

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

**4th QUARTER 2001**

**Prepared for March 19, 2002 Board Meeting**

This report illustrates riverboat gaming licensees' compliance with the voluntary employment and procurement conditions proposed in their respective applications.

Applicants, who were awarded licenses to operate riverboat casinos in the state, proposed employment and procurement conditions to meet specific economic development and diversity provisions under the Louisiana Riverboat Economic Development and Gaming Control Act, La.R.S. 27:41, et seq.

**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].

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

This report is taken from figures reported by the fourteen operating riverboats to the Louisiana Gaming Control Board for the fourth calendar quarter of 2001. Approximately 16,353 people were employed by the riverboat industry for the fourth calendar quarter of 2001. Of that number, 16,065 were Louisiana residents, 9,944 were minorities and 9,525 were women.

Where the application did not set forth a specific employment or procurement figure, but instead relied on census figures to state the proposed goals, 1990 census figures have been supplied to illustrate that licensee's level of compliance.

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

Preliminary Approval: March 12, 1993  
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, 2001

i. **Employment Results:**

Total	1,245
Louisiana	98.71% (1,229)

Minority 66.91% (833)  
 Women 61.53% (766)

Employment	Voluntary Conditions / Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	770	1,291	1,303	1,297	1,245	1,245
Louisiana	75%	97.13% 1,254	98.13% 1,279	98.46% 1,277	98.71% 1,229	98.12%
Minority	34.76%	65.61% 847	66.31% 864	67.23% 872	66.91% 833	66.52%
Women	51.86%	57.48% 742	59.25% 772	61.68% 800	61.53% 766	59.99%

ii. Procurement Results:

Total La. 39.53%  
 Minority 10.42%  
 Women 14.81%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	75%	46.46%	39.45%	37.47%	39.53%	40.73%
Minority	10%	16.93%	8.86%	9.94%	10.42%	11.54%
Women	10%	21.27%	18.25%	15.94%	14.81%	17.57%

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

2. **RED RIVER ENTERTAINMENT OF SHREVEPORT PARTNERSHIP IN COMMENDAM:**  
 (Harrah's - Shreveport)

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 25% of goods and services from minority owned firms.
- c. Procure 10% of goods and services from women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2001

i. **Employment Results:**

Total 1,690  
 Louisiana 98.05% (1,657)  
 Minority 64.79% (1,095)  
 Women 62% (1,046)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	700	1,920	1,853	1,849	1,690	1,828
Louisiana	80%	97.9% 1,880	97.9% 1,815	97.9% 1,811	98.05% 1,657	97.9%

<b>Minority</b>	<b>34.76%</b>	<b>63.2%</b> <b>1,213</b>	<b>64%</b> <b>1,186</b>	<b>65.4%</b> <b>1,209</b>	<b>64.79%</b> <b>1,095</b>	<b>64.35%</b>
<b>Women</b>	<b>51.86%</b>	<b>61.9%</b> <b>1,189</b>	<b>61.1%</b> <b>1,133</b>	<b>61.1%</b> <b>1,151</b>	<b>62%</b> <b>1,046</b>	<b>62%</b>

ii. **Procurement Results:**

Total La. 60% (56% with construction)  
 Minority 23.13% (19% with construction)  
 Women 20.86% (17% with construction)

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>		<b>59.6%</b>	<b>66%</b>	<b>60.45%</b>	<b>60%</b>	<b>62%</b>
<b>W/Const.</b>	<b>60%</b>	<b>81.5%</b>	<b>84.2%</b>	<b>58.5%</b>	<b>56%</b>	<b>70%</b>
<b>Minority</b>		<b>18.6%</b>	<b>27.26%</b>	<b>26.96%</b>	<b>23.13%</b>	<b>24.1%</b>
<b>W/Const.</b>	<b>25%</b>	<b>6.8%</b>	<b>10.7%</b>	<b>.5%</b>	<b>19%</b>	<b>9.25%</b>
<b>Women</b>		<b>15.8%</b>	<b>21.26%</b>	<b>14.15%</b>	<b>20.86%</b>	<b>18%</b>
<b>W/Const.</b>	<b>10%</b>	<b>8.5%</b>	<b>8.2%</b>	<b>12.4%</b>	<b>17%</b>	<b>12%</b>

