

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

4th QUARTER 2004

Prepared for the February 15, 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. 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 fourth calendar quarter of 2004. Approximately 15,372 people were employed by the riverboat industry for the fourth calendar quarter of 2004. Of that number, 15,071 were Louisiana residents, 9,588 were minorities and 8,780 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:

December 31, 2004

i. **Employment Results:**

Total	1,132
Louisiana	1,119 (98.85%)
Minority	806 (71.20%)
Women	678 (59.80%)

Employment	Voluntary Conditions / Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	770	1,311	1,185	1,174	1,132
Louisiana	75%	98.78% 1,295	98.73% 1,170	98.81% 1,160	98.85% 1,119
Minority	34.76%	70.63% 926	70.62% 837	71.30% 837	71.20% 806
Women	51.86%	60.49% 794	59.83% 710	59.97% 705	59.80% 678

ii. **Procurement Results:**

Total La. 76%
 Minority 29%
 Women 40%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana (w/construc.)	75%	70.17% (64.87%)	72%	71%	76% (43%)
Minority (w/construc.)	10%	11.19% (28.76%)	35%	38%	29% (17%)
Women (w/construc.)	10%	12.78% (37.35%)	25%	29%	40% (22%)

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:

December 31, 2004

i. **Employment Results:**

Total 1,531
Louisiana 1,491 (97.39%)
Minority 1,033 (67.47%)
Women 911 (59.50%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	700	1,644	1,623	1,577	1,531
Louisiana	80%	97.75% 1,607	97.35% 1,567	97.53% 1,538	97.39% 1,491
Minority	34.76%	65.94% 1,084	67.04% 1,098	66.58% 1,050	67.47% 1,033
Women	51.86%	59% 970	60.34% 969	60.17% 949	59.50% 911

ii. **Procurement Results:**

Total La. 69.53%
Minority 24.84%
Women 37.64%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	60%	61.25%	81.34%	62.29%	69.53%

Minority	25%	26.85%	23.96%	18.14%	24.84%
Women	10%	24.27%	40.93%	33.23%	37.64%

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, 2004

i. **Employment Results:**

Total 858
 Louisiana 843 (98%)
 Minority 449 (52%)
 Women 495 (58%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	800	905	877	864	858
Louisiana	75%	98% 804	98% 859	98% 847	98% 843
Minority	34.76%	52% 473	52% 458	52% 447	52% 449
Women	51.86%	55% 505	52% 495	57% 496	58% 495

ii. **Procurement Results:**

Total La. 61.43%
 Minority 7.12%
 Women 14.31%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	60%	70.23%	69.67%	69.32%	61.43%
Minority	5%	12.91%	12.65%	17.73%	7.12%
Women	5%	15.44%	15.94%	18.06%	14.31%

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:

December 31, 2004

i. **Employment Results:**

Total	572
Louisiana	562 (98%)
Minority	300 (52%)
Women	330 (57%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	800	604	585	576	572
Louisiana	75%	98% 669	98% 572	99% 564	98% 562
Minority	34.76%	52% 316	52% 305	52% 298	52% 300
Women	51.86%	55% 336	52% 330	57% 331	57% 330

ii. **Procurement Results:**

Total La. 97.40%
 Minority 12.51%
 Women 25.41%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	82.20%	81.78%	82.55%	97.40%
Minority	10%	16.28%	17.01%	21.35%	12.51%
Women	10%	19.05%	21.15%	22.04%	25.41%

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:

December 31, 2004

i. **Employment Results:**

Total 2,461
 Louisiana 2,431 (99%)
 Minority 1,575 (64%)
 Women 1,373 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	1000	2,545	2,521	2,468	2,461
Louisiana	75%	99%	99%	99%	99%
		2,517	2,492	2,440	2,431

Minority	45%	63% 1,606	63% 1,599	64% 1,576	64% 1,575
Women	51.86%	56% 1,436	56% 1,415	56% 1,374	56% 1,373

ii. **Procurement Results:**

Total La. 55%
 Minority 27%
 Women 28%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	75%	68%	70%	74%	55%
Minority	35%	42%	43%	45%	27%
Women	35%	36%	29%	34%	28%

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:

December 31, 2004

i. **Employment Results:**

Total	928
Louisiana	921 (99.2%)
Minority	498 (53.66%)
Women	551 (59.40%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	550	944	944	935	928
Louisiana	90%	99.3% 937	99.1% 923	99.3% 928	99.2% 921
Minority	34.76%	52.97% 500	53.40% 497	54.01% 505	53.66% 498
Women	51.86%	59.4% 561	59.10% 550	59.50% 556	59.40% 551

ii. **Procurement Results:**

Total La. 82.48%

Minority 20.95%
 Women 24.69%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	85.63%	85.34%	83.27%	82.48%
Minority	15%	22.67%	23.19%	25.48%	20.95%
Women	15%	26.48%	29.48%	29.59%	24.69%

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, 2004

i. **Employment Results:**

Total 1,018
 Louisiana 936 (99.5%)
 Minority 616 (66%)
 Women 499 (53%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	800	1,018	1,008	989	1,018
Louisiana	90%	99% 951	99% 948	99% 923	99.5% 936
Minority	34.76%	65% 623	65% 615	66% 612	66% 616
Women	51.86%	56% 535	56% 530	56% 523	53% 499

ii. **Procurement Results:**

Total La. 60.23%
 Minority 7.01%
 Women 17.47%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	75%	70.89%	61.60%	63.60	60.23%
Minority	15%	14.48%	15.94%	11.04%	7.01%
Women	15%	30.07%	32.86%	24.32%	17.47%

