.48% 1,288	72.34% 1,287
Women	51.86%	61% 1,112	61% 1,070	61% 1,096	62% 1,101

ii. **Procurement Results:**

Total La. 54%
Minority 23%

Women 30%

Procurement	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Louisiana	60%	62%	51%	56%	54%
Minority	25%	29%	22%	26%	23%
Women	10%	36%	29%	31%	30%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

15. **PNK (Lake Charles), L.L.C.:**
(L'Auberge du Lac Hotel & Casino)

License Approval: October 16, 2001
Board Approval: October 16, 2001
Operations commenced: May 26, 2005

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- d. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- e. Hire 1500 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- c. Procure 60% of goods and services from or through Louisiana companies.
- d. Procure 25% and 10% of goods and services from minority and women, respectively, majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

June 30, 2005

i. Employment Results:

Total 3,414
Louisiana 3,264 (96%)
Minority 1,530 (45%)
Women 1,896 (56%)

Employment	Voluntary Conditions/Goals	Q3 (2004)	Q4 (2004)	Q1 (2005)	Q2 (2005)
Total	*N/A	N/A	N/A	N/A	3,414
Louisiana	80%	N/A	N/A	N/A	96% 3,264
Minority	34.76%	N/A	N/A	N/A	45% 1,530
Women	51.86%	N/A	N/A	N/A	56% 1,896

*The "Statement of Conditions" with regard to this licensee did not establish a minimum number for Total Employment.

ii. Procurement Results:

Total La. 41%
Minority 9%
Women 17%

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

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%