

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

3rd QUARTER 2004

Prepared for the December 21, 2004 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. Currently, fourteen riverboat casinos are operating within the State.

This report is taken from figures reported by the fourteen operating riverboats to the Louisiana Gaming Control Board for the third calendar quarter of 2004. Approximately 15,548 people were employed by the riverboat industry for the third calendar quarter of 2004. Of that number, 15,249 were Louisiana residents, 9,676 were minorities and 8,951 were women.

In instances where employment or procurement figures were not specifically set forth in the application, and census figures were relied upon to state the proposed goals, 1990 census figures have been supplied to illustrate that licensee's level of compliance.

**1. LOUISIANA RIVERBOAT GAMING PARTNERSHIP:
(Isle of Capri Casino - Bossier City)**

Preliminary Approval: March 12, 1993
License Approval: December 9, 1993
Operations Commenced: April 22, 1994

A. Voluntary Conditions:

i. Employment Conditions:

- a. Hire 75% Louisiana residents.

- b. Hire 24.3% minorities and women or in proportion with the population of state or parish, whichever is greater.
- c. Hire 770 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 1,174
Louisiana 1,160 (98.81%)
Minority 837 (71.30%)
Women 705 (59.97%)

Employment	Voluntary Conditions / Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	770	1,202	1,311	1,185	1,174
Louisiana	75%	98.75% 1,187	98.78% 1,295	98.73% 1,170	98.81% 1,160
Minority	34.76%	69.80% 839	70.63% 926	70.62% 837	71.30% 837
Women	51.86%	59.98% 721	60.49% 794	59.83% 710	59.97% 705

ii. **Procurement Results:**

Total La. 71%
 Minority 38%
 Women 29%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana (w/construc.)	75%	54.34%	70.17% (64.87%)	72%	71%
Minority (w/construc.)	10%	10.57%	11.19% (28.76%)	35%	38%
Women (w/construc.)	10%	10.34%	12.78% (37.35%)	25%	29%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies, excluding

- Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 25% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 1,577
Louisiana 1,538 (97.53%)
Minority 1,050 (66.58%)
Women 949 (60.17%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	700	1,641	1,644	1,606	1,577
Louisiana	80%	97.8% 1,605	97.75% 1,607	97.57% 1,567	97.53% 1,538
Minority	34.76%	65.44% 1,074	65.94% 1,084	68.37% 1,098	66.58% 1,050
Women	51.86%	58.92% 967	59% 970	60.34% 969	60.17% 949

ii. **Procurement Results:**

Total La. 62.29%
Minority 18.14%
Women 33.23%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	60%	59.07%	61.25%	81.34%	62.29%

Minority	25%	26.47%	26.85%	23.96%	18.14%
Women	10%	20.27%	24.27%	61.10%	33.23%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

3. **HARRAH’S LAKE CHARLES, LLC:
 (Harrah’s - Lake Charles)**

Preliminary Approval: March 12, 1993
 License Approval: December 6, 1993
 Operations commenced: December 8, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana owned companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% (minorities) and 9% (women) of goods and services from minority and women majority-owned firms during preopening construction period.
- c. Procure 5% (minorities) and 5% (women) of goods and services from minority and women majority-owned firms during post construction period.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 864
 Louisiana 847 (98%)
 Minority 447 (52%)
 Women 496 (57%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	800	835	905	877	864
Louisiana	75%	98% 818	98% 804	98% 859	98% 847
Minority	34.76%	52% 438	52% 473	52% 458	52% 447
Women	51.86%	56% 471	55% 505	52% 495	57% 496

ii. **Procurement Results:**

Total La. 69.32%
 Minority 17.73%
 Women 18.06%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	60%	70.07%	70.23%	69.67%	69.32%
Minority	5%	13.37%	12.91%	12.65%	17.73%
Women	5%	17.28%	15.44%	15.94%	18.06%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total	576
Louisiana	564 (99%)
Minority	298 (52%)
Women	331 (57%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	800	557	604	585	576
Louisiana	75%	98% 546	98% 669	98% 572	99% 564
Minority	34.76%	47% 262	52% 316	52% 305	52% 298
Women	51.86%	56% 314	55% 336	52% 330	57% 331

ii. **Procurement Results:**

Total La. 82.55%
Minority 21.35%
Women 22.04%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	80%	80.71%	82.20%	81.78%	82.55%
Minority	10%	16.82%	16.28%	17.01%	21.35%
Women	10%	21.87%	19.05%	21.15%	22.04%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 2,468
 Louisiana 2,440 (99%)
 Minority 1,576 (64%)
 Women 1,374 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	1000	2,559	2,545	2,521	2,468
Louisiana	75%	99%	99%	99%	99%
		2,528	2,517	2,492	2,440

