

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

4th QUARTER 2002

Prepared for March 18, 2003 Board Meeting

This report illustrates riverboat gaming licensees' compliance with the voluntary employment and procurement goals 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, minorities and women as well as procurement of contracts from Louisiana, minority and women-owned businesses.

Applicants competing for riverboat licenses not only made various economic development commitments but also volunteered specific employment and procurement goals in order to satisfy the employment and procurement provisions or diversity provisions under the Louisiana Riverboat Economic Development and Gaming Control Act, La.R.S. 27:41, et seq. When applicants were awarded licenses to conduct gaming in the state, these goals became conditions of their licenses. 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:III.110 states as follows:

A. Commencing with the issuance of any riverboat gaming operator license, the licensee shall submit on a quarterly basis to the board a statement of compliance with the applicant or licensee’s previously submitted application or economic development plan as to those aspects of the plan which are then underway.

B. The license will certify quarterly under oath that a good faith effort to meet the voluntary procurement and employment conditions is being made, and shall quarterly demonstrate to the board that an effort was made to meet the conditions. The quarterly statement shall be forwarded to the board by certified mail no later than 20 days after the end of each quarter.

The Riverboat Act provides for fifteen riverboat casinos to operate in the State of Louisiana. Currently, fourteen riverboat casinos are operating in the state.

This report is taken from figures reported by the fourteen operating riverboats to the Louisiana Gaming Control Board for the fourth calendar quarter of 2002. Approximately 16,466 people were employed by the riverboat industry for the fourth calendar quarter of 2002. Of that number, 16,134 were Louisiana residents, 9,988 were minorities and 9,485 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
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:

December 31, 2002

i. **Employment Results:**

Total 1,237
Louisiana 98.38% (1,217)
Minority 68.31% (845)
Women 62.89% (778)

Employment	Voluntary Conditions / Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	770	1,277	1,282	1,275	1,237	
Louisiana	75%	98.98% 1,264	98.60% 1,264	98.12% 1,251	98.38% 1,217	
Minority	34.76%	66.72% 852	67.39% 864	68.08% 868	68.31% 845	
Women	51.86%	61.08% 780	59.91% 768	59.69% 761	62.89% 778	

ii. **Procurement Results:**

Total La. 58.61%
 Minority 16.09%
 Women 19.30%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	75%	43.96%	57.75%	56.14%	58.61%	
Minority	10%	10.71%	13.05%	14.05%	16.09%	
Women	10%	14.92%	14.89%	17.01%	19.30%	

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:

December 31, 2002

i. **Employment Results:**

Total 1,710
Louisiana 97.72% (1,671)
Minority 66.08% (1,130)
Women 60.64% (1,034)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	700	1,692	1,694	1,709	1,710	
Louisiana	80%	97.81% 1,665	97.64% 1,654	97.54% 1,667	97.72% 1,671	
Minority	34.76%	64.36% 1,089	64.52% 1,093	64.54% 1,130	66.08% 1,130	
Women	51.86%	61% 1,032	61% 1,036	60.97% 1,042	60.64% 1,034	

ii. **Procurement Results:**

Total La. 65.85%
Minority 25.99%
Women 26.18%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	60%	70.26%	74.49%	65.83%	65.85	
W/Const.		%	73%	%	%	

Minority W/Const.	25%	22% %	27.05% 27%	27.78% %	25.99% %	
Women W/Const.	10%	20.16% %	22.61% 22%	29.24% 12.4%	26.18% %	

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:

December 31, 2002

i. **Employment Results:**

Total 825
 Louisiana 97.69% (806)
 Minority 52% (433)
 Women 56% (461)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2003)	Q4 (2002)	Year Average
Total	800	864	878	891	825	
Louisiana	75%	98.38% 850	98.06% 861	98.09% 874	97.69% 806	
Minority	34.76%	52% 452	52.61% 462	51.62% 460	52% 433	
Women	51.86%	60.18% 520	57.06% 501	56% 499	56% 461	

ii. **Procurement Results:**

Total La. 67.16%
 Minority 9.36%
 Women 16.40%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	60%	71.74%	81.71%	69.71%	67.16%	
Minority	5%	9.60%	10.29%	7.96%	9.36%	
Women	5%	11.70%	13.48%	14.42%	16.40%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

4. **HARRAH'S STAR PARTNERSHIP:**
(Star Casino - Lake Charles)