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  
 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, 2001

i. **Employment Results:**

Total	808
Louisiana	98.02% (792)
Minority	52.10% (421)
Women	58.17% (470)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>800</b>	<b>796</b>	<b>565</b>	<b>739</b>	<b>808</b>	<b>727</b>
<b>Louisiana</b>	<b>75%</b>	<b>97.8%</b> <b>761</b>	<b>97.9%</b> <b>554</b>	<b>97.69%</b> <b>722</b>	<b>98.02%</b> <b>792</b>	<b>97.85%</b>
<b>Minority</b>	<b>34.76%</b>	<b>49%</b> <b>391</b>	<b>49%</b> <b>276</b>	<b>50.60%</b> <b>374</b>	<b>52.10%</b> <b>421</b>	<b>50.18%</b>
<b>Women</b>	<b>51.86%</b>	<b>57.6%</b> <b>458</b>	<b>57.7%</b> <b>326</b>	<b>58.86%</b> <b>435</b>	<b>58.17%</b> <b>470</b>	<b>58.08%</b>

ii. **Procurement Results:**

Total La. 60.26%  
 Minority 11.25%  
 Women 12.74%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	60%	60.75%	63.39%	60.60%	60.26%	61.25%
Minority	5%	6.69%	6.63%	.94%	11.25%	6.37%
Women	5%	12.04%	7.22%	12.76%	12.74%	11.19%

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  
 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, 2001

i. **Employment Results:**

Total 628  
 Louisiana 98.08% (616)  
 Minority 52.22% (328)  
 Women 43.78% (366)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>800</b>	<b>796</b>	<b>1,011</b>	<b>846</b>	<b>628</b>	<b>843</b>
<b>Louisiana</b>	<b>75%</b>	<b>97.8%</b> <b>761</b>	<b>97.9%</b> <b>989</b>	<b>97.87%</b> <b>828</b>	<b>98.08%</b> <b>616</b>	<b>97.91%</b>
<b>Minority</b>	<b>34.76%</b>	<b>49%</b> <b>391</b>	<b>49%</b> <b>495</b>	<b>50.70%</b> <b>429</b>	<b>52.22%</b> <b>328</b>	<b>50.23%</b>
<b>Women</b>	<b>51.86%</b>	<b>57.6%</b> <b>459</b>	<b>57.7%</b> <b>583</b>	<b>58.98%</b> <b>499</b>	<b>43.78%</b> <b>366</b>	<b>54.50%</b>

ii. **Procurement Results:**

Total La. 80.88%  
 Minority 15.38%  
 Women 17.33%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
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<b>Louisiana</b>	<b>80%</b>	<b>80%</b>	<b>88.17%</b>	<b>74.05%</b>	<b>80.88%</b>	<b>80.76%</b>
<b>Minority</b>	<b>10%</b>	<b>11.35%</b>	<b>18.69%</b>	<b>9.86%</b>	<b>15.38%</b>	<b>13.82%</b>
<b>Women</b>	<b>10%</b>	<b>15.55%</b>	<b>17.13%</b>	<b>13.86%</b>	<b>17.33%</b>	<b>15.97%</b>

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  
 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, 2001

i. **Employment Results:**

Total 2,554  
 Louisiana 98% (2,512)  
 Minority 62% (1,581)  
 Women 59% (1,513)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>1000</b>	<b>2,628</b>	<b>2,533</b>	<b>2,567</b>	<b>2,554</b>	<b>2,571</b>
<b>Louisiana</b>	<b>75%</b>	<b>98.4%</b> <b>2,587</b>	<b>98.5%</b> <b>2,494</b>	<b>98.5%</b> <b>2,528</b>	<b>98%</b> <b>2,512</b>	<b>98%</b>
<b>Minority</b>	<b>45%</b>	<b>62%</b> <b>1,633</b>	<b>62%</b> <b>1,575</b>	<b>62%</b> <b>1,592</b>	<b>62%</b> <b>1,581</b>	<b>62%</b>
<b>Women</b>	<b>51.86%</b>	<b>60%</b> <b>1,576</b>	<b>60%</b> <b>1,510</b>	<b>60%</b> <b>1,510</b>	<b>59%</b> <b>1,513</b>	<b>60%</b>

ii. **Procurement Results:**

Total La. 60%  
 Minority 34% (33% with construction)  
 Women 37% (37% with construction)