Minority	45%	63% 1,609	63% 1,606	63% 1,599	64% 1,576
Women	51.86%	57% 1,463	56% 1,436	56% 1,415	56% 1,374

ii. **Procurement Results:**

Total La. 74%
 Minority 45%
 Women 34%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	75%	73%	68%	70%	74%
Minority	35%	36%	42%	43%	45%
Women	35%	31%	36%	29%	34%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total	935
Louisiana	928 (99.3%)
Minority	505 (54.01%)
Women	556 (59.50%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	550	960	944	944	935
Louisiana	90%	99.4% 954	99.3% 937	99.1% 923	99.3% 928
Minority	34.76%	54.27% 521	52.97% 500	53.40% 497	54.01% 505
Women	51.86%	60.01% 577	59.4% 561	59.10% 550	59.50% 556

ii. **Procurement Results:**

Total La. 83.27%

Minority 25.48%
 Women 29.59%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	80%	84.01%	85.63%	85.34%	83.27%
Minority	15%	23.68%	22.67%	23.19%	25.48%
Women	15%	27.79%	26.48%	29.48%	29.59%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

7. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES, INC:
 (Argosy Casino - Baton Rouge)**

Preliminary Approval: March 26, 1993
 License Approval: March 22, 1994
 Operations commenced: September 30, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 989
 Louisiana 923 (99%)
 Minority 612 (66%)
 Women 523 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	800	988	1,018	1,008	989
Louisiana	90%	99% 918	99% 951	99% 948	99% 923
Minority	34.76%	63% 588	65% 623	65% 615	66% 612
Women	51.86%	56% 516	56% 535	56% 530	56% 523

ii. **Procurement Results:**

Total La. 63.60%
 Minority 11.04%
 Women 24.32%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	75%	61.65%	70.89%	61.60%	63.60
Minority	15%	13.31%	14.48%	15.94%	11.04%
Women	15%	22.21%	30.07%	32.86%	24.32%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

8. **TREASURE CHEST CASINO, L.L.C.:**
(Treasure Chest - Kenner)

Preliminary Approval: June 18, 1993
 License Approval: May 17, 1994
 Operations commenced: September 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 500 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 1,011
 Louisiana 1,007 (99.6%)
 Minority 481 (47.6%)
 Women 526 (52.0%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
------------	----------------------------	-----------	-----------	-----------	-----------

Total	500	1,067	1,042	1,031	1,011
Louisiana	80%	99.4% 1,061	99.5% 1,037	99.6% 1,027	99.6% 1,007
Minority	34.76%	47.3% 505	47.9% 499	48.2% 497	47.6% 481
Women	51.86%	51.7% 552	51.7% 539	52.1% 537	52.0% 526

ii. **Procurement Results:**

Total La. 87.4%
 Minority 13.4%
 Women 42.6%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	75%	89.8%	85.9%	70.5%	87.4%
Minority	15%	13.5%	13.7%	11.3%	13.4%
Women	15%	32.3%	31.1%	33.0%	42.6%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total	810
Louisiana	803 (99.14%)
Minority	491 (60.61%)
Women	433 (53.45%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	600	843	826	853	810
Louisiana	80%	99.17%	99.27%	98.94%	99.14%
		836	820	844	803

Minority	34.76%	60.02% 506	60.53% 500	61.66% 526	60.61% 491
Women	51.86%	53.85% 454	53.85% 445	54.51% 465	53.45% 433

ii. **Procurement Results:**

Total La. 75.61%
 Minority 18.08%
 Women 33.46%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	80%	79.06%	82.54%	72.03%	75.61%
Minority	10%	20.23%	17.76%	18.79%	18.08%
Women	10%	26.68%	29.19%	30.58%	33.46%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10. **BELLE OF ORLEANS, L.L.C.:**
(Bally's - New Orleans)

Preliminary Approval: June 18, 1993
 License Approval: March 24, 1994
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish,

whichever is greater.