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2002

i. **Employment Results:**

Total 527
Louisiana 97.72% (515)
Minority 52.56% (277)
Women 55.97% (295)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
------------	----------------------------	-----------	-----------	-----------	-----------	--------------

Total	800	600	611	535	527	
Louisiana	75%	98.3%	81.92%	97.94%	97.72%	
		590	598	524	515	
Minority	34.76%	52%	52.59%	55.88%	52.56%	
		314	321	299	277	
Women	51.86%	60.33%	47.80%	58.98%	55.97%	
		362	349	499	295	

ii. **Procurement Results:**

Total La. 81.46%
 Minority 13.25%
 Women 18.95%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	80%	80.45%	81.25%	80.49%	81.46%	
Minority	10%	11.96%	11.16%	10.39%	13.25%	
Women	10%	13.94%	13.88%	18.35%	18.95%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 45% minorities and women 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:

December 31, 2002

i. **Employment Results:**

Total	2,586
Louisiana	98.5% (2,548)
Minority	62% (1,605)
Women	58% (1,503)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	1000	2,573	2,593	2,654	2,586	
Louisiana	75%	98% 2,534	98% 2,553	99% 2,617	98.5% 2,548	
Minority	45%	62% 1,602	63% 1,622	62% 1,637	62% 1,605	
Women	51.86%	59% 1,503	59% 1,503	59% 1,503	58% 1,503	

		1,513	1,530	1,556	1,503	
--	--	-------	-------	-------	-------	--

ii. **Procurement Results:**

Total La. 79%
 Minority 45%
 Women 32%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2003)	Q4 (2002)	Year Average
Louisiana	75%	71%	73%	68%	79%	
Minority W/Const.	35%	40%	43%	43%	45%	
Women W/Const.	35%	40%	42%	35%	32%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

6. **LOUISIANA-I GAMING D/B/A LOUISIANA GAMING ENTERPRISES, LTD.:**
(Boomtown Casino - Harvey)

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

support operations.

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2002

i. **Employment Results:**

Total 1,054
 Louisiana 99.3% (1,047)
 Minority 54.46% (574)
 Women 62% (654)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	550	1,063	1,078	1,066	1,054	
Louisiana	90%	99.4% 1,057	99.4% 1,072	99.5% 1,061	99.3% 1,047	
Minority	34.76%	54.8% 582	55.3% 596	56.2% 600	54.46% 574	
Women	51.86%	62% 659	61.9% 667	63.2% 674	62% 654	

ii. **Procurement Results:**

Total La. 89.75%
 Minority 18.63%
 Women 23.72%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	80%	88.31%	88.34%	91.78%	89.75%	
Minority	15%	8.29%	15.14%	17.98%	18.63%	
Women	15%	23.81%	27.24%	23.32%	23.72%	

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:

December 31, 2002

i. **Employment Results:**

Total 1,033
 Louisiana 99% (964)
 Minority 64% (624)
 Women 57% (555)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	800	725	812	985	1,033	
Louisiana	90%	99% 716	99% 806	99% 917	99% 964	
Minority	34.76%	57% 413	59% 477	61% 573	64% 624	
Women	51.86%	54% 390	55% 449	57% 529	57% 555	

ii. **Procurement Results:**

Total La. 66.60%
 Minority 11.83%
 Women 13.01%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	75%	69.30%	68.80%	69.40%	66.60%	
Minority	15%	2.24%	3.15%	7.39%	11.83%	
Women	15%	18.28%	15.64%	20.80%	13.01%	

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:

December 31, 2002

i. **Employment Results:**

Total 1,080
 Louisiana 99.5% (1,075)
 Minority 44.4% (479)
 Women 50% (540)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
------------	----------------------------	-----------	-----------	-----------	-----------	--------------

Total	500	1,105	1,111	1,087	1,080	
Louisiana	80%	99.5% 1,099	99.3% 1,103	99.6% 1,083	99.5% 1,075	
Minority	34.76%	42.3% 467	43.8% 487	43.9% 477	44.4% 479	
Women	51.86%	49.5% 547	49.2% 547	49.9% 542	50% 540	

ii. **Procurement Results:**

Total La. 88.5%
 Minority 13.9%
 Women 32.8%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	75%	87.5%	88.3%	88.3%	88.5%	
Minority	15%	17.2%	13.7%	16.4%	13.9%	
Women	15%	40.2%	29.6%	36.7%	32.8%	

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:

December 31, 2002

i. **Employment Results:**

Total	891
Louisiana	99.44% (886)
Minority	59.15% (527)
Women	52% (467)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	600	648	892	877	891	
Louisiana	80%	99.65% 900	99.66% 889	99.54% 873	99.44% 886	

Minority	34.76%	57.21% 516	59.19% 528	60.43% 530	59.15% 527	
Women	51.86%	51% 463	50.78% 453	52% 454	52% 467	

ii. **Procurement Results:**

Total La. 72.26%
 Minority 6.83%
 Women 18.48%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	80%	53.63%	75.87%	76.79%	72.26%	
Minority	10%	.58%	3.89%	4.68%	6.83%	
Women	10%	7.84%	19.96%	15.92%	18.48%	

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 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:

December 31, 2002

i. **Employment Results:**

Total 692
Louisiana 99% (683)
Minority 78% (539)
Women 55% (381)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	400	681	711	705	692	
Louisiana	70%	99% 674	99% 702	99% 697	99% 683	
Minority	34.76%	77% 526	78% 554	78% 551	78% 539	
Women	51.86%	57% 387	57% 405	57% 404	55% 381	

ii. **Procurement Results:**

Total La. 64%

Minority 24%
 Women 15%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	80%	57%	53%	62%	64%	
Minority	30%	25%	22%	26%	24%	
Women	10%	13%	13%	15%	15%	

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:

December 31, 2002

i. **Employment Results:**

Total 1,190
 Louisiana 96.7% (1,151)
 Minority 52.44% (624)
 Women 55% (659)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	650	1,320	1,295	1,265	1,190	
Louisiana	75%	97.8% 1,292	97.1% 1,258	96.3% 1,218	96.7% 1,151	
Minority	34.76%	55.53% 733	53.67% 695	54.86% 694	52.44% 624	
Women	51.86%	56.28% 743	56% 721	55% 696	55% 659	

ii. **Procurement Results:**

Total La. 52%
 Minority 7%
 Women 17%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	60%	52%	64%	56%	52%	
Minority	10%	7%	5%	6%	7%	
Women	10%	12%	9%	7%	17%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2002

i. **Employment Results:**

Total 469
 Louisiana 95.09% (446)
 Minority 45.20% (212)
 Women 60% (280)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
------------	----------------------------	-----------	-----------	-----------	-----------	--------------

Total	520	582	532	521	469	
Louisiana	90%	93% 596	94.36% 502	94.43% 492	95.09% 446	
Minority	34.76%	45.36% 264	44.92% 239	44.91% 234	45.20% 212	
Women	51.86%	61% 353	61% 325	61% 316	60% 280	

ii. **Procurement Results:**

Total La. 76%
 Minority 9%
 Women 5%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	90%	58%	55%	77%	76%	
Minority	10%	17%	12%	14%	9%	
Women	8%	6%	7%	20%	5%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2002

i. **Employment Results:**

Total 1,248
 Louisiana 99% (1,231)
 Minority 64% (801)
 Women 60% (736)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	775	1,088	1,262	1,258	1,248	
Louisiana	80%	98% 1,070	98% 1,070	98% 1,236	99% 1,231	
Minority	34.76%	63% 690	64% 813	64% 799	64% 801	
Women	51.86%	60% 652	60% 750	59% 743	60% 736	

ii. **Procurement Results:**

Total La. 61%
 Minority 13%
 Women 33%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	80%	74%	68%	71%	61%	
Minority	10%	10%	8%	16%	13%	
Women	10%	30%	21%	33%	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:

December 31, 2002

i. **Employment Results:**

Total 1,924
Louisiana 98.44% (1,894)
Minority 68.50% (1,318)
Women 59% (1,142)

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Total	1,500	1,802	1,842	1,834	1,924	
Louisiana	80%	98.95% 1,783	99.02% 1,824	98.96% 1,815	98.44% 1,894	
Minority	34.76%	67.98% 1,225	69.06% 1,272	68.76% 1,261	68.50% 1,318	
Women	51.86%	60.32% 1,087	60% 1,109	60% 1,093	59% 1,142	

ii. **Procurement Results:**

Total La. 64%
Minority 27%
Women 36%

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)	Year Average
Louisiana	60%	64%	67%	69%	64%	
Minority	25%	28%	28%	28%	27%	

Women	10%	34%	37%	36%	36%	
--------------	------------	------------	------------	------------	------------	--

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%