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, 2004

i. **Employment Results:**

Total 1,013
 Louisiana 1,010 (99.7%)
 Minority 495 (48.9%)
 Women 538 (53.1%)

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

Total	500	1,042	1,031	1,011	1,013
Louisiana	80%	99.5% 1,037	99.6% 1,027	99.6% 1,007	99.7% 1,010
Minority	34.76%	47.9% 499	48.2% 497	47.6% 481	48.9% 495
Women	51.86%	51.7% 539	52.1% 537	52.0% 526	53.1% 538

ii. **Procurement Results:**

Total La. 79.4%
 Minority 10%
 Women 30.8%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	75%	85.9%	70.5%	87.4%	79.4%
Minority	15%	13.7%	11.3%	13.4%	10%
Women	15%	31.1%	33.0%	42.6%	30.8%

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, 2004

i. **Employment Results:**

Total 808
 Louisiana 803 (99.38%)
 Minority 483 (59.78%)
 Women 425 (53.0%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	600	826	853	810	808
Louisiana	80%	99.27% 820	98.94% 844	99.14% 803	99.38% 803

Minority	34.76%	60.53% 500	61.66% 526	60.61% 491	59.78% 483
Women	51.86%	53.85% 445	54.51% 465	53.45% 433	53.0% 425

ii. **Procurement Results:**

Total La. 75.19%
 Minority 18.56%
 Women 34.64%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	82.54%	72.03%	75.61%	75.19%
Minority	10%	17.76%	18.79%	18.08%	18.56%
Women	10%	29.19%	30.58%	33.46%	34.64%

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:

December 31, 2004

i. **Employment Results:**

Total	651
Louisiana	643 (99%)
Minority	547 (84%)
Women	375 (58%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	400	689	681	667	651
Louisiana	70%	99% 683	99% 673	99% 659	99% 643
Minority	34.76%	82% 567	83% 562	83% 553	84% 547
Women	51.86%	58% 396	58% 395	59% 392	58% 375

ii. **Procurement Results:**

Total La.	87%
Minority	40%

Women 31%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	76%	77%	76%	87%
Minority	30%	36%	36%	41%	40%
Women	10%	16%	32%	31%	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:

December 31, 2004

i. **Employment Results:**

Total 1,172
 Louisiana 1,143 (98%)
 Minority 614 (52.39%)
 Women 649 (55%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	650	1,168	1,212	1,208	1,172
Louisiana	75%	96.49% 1,127	97.36% 1,180	97% 1,171	98% 1,143
Minority	34.76%	51.28% 599	51.57% 625	52.07% 629	52.39% 614
Women	51.86%	55.05% 643	57.00% 688	56% 677	55% 649

ii. **Procurement Results:**

Total La. 70.25%
 Minority 14.56%
 Women 21.04%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana (w/construc.)	60%	53.9% (45.5%)	65.84% (61.27%)	68.94%	70.25%
Minority (w/construc.)	10%	9.9% (8.3%)	13.46% (11.91%)	14.50%	14.56% (13.23%)
Women (w/construc.)	10%	17.6% (14.7%)	23.26% (20.58%)	22.42%	21.04% (19.14%)

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:

December 31, 2004

i. **Employment Results:**

Total	473
Louisiana	452 (95.56%)
Minority	225 (47.57%)
Women	263 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	520	461	442	473	473
Louisiana	90%	95.88% 443	95.25% 421	95.77% 453	95.56% 452
Minority	34.76%	46.85% 216	45.93% 203	47.99% 227	47.57% 225
Women	51.86%	57.27% 264	55% 242	56% 265	56% 263

ii. **Procurement Results:**

Total La. 77.61%
 Minority 48.96%
 Women 33.28%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana (w/construc.)	90%	50.3% (47.7%)	77.5% (62.7%)	71.14%	77.61% 59.28%
Minority (w/construc.)	10%	24.8% (6.3%)	57.78% (17.24%)	42.39%	48.96% 15.10%
Women (w/construc.)	8%	17.3% (5.4%)	47.19% (14.51%)	35.54%	33.28% 12.51%

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:

December 31, 2004

i. **Employment Results:**

Total 987
 Louisiana 971 (98%)
 Minority 665 (67%)
 Women 623 (65%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	775	1,035	993	972	987
Louisiana	80%	98% 1,018	98% 978	98% 958	98% 971
Minority	34.76%	68% 703	68% 672	68% 662	67% 665
Women	51.86%	84% 594	62% 613	63% 612	65% 623

ii. **Procurement Results:**

Total La. 63%
 Minority 21%
 Women 45%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	67%	66%	65%	63%
Minority	10%	12%	14%	17%	21%
Women	10%	42%	40%	41%	45%

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, 2004

i. **Employment Results:**

Total 1,768
Louisiana 1,746 (98.76%)
Minority 1,282 (72.51%)
Women 1,070 (61%)

Employment	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Total	1,500	1,818	1,807	1,824	1,768
Louisiana	80%	98.84% 1,797	98.73% 1,784	98.57% 1,798	98.76% 1,746
Minority	34.76%	71.01% 1,291	71.56% 1,293	71.71% 1,308	72.51% 1,282
Women	51.86%	62% 1,125	62% 1,112	61% 1,112	61% 1,070

ii. **Procurement Results:**

Total La. 51%
Minority 22%
Women 29%

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	60%	65%	60%	62%	51%
Minority	25%	32%	26%	29%	22%

Women	10%	41%	36%	36%	29%
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C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%