

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

4th QUARTER 2006

Prepared for the May 16, 2007 Board Meeting

This report illustrates riverboat gaming licensees' compliance with the voluntary employment and procurement goals which were proposed in their respective applications. The individual applicants for riverboat licenses made specific commitments in their Economic Development and Utilization Plans which were submitted in conjunction with their applications. The plans included the employment of Louisiana residents, minorities, and women. Also included were goals for the procurement of contracts from Louisiana, minority, and women-owned businesses.

Applicants competing for riverboat licenses not only made various economic development commitments, but they also volunteered specific employment and procurement goals in order to satisfy the diversity provisions under the **Louisiana Riverboat Economic Development and Gaming Control Act, La. R.S. 27:41, et seq.** When the applicants were awarded licenses to conduct gaming in this state, these goals became conditions of their licenses. The pertinent provisions and rule(s) are provided as follows for your review.

La. R.S. 27:42(A)(1) states:

The legislature hereby finds and declares to be the public policy of this state that the development of **a historic riverboat industry is important to the economy of the state of Louisiana in that it will assist in the continuing growth of the tourism industry and thus will benefit the general welfare of our citizens and create new jobs.** [Emphasis added].

La. R.S. 27:52(2)(g) states:

That **preferential treatment is given to Louisiana firms to the extent allowed by law in the procurement of all resources and goods used in the operation of a riverboat come from Louisiana and that a preferential treatment to the extent allowable by law in the awarding of contracts for services and entertainment is given to Louisiana firms and residents.** [Emphasis added].

La. R.S. 27:70(7) states in pertinent part as follows:

(a) **The applicant must have a good faith plan to recruit, train, and upgrade minorities in all employment classifications.**

(b) **It shall be required by the owners, to provide the maximum practical opportunities, for participation by the broadest number of minority-owned businesses....**

- (c) **The legislature hereby further directs that the written policies, procedures and regulations shall provide for the inclusion of businesses owned by minorities to the maximum extent practicable.** [Emphasis added].

LAC 42:III.110 states as follows:

- A. Commencing with the issuance of any riverboat gaming operator license, the licensee shall submit on a quarterly basis to the board a statement of compliance with the applicant or licensee's previously submitted application or economic development plan as to those aspects of the plan which are then underway.**
- B. The license will certify quarterly under oath that a good faith effort to meet the voluntary procurement and employment conditions is being made, and shall quarterly demonstrate to the board that an effort was made to meet the conditions. The quarterly statement shall be forwarded to the board by certified mail no later than 20 days after the end of each quarter.**

The Riverboat Act provides for fifteen riverboat casinos to operate in the state of Louisiana. During the 4th quarter of 2006, twelve riverboat casinos were operating and thirteen complied with the reporting requirement.

This report is taken from figures reported by thirteen reporting riverboats to the Louisiana Gaming Control Board for the 4th calendar quarter of 2006. Approximately 14,088 people were employed by the riverboat industry for the 4th calendar quarter of 2006. Of that number, 13,742 were Louisiana residents, 8,487 were minorities and 8,021 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 & Hotel - 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:

January 31, 2007

i. **Employment Results:**

Total 1245
 Louisiana 1229 (98.71%)
 Minority 930 (74.69%)
 Women 737 (59.00%)

Employment	Voluntary Conditions / Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	770	1,056	1075	1194	1,245
Louisiana	75%	98.48% 1,040	98.60% 1,060	98.74% 1179	98.71% 1,229
Minority	34.76%	71.88% 759	71.63% 770	73.03% 872	74.69% 930
Women	51.86%	59.46% 628	58.79% 632	60.00% 716	59.00% 737

ii. **Procurement Results:**

Louisiana 60%
 Minority 23%
 Women 28%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana (w/construc.)	75%	72%	71.00%	68.00%	60%
Minority (w/construc.)	10%	29%	11.00%	15.00%	23%
Women (w/construc.)	10%	33%	20.00%	27.00%	28%

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:

January 31, 2007

i. **Employment Results:**

Total 1282
 Louisiana 1257 (98.0%)
 Minority 899 (70.1%)
 Women 743 (58.0%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	700	1,326	1,352	1283	1,282
Louisiana	80%	98% 1,297	97.9% 1,324	97.7% 1254	98% 1,257
Minority	34.76%	71% 939	69.5% 940	70.6% 906	70.1% 899
Women	51.86%	60% 790	58.4% 789	53.0% 585	58.0% 743

ii. **Procurement Results:**

Louisiana 68.8%
 Minority 16.6%
 Women 27.4%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	60%	64%	54.1%	62.5%	68.8%
Minority	25%	17%	16.5%	17.6%	16.6%
Women	10%	25%	22.0%	25.9%	27.4%

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 pre-opening 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:

January 31, 2007

i. **Employment Results:**

***Please note that the figures for the current quarter only include Lake Front Hotel employees. Casino gaming operations ceased after Hurricane Rita and the riverboat vessel is currently inoperable.**