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Louisiana</b>	<b>75%</b>	<b>59%</b>	<b>57%</b>	<b>63%</b>	<b>60%</b>	<b>60%</b>
<b>Minority</b>	<b>35%</b>	<b>28%</b>	<b>30%</b>	<b>39%</b>	<b>34%</b>	<b>32.75%</b>
<b>W/Const.</b>		<b>27%</b>	<b>29%</b>		<b>33%</b>	<b>32%</b>
<b>Women</b>	<b>35%</b>	<b>34%</b>	<b>35%</b>	<b>39%</b>	<b>37%</b>	<b>36.25%</b>
<b>W/Const.</b>		<b>33%</b>	<b>34%</b>	<b>38%</b>	<b>37%</b>	<b>33%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993  
 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, 2001

i. **Employment Results:**

Total 1,114  
 Louisiana 99.5% (1,108)  
 Minority 55.9% (623)  
 Women 62.4% (695)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
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<b>Total</b>	<b>550</b>	<b>1,094</b>	<b>1,181</b>	<b>1,154</b>	<b>1,114</b>	<b>1,136</b>
<b>Louisiana</b>	<b>90%</b>	<b>99.8%</b> <b>1,092</b>	<b>99.7%</b> <b>1,178</b>	<b>99.6%</b> <b>1,149</b>	<b>99.5%</b> <b>1,108</b>	<b>99.6%</b>
<b>Minority</b>	<b>34.76%</b>	<b>53.2%</b> <b>583</b>	<b>54.4%</b> <b>643</b>	<b>55.9%</b> <b>645</b>	<b>55.9%</b> <b>623</b>	<b>54.85%</b>
<b>Women</b>	<b>51.86%</b>	<b>62.2%</b> <b>680</b>	<b>62.3%</b> <b>736</b>	<b>62.5%</b> <b>721</b>	<b>62.4%</b> <b>695</b>	<b>62.3%</b>

ii. **Procurement Results:**

Total La. 82.98%  
 Minority 9.70%  
 Women 30.43%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>83.12%</b>	<b>76.62%</b>	<b>82.56%</b>	<b>82.98%</b>	<b>81.32%</b>
<b>Minority</b>	<b>15%</b>	<b>8.24%</b>	<b>7.03%</b>	<b>8.51%</b>	<b>9.70%</b>	<b>8.37%</b>
<b>Women</b>	<b>15%</b>	<b>23.42%</b>	<b>34.76%</b>	<b>34.59%</b>	<b>30.43%</b>	<b>30.80%</b>

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  
 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, 2001

i. **Employment Results:**

Total	767
Louisiana	99% (723)
Minority	58% (425)
Women	53% (387)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>800</b>	<b>797</b>	<b>792</b>	<b>798</b>	<b>767</b>	<b>788</b>
<b>Louisiana</b>	<b>90%</b>	<b>98.69%</b> <b>752</b>	<b>98.70%</b> <b>782</b>	<b>99%</b> <b>789</b>	<b>99%</b> <b>723</b>	<b>98.85%</b>
<b>Minority</b>	<b>34.76%</b>	<b>58.14%</b> <b>443</b>	<b>57%</b> <b>455</b>	<b>58%</b> <b>465</b>	<b>58%</b> <b>425</b>	<b>57.79%</b>
<b>Women</b>	<b>51.86%</b>	<b>53.28%</b> <b>406</b>	<b>54%</b> <b>424</b>	<b>55%</b> <b>440</b>	<b>53%</b> <b>387</b>	<b>53.82%</b>

ii. **Procurement Results:**

Total La. 78.21%  
 Minority 1.09%  
 Women 21.34%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	75%	72.66%	74.85%	79.46%	78.21%	76.30%
Minority	15%	1.47%	.91%	2.05%	1.09%	1.38%
Women	15%	19.01%	21.49%	21.40%	21.34%	20.81%

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  
 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, 2001

**i. Employment Results:**

Total 1,110  
 Louisiana 99.6% (1,106)  
 Minority 42.9% (477)  
 Women 49.6% (551)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	500	1,233	1,252	1,246	1,110	1,210
Louisiana	80%	99.4% 1,227	99.6% 1,247	99.5% 1,240	99.6% 1,106	99.5%
Minority	34.76%	43.2% 533	44% 551	43.7% 544	42.9% 477	43.4%
Women	51.86%	49.7% 613	50.5% 633	50.5% 629	49.6% 551	50.1%

