

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

3rd QUARTER 2003

Prepared for the November 18, 2003 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 2003. Approximately 16,032 people were employed by the riverboat industry for the third calendar quarter of 2003. Of that number, 15,798 were Louisiana residents, 9,904 were minorities and 9,251 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. **LOUISIANARIVERBOAT 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, 2003

i. **Employment Results:**

Total	1,193
Louisiana	1,191 (98.35%)
Minority	827 (69.23%)
Women	716 (60.02%)

Employment	Voluntary Conditions / Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	770	1,237	1,228	1,209	1,193
Louisiana	75%	98.38%	98.62%	98.51%	98.58%
		1,217	1,211	1,191	1,191
Minority	34.76%	68.31%	68.08%	68.57%	69.23
		845	836	829	827
Women	51.86%	62.89%	59.85%	59.64%	60.02%
		778	735	721	716

ii. **Procurement Results:**

Total La. 44.56%

Minority 6.26%

Women 7.54%

	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Procurement					
Louisiana	75%	58.61%	52.84%	39.46%	44.56%
Minority	10%	16.09%	12.56%	10.45%	6.26%
Women	10%	19.30%	14.52%	12.90%	7.54%

C. 1990 Statewide census results:

Minority Percentage: 34.76%

Women Percentage: 51.86%

2. **REDRIVER 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:

September 30, 2003

i. **Employment Results:**

Total	1,656
Louisiana	1,623 (98%)

Minority 1,072 (64.73%)
 Women 967 (58.39%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	700	1,710	1,729	1,660	1,656
Louisiana	80%	97.72%	97.86%	98.07%	98%
		1,671	1,692	1,627	1,623
Minority	34.76%	66.08%	65.30%	65.90%	64.73%
		1,130	1,129	1,094	1,072
Women	51.86%	60.64%	59.34%	59.70%	58.39%
		1,034	1,026	991	967

ii. **Procurement Results:**

Total La. 59.50%
 Minority 26.21%
 Women 26.91%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	60%	65.85%	65.25%	60.03%	59.50%
Minority	25%	27.78%	28.64%	27.33%	26.21%
Women	10%	29.24%	26.09%	23.62%	26.91%

C. 1990 Statewide census results:

Minority Percentage: 34.76%

Women Percentage: 51.86%

3. **HARRAH'S LAKECHARLES, 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, 2003

i. **Employment Results:**

Total	864
Louisiana	845 (98%)
Minority	457 (53%)
Women	484 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	800	825	813	905	864
Louisiana	75%	97.69%	98%	98%	98%
		806	795	885	845
Minority	34.76%	52%	53%	53%	53%
		433	429	477	457
Women	51.86%	56%	56%	55%	56%
		461	453	499	484

ii. **Procurement Results:**

Total La. 75.62%
 Minority 13.25%
 Women 14.78%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	60%	67.16%	68.58%	70.70%	75.62%
Minority	5%	9.36%	9.05%	9.92%	13.25%
Women	5%	14.42%	14.11%	12.23%	14.78%

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 the population of state or parish, 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, 2003

i. **Employment Results:**

Total 508

Louisiana	496 (98%)
Minority	269 (53%)
Women	285 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	800	527	565	466	508
Louisiana	75%	97.72%	98%	98%	98%
		515	552	456	496
Minority	34.76%	52.56%	53%	53%	53%
		277	298	245	269
Women	51.86%	55.97%	56%	55%	56%
		295	314	257	285

ii. **Procurement Results:**

Total La.	84.33%
Minority	14.30%
Women	16.88%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	80%	81.46%	68.58%	81.04%	84.33%
Minority	10%	13.25%	9.05%	13.15%	14.30%
Women	10%	18.95%	14.11%	16.22%	16.88%

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 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, 2003

i. **Employment Results:**

Total	2,589
Louisiana	2,557 (99%)

Minority 1,627 (63%)
 Women 1,505 (58%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	1000	2,586	2,571	2,590	2,589
Louisiana	75%	98.5% 2,548	99% 2,537	99% 2,560	99% 2,557
Minority	45%	62% 1,605	62% 1,604	62% 1,627	63% 1,627
Women	51.86%	58% 1,503	59% 1,509	58% 1,503	58% 1,505

ii. **Procurement Results:**

Total La. 77%
 Minority 45%

Women 34%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	75%	79%	72%	75%	77%
Minority	35%	45%	37%	43%	45%
Women	35%	32%	26%	30%	34%

C. 1990 Statewide census results:

Minority Percentage: 34.76%

Women Percentage: 51.86%

6. **LOUISIANA-I GAMING D/B/A LOUISIANAGAMING 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:

September 30, 2003

i. **Employment Results:**

Total 1,017

Louisiana	1,009 (99.2%)
Minority	565 (55.6%)
Women	609 (59.9%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	550	1,054	1,055	1,105	1,017
Louisiana	90%	99.3%	99.2%	99.3%	99.2%
		1,047	1,047	1,097	1,009
Minority	34.76%	54.46%	55.26%	56.1%	55.65%
		574	583	620	565
Women	51.86%	62.4%	61.5%	60.5%	59.9%
		654	649	669	609

ii. **Procurement Results:**

Total La.	88.34%
Minority	22.6%
Women	25.6%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	80%	89.75%	88.11%	88.46%	88.34%
Minority	15%	18.63%	23.56%	23.5%	22.6%
Women	15%	23.72%	28.25%	29.42%	25.6%

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:

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September 30, 2003

i. **Employment Results:**

Total	980
Louisiana	970 (90%)
Minority	629 (64%)
Women	546 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	800	1,033	1,071	834	980
Louisiana	90%	99%	99%	99%	90%
		964	1003	993	970
Minority	34.76%	64%	63%	64%	64%
		624	640	644	629
Women	51.86%	57%	56%	55%	56%
		555	569	555	546

ii. **Procurement Results:**

Total La.	70.30%
Minority	11.50%
Women	23.37%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	75%	66.60%	67.03%	71.30%	70.30%
Minority	15%	11.83%	13.97%	11.17%	11.50%
Women	15%	13.01%	21.30%	21.23%	23.37%

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, 2003

i. **Employment Results:**

Total	1,056
Louisiana	1,050 (99.4%)
Minority	491 (46.5%)
Women	542 (51.3%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	500	1,080	1,054	1,035	1,056
Louisiana	80%	99.5%	99.6%	99.3%	99.4%
		1,075	1,050	1,028	1,050
Minority	34.76%	44.4%	44.7%	45.3%	46.5%
		479	471	469	491
Women	51.86%	50%	50.6%	51.1%	51.3%
		540	533	529	542

ii. **Procurement Results:**

Total La. 89.0%

Minority 16.2%

Women 30.6%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	75%	88.5%	80.1%	92.0%	89.0%
Minority	15%	13.9%	15.4%	16.0%	16.2%
Women	15%	32.8%	31.7%	26.7%	30.6%

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, 2003

i. **Employment Results:**

Total	838
Louisiana	832 (99.28%)
Minority	497 (59.31%)

Women 443 (52.86%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	600	891	856	829	838
Louisiana	80%	99.44% 886	99.53% 852	98.91% 820	99.28% 832
Minority	34.76%	59.15% 527	59.58% 510	59.47% 493	59.31% 497
Women	51.86%	52% 467	51.5% 441	52.23% 433	52.86% 443

ii. **Procurement Results:**

Total La. 78.58%
 Minority 19.95%
 Women 25.93%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	80%	72.26%	74.13%	77.50%	78.58%
Minority	10%	6.83%	14.83%	17.34%	19.95%
Women	10%	18.48%	21.77%	23.09%	25.93%

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 state or parish, 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:

September 30, 2003

i. **Employment Results:**

Total	690
Louisiana	686 (99%)
Minority	557 (81%)

Women 396 (56%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	400	692	711	714	690
Louisiana	70%	99%	99%	99%	99%
		683	703	706	686
Minority	34.76%	78%	79%	79%	81%
		539	560	566	557
Women	51.86%	55%	56%	56%	56%
		381	397	400	396

ii. **Procurement Results:**

Total La. 65%
 Minority 27%
 Women 18%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	80%	64%	53%	64%	65%
Minority	30%	24%	21%	26%	27%
Women	10%	15%	15%	21%	18%

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, 2003

i. **Employment Results:**

Total	1,340
Louisiana	1,292 (96.42%)
Minority	678 (50.60%)

Women 732 (55%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	650	1,190	1,267	1,248	1,340
Louisiana	75%	96.7% 1,151	97.47% 1,235	96.96% 1,210	96.42% 1,292
Minority	34.76%	52.44% 624	51.78% 656	51.04% 637	50.60% 678
Women	51.86%	55% 659	55% 701	55% 692	55% 732

ii. **Procurement Results:**

Total La.	49%
Minority	4%
Women	12%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	60%	52%	54%	49%	49%
Minority	10%	7%	5%	5%	4%
Women	10%	17%	11%	12%	12%

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:

September 30, 2003

i. **Employment Results:**

Total	393
Louisiana	374 (95.16%)
Minority	182 (46.31%)
Women	239 (61%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	520	469	448	423	393
Louisiana	90%	95.09% 446	95.09% 426	95.27% 403	95.16% 374
Minority	34.76%	45.20% 212	44.87% 201	45.39% 192	46.31% 182
Women	51.86%	60% 280	60% 268	61% 256	61% 239

ii. **Procurement Results:**

Total La. 50%
 Minority 11%
 Women 7%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	90%	76%	79%	59%	50%
Minority	10%	9%	13%	8%	11%
Women	8%	5%	7%	7%	7%

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:

September 30, 2003

i. **Employment Results:**

Total	1,882
Louisiana	1,864 (99.04%)
Minority	1,347 (71.57%)
Women	1,150 (61%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	775	1,248	1,232	1,182	1,882
Louisiana	80%	99%	98.6%	98%	99.04%
		1,231	1,215	1,160	1,864
Minority	34.76%	64%	67%	68%	71.57%
		801	823	803	1,347
Women	51.86%	60%	60%	66%	61%
		736	736	725	1,150

ii. **Procurement Results:**

Total La. 68%

Minority 31%

Women 42%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	80%	61%	67%	57%	68%
Minority	10%	13%	20%	12%	31%
Women	10%	33%	34%	32%	42%

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, 2003

i. **Employment Results:**

Total	1,026
Louisiana	1,009 (98%)
Minority	706 (69%)
Women	637 (65%)

Employment	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Total	1,500	1,924	1,862	1,877	1,026
Louisiana	80%	98.44%	98.76%	98.72%	98%
		1,894	1,839	1,853	1,009
Minority	34.76%	68.50%	68.47%	70.86%	69%
		1,318	1,275	1,330	706
Women	51.86%	59%	59%	60%	65%
		1,142	1,100	1,128	637

ii. **Procurement Results:**

Total La. 62%

Minority 19%

Women 26%

Procurement	Voluntary Conditions/Goals	Q4 (2002)	Q1 (2003)	Q2 (2003)	Q3 (2003)
Louisiana	60%	64%	69%	63%	62%
Minority	25%	27%	32%	30%	19%
Women	10%	36%	41%	39%	26%

C. 1990 Statewide census results:

Minority Percentage: 34.76%

Women Percentage: 51.86%