Total
 Louisiana (%)
 Minority (%)
 Women (%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	800	22	21		
Louisiana	75%	91% 20	100% 21		
Minority	34.76%	41% 9	43% 9		
Women	51.86%	0% 0	0% 0		

ii. **Procurement Results:**

Louisiana %
 Minority %
 Women %

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	60%	58.33%	11.29%		
Minority	5%	1.58%	.16%		
Women	5%	5.19%	1.05%		

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:

January 31, 2007

i. **Employment Results:**

***Please note that the figures for the current quarter only include employees of the Lake Front Hotel and the La Cafe. Casino gaming operations ceased after Hurricane Rita and the riverboat vessel is currently inoperable.**

Total	
Louisiana	(%)
Minority	(%)
Women	(%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	800	197	202		
Louisiana	75%	97% 192	95% 192		
Minority	34.76%	59% 116	60% 122		
Women	51.86%	52% 113	57% 116		

ii. **Procurement Results:**

Louisiana %
 Minority %
 Women %

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2005)
Louisiana	80%	81.28%	33.60%		
Minority	10%	1.65%	1.85%		
Women	10%	6.60%	7.08%		

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:

January 31, 2007

i. **Employment Results:**

Total	2208
Louisiana	2184 (99%)
Minority	1406 (64%)
Women	1246 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	1000	2,320	2,286	2257	2,208
Louisiana	75%	99% 2,294	99% 2,258	99% 2227	99% 2,184
Minority	45%	63% 1,469	63% 1,435	63% 1427	64% 1,406
Women	51.86%	55% 1,282	55% 1,267	56% 1258	56% 1,246

ii. **Procurement Results:**

Louisiana 56%
 Minority 23%
 Women 28%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	75%	55%	61%	60%	56%
Minority	35%	25%	35%	32%	23%
Women	35%	29%	33%	30%	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:

January 31, 2007

i. **Employment Results:**

Total 793
 Louisiana 783 (98.7%)
 Minority 419 (52.84%)
 Women 444 (55.99%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	550	906	888	854	793
Louisiana	90%	98.9% 896	98.6% 876	98.8% 844	98.7% 783
Minority	34.76%	52.21% 473	53.15% 472	52.93% 452	52.84% 419
Women	51.86%	58.50% 530	58.11% 516	57.26% 489	55.99% 444

ii. **Procurement Results:**

Louisiana 73.84%
 Minority 16.66%
 Women 26.53%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	80%	86.84%	84.22%	83.96%	73.84%
Minority	15%	12.63%	9.43%	11.80%	16.6%
Women	15%	17.18%	27.09%	22.97%	26.53%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

7. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES, INC:
 (Belle of Baton Rouge 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:

January 31, 2007

i. **Employment Results:**

Total 855
 Louisiana 846 (98.9%)
 Minority 600 (70.2%)
 Women 483 (56.5%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	800	912	1,028	908	855
Louisiana	90%	99.4% 906	99.2% 1,084	99.5% 902	98.9% 846
Minority	34.76%	70.6% 613	68.3% 702	67.8% 616	70.2% 600
Women	51.86%	56.1% 512	52.7% 542	55.7% 506	56.5% 483

ii. **Procurement Results:**

Louisiana 43.28%
 Minority 4.87%
 Women 22.55%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	75%	64.60%	63.78%	55.07%	43.28%
Minority	15%	6.65%	10.30%	7.76%	4.87%
Women	15%	22.17%	22.19%	18.98%	22.55%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

January 31, 2007

i. **Employment Results:**

Total	693
Louisiana	689 (99.4%)
Minority	342 (49.4%)
Women	358 (51.7%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	500	678	689	706	693
Louisiana	80%	99% 671	99.1% 683	98.9% 698	99.4% 689

Minority	34.76%	43.8% 297	45.9% 316	48.6% 343	49.4% 342
Women	51.86%	52.1% 353	51.1% 352	51.4% 363	51.7% 358

ii. **Procurement Results:**

Louisiana 99.4%
 Minority 8.3%
 Women 26.6%

Procurement	Voluntary Conditions/Goals	Q1 (2005)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	75%	77.7%	80.1%	83.6%	99.4%
Minority	15%	3.7%	3.5%	10.2%	8.3%
Women	15%	10.3%	18.0%	26.2%	26.6%

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:

January 31, 2007

i. **Employment Results:**

Total 783
Louisiana 776 (99.11%)
Minority 500 (63.86%)
Women 394 (50.33%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	600	830	802	774	783
Louisiana	80%	99.04% 822	99.25% 796	99.29% 767	99.11% 776
Minority	34.76%	61.68% 512	62.00% 496	63.70% 493	63.86% 500
Women	51.86%	52.89% 439	52.00% 415	52.47% 406	50.33% 394

ii. **Procurement Results:**

Louisiana 71.73%
 Minority 15.91%
 Women 27.46%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	80%	72.15%	74.03%	80.92%	71.73%
Minority	10%	14.47%	15.24%	12.86%	15.91%
Women	10%	30.13%	32.16%	31.98%	27.46%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10. **BELLE OF ORLEANS, L.L.C.:**
(Belle of Orleans, 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:

January 31, 2007

i. **Employment Results:**

***The licensee's vessel was damaged during Hurricane Katrina and was forced to cease operations on August 27, 2005. The vessel is currently inoperable.**

Total 26
Louisiana 25 (96%)
Minority 10 (38%)
Women 14 (54%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	400	8	5	9	26
Louisiana	70%	88% 7	80% 4	78% 7	96% 25
Minority	34.76%	63% 5	40% 2	22% 2	38% 10
Women	51.86%	38% 3	40% 2	33% 3	54% 14

ii. **Procurement Results:**

Louisiana 3%
Minority .61%
Women .7%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	80%	6.00%	15%	15%	3%
Minority	30%	-0.17%	39%	0.01%	.61%
Women	10%	1.00%	.5%	2%	.7%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

11. **ST. CHARLES GAMING COMPANY, INC.:**
(Isle of Capri Casino, Inc. - 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:

January 31, 2007

i. **Employment Results:**

Total 1097
Louisiana 1056 (96%)
Minority 577 (53%)
Women 619 (56%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	650	1,078	1,122	1190	1097
Louisiana	75%	96% 1,033	95% 1,074	1150	96% 1056
Minority	34.76%	50% 543	51% 569	53% 634	53% 577
Women	51.86%	56% 596	55% 625	56% 668	56% 619

ii. **Procurement Results:**

Louisiana 75%
Minority 7%
Women 22%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana (w/construc.)	60%	73% (76%)	78% (83%)	97%	75%
Minority (w/construc.)	10%	13% (11.0%)	13% (10%)	53%	7%
Women (w/construc.)	10%	28% (24%)	30% (23%)	15%	22%

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:

January 31, 2007

i. **Employment Results:**

Total	387
Louisiana	374 (97%)
Minority	195 (50%)
Women	214 (55%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2005)
Total	520	394	401	399	387
Louisiana	90%	95% 376	96% 385	97% 386	97% 374
Minority	34.76%	52% 203	52% 208	51% 205	50% 195
Women	51.86%	57% 224	56% 227	73% 228	55% 214

ii. **Procurement Results:**

Louisiana 97%
 Minority 32%
 Women 22%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana (w/construc.)	90%	77%	67% (67%)	72%	97%
Minority (w/construc.)	10%	49%	45% (45%)	50%	32%
Women (w/construc.)	8%	36%	34% (34%)	36%	22%

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:

January 31, 2007

i. **Employment Results:**

Total	858
Louisiana	843 (98%)
Minority	559 (65%)
Women	521 (60%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	775	857	839	897	858
Louisiana	80%	99% 848	99% 828	98% 886	98% 843
Minority	34.76%	68% 583	65% 546	68% 608	65% 559
Women	51.86%	61% 527	60% 502	65% 554	60% 521

ii. **Procurement Results:**

Louisiana 70%
 Minority 12%
 Women 20%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	80%	51%	72%	57%	70%
Minority	10%	16%	20%	13%	12%
Women	10%	26%	31%	20%	20%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

14. **ELDORADO CASINO SHREVEPORT JOINT VENTURE:
 (El Dorado Resort 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:

January 31, 2007

i. **Employment Results:**

Total 1425
 Louisiana 1404 (98.53%)
 Minority 963 (67.58%)
 Women 872 (61%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	1,500	1,698	1,402	1698	1,425
Louisiana	80%	98.70% 1,676	98.43% 1,380	98.64% 1381	98.53% 1,404
Minority	34.76%	70.02% 1,189	67.55% 947	67.36% 943	67.58% 963
Women	51.86%	62% 1,047	62% 872	61% 858	61% 872

ii. **Procurement Results:**

Louisiana 59%
 Minority 19%
 Women 21%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	60%	69%	52%	60%	59%
Minority	25%	20%	19%	18%	19%
Women	10%	27%	22%	21%	21%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

January 31, 2007

i. **Employment Results:**

Total 2436
 Louisiana 2276 (94%)
 Minority 1087 (45%)
 Women 1376 (57%)

Employment	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Total	1,500	2,543	1,412	2512	2,436
Louisiana	80%	96% 2,443	97%	95% 2389	94% 2,276
Minority	34.76%	44% 1,123	45% 1,110	45% 1119	45% 1,087
Women	51.86%	56% 1,402	65% 1,368	57% 1413	57% 1,376

ii. **Procurement Results:**

Louisiana 58.62%
 Minority 13.91%
 Women 33.15%

Procurement	Voluntary Conditions/Goals	Q1 (2006)	Q2 (2006)	Q3 (2006)	Q4 (2006)
Louisiana	60%	62.0%	60.13%	60.31%	58.62%
Minority	12.5%	12.0%	12.39%	13.54%	13.91%
Women	12.5%	38.0%	36.40%	37.29%	33.15%

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%