- c. Hire 400 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding riverboat construction and purchase of gaming devices and supplies.
- b. Procure 30% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from majority women owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 667
 Louisiana 659 (99%)
 Minority 553 (83%)
 Women 392 (59%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	400	708	689	681	667
Louisiana	70%	99% 702	99% 683	99% 673	99% 659
Minority	34.76%	82% 578	82% 567	83% 562	83% 553
Women	51.86%	58% 407	58% 396	58% 395	59% 392

ii. **Procurement Results:**

Total La. 76%
 Minority 41%

Women 31%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	80%	72%	76%	77%	76%
Minority	30%	31%	36%	36%	41%
Women	10%	18%	16%	32%	31%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

11. **ST. CHARLES GAMING COMPANY, INC.:**
(Isle of Capri - Westlake)

Preliminary Approval: June 18, 1993
License Approval: March 29, 1994
Operations commenced: July 29, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 650 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 1,208
 Louisiana 1,171 (97%)
 Minority 629 (52.07%)
 Women 677 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	650	1,252	1,168	1,212	1,208
Louisiana	75%	96.89% 1,213	96.49% 1,127	97.36% 1,180	97% 1,171
Minority	34.76%	51.44% 644	51.28% 599	51.57% 625	52.07% 629
Women	51.86%	54% 679	55.05% 643	57.00% 688	56% 677

ii. **Procurement Results:**

Total La. 68.94%
 Minority 14.50%
 Women 22.42%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana (w/construc.)	60%	67%	53.9% (45.5%)	65.84% (61.27%)	68.94%
Minority (w/construc.)	10%	3%	9.9% (8.3%)	13.46% (11.91%)	14.50%
Women (w/construc.)	10%	10%	17.6% (14.7%)	23.26% (20.58%)	22.42%

C. 1990 Statewide census results:

Minority Percentage:	34.76%
Women Percentage:	51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total	473
Louisiana	453 (95.77%)
Minority	227 (47.99%)
Women	265 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	520	377	461	442	473
Louisiana	90%	95.23% 359	95.88% 443	95.25% 421	95.77% 453
Minority	34.76%	45.36% 171	46.85% 216	45.93% 203	47.99% 227
Women	51.86%	60% 228	57.27% 264	55% 242	56% 265

ii. **Procurement Results:**

Total La. 71.14%
 Minority 42.39%
 Women 35.54%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana (w/construc.)	90%	84%	50.3% (47.7%)	77.5% (62.7%)	71.14%
Minority (w/construc.)	10%	3%	24.8% (6.3%)	57.78% (17.24%)	42.39%
Women (w/construc.)	8%	2%	17.3% (5.4%)	47.19% (14.51%)	35.54%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993

License Approval: April 30, 1996
 Operations commenced: October 4, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 972
 Louisiana 958 (98%)
 Minority 662 (68%)
 Women 612 (63%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	775	985	1,035	993	972
Louisiana	80%	98.48% 970	98% 1,018	98% 978	98% 958
Minority	34.76%	69% 680	68% 703	68% 672	68% 662
Women	51.86%	62% 607	84% 594	62% 613	63% 612

ii. **Procurement Results:**

Total La. 65%
 Minority 17%
 Women 41%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	80%	63%	67%	66%	65%
Minority	10%	16%	12%	14%	17%
Women	10%	42%	42%	40%	41%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: August 12, 1994
 License Approval: September 14, 1993
 Board Approval: September 14, 1998)
 Operations commenced: December 20, 2000

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

September 30, 2004

i. **Employment Results:**

Total 1,824
Louisiana 1,798 (98.57%)
Minority 1,308 (71.71%)
Women 1,112 (61%)

Employment	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Total	1,500	1,841	1,818	1,807	1,824
Louisiana	80%	98.64% 1,816	98.84% 1,797	98.73% 1,784	98.57% 1,798
Minority	34.76%	70.99% 1,307	71.01% 1,291	71.56% 1,293	71.71% 1,308
Women	51.86%	60% 1,114	62% 1,125	62% 1,112	61% 1,112

ii. **Procurement Results:**

Total La. 62%
Minority 29%
Women 36%

Procurement	Voluntary Conditions/Goals	Q4 (2003)	Q1 (2004)	Q2 (2004)	Q3 (2004)
Louisiana	60%	62%	65%	60%	62%
Minority	25%	28%	32%	26%	29%

Women	10%	35%	41%	36%	36%
--------------	------------	------------	------------	------------	------------

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%