**ii. Procurement Results:**

Total La. 90.2%  
 Minority 18.5%  
 Women 41.3%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	75%	72%	91%	89.4%	90.2%	85.65%
Minority	15%	25.4%	23.3%	19%	18.5%	21.55%

<b>Women</b>	<b>15%</b>	<b>41%</b>	<b>41%</b>	<b>37%</b>	<b>41.3%</b>	<b>40.08%</b>
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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  
 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, 2001

i. **Employment Results:**

Total            861  
Louisiana      99.65% (858)  
Minority        54.59% (470)  
Women          51.22% (441)

<b>Employment</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Total</b>	<b>600</b>	<b>947</b>	<b>932</b>	<b>930</b>	<b>861</b>	<b>918</b>
<b>Louisiana</b>	<b>80%</b>	<b>99.89%</b> <b>946</b>	<b>99.89%</b> <b>931</b>	<b>99.89%</b> <b>929</b>	<b>99.65%</b> <b>858</b>	<b>99.83%</b>
<b>Minority</b>	<b>34.76%</b>	<b>54.28%</b> <b>514</b>	<b>54.51%</b> <b>508</b>	<b>52.80%</b> <b>491</b>	<b>54.59%</b> <b>470</b>	<b>54.05%</b>
<b>Women</b>	<b>51.86%</b>	<b>50.58%</b> <b>479</b>	<b>51.82%</b> <b>483</b>	<b>51.51%</b> <b>479</b>	<b>51.22%</b> <b>441</b>	<b>51.28%</b>

ii. **Procurement Results:**

Total La.        58.26%  
Minority        1.70%  
Women          8.82%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>52.26%</b>	<b>62.01%</b>	<b>65.05%</b>	<b>58.26%</b>	<b>59.40%</b>
<b>Minority</b>	<b>10%</b>	<b>3.02%</b>	<b>1.45%</b>	<b>1.09%</b>	<b>1.70%</b>	<b>1.82%</b>
<b>Women</b>	<b>10%</b>	<b>8.77%</b>	<b>3.80%</b>	<b>5.24%</b>	<b>8.82%</b>	<b>6.66%</b>

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  
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 400 persons in riverboat and support operations.

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

December 31, 2001

i. **Employment Results:**

Total	702
Louisiana	99% (694)
Minority	77% (539)
Women	56% (395)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
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<b>Total</b>	<b>400</b>	<b>711</b>	<b>739</b>	<b>735</b>	<b>702</b>	<b>721</b>
<b>Louisiana</b>	<b>70%</b>	<b>99%</b> <b>703</b>	<b>99%</b> <b>730</b>	<b>99%</b> <b>726</b>	<b>99%</b> <b>694</b>	<b>99%</b>
<b>Minority</b>	<b>34.76%</b>	<b>77%</b> <b>547</b>	<b>78%</b> <b>575</b>	<b>77%</b> <b>569</b>	<b>77%</b> <b>539</b>	<b>77%</b>
<b>Women</b>	<b>51.86%</b>	<b>59%</b> <b>416</b>	<b>56%</b> <b>416</b>	<b>56%</b> <b>412</b>	<b>56%</b> <b>395</b>	<b>57%</b>

ii. **Procurement Results:**

Total La. 59%  
 Minority 29%  
 Women 12%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>64%</b>	<b>61%</b>	<b>59%</b>	<b>59%</b>	<b>60%</b>
<b>Minority</b>	<b>30%</b>	<b>27%</b>	<b>27%</b>	<b>28%</b>	<b>29%</b>	<b>28%</b>
<b>Women</b>	<b>10%</b>	<b>9%</b>	<b>15%</b>	<b>14%</b>	<b>12%</b>	<b>12%</b>

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  
 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, 2001

i. **Employment Results:**

Total	1,302
Louisiana	97.93% (1,275)
Minority	54.22% (706)
Women	57% (740)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>650</b>	<b>1,467</b>	<b>1,408</b>	<b>1,376</b>	<b>1,302</b>	<b>1,388</b>
<b>Louisiana</b>	<b>75%</b>	<b>97.8%</b> <b>1,435</b>	<b>97.73%</b> <b>1,376</b>	<b>97.70%</b> <b>1,344</b>	<b>97.93%</b> <b>1,275</b>	<b>97.7%</b>
<b>Minority</b>	<b>34.76%</b>	<b>53.65%</b> <b>787</b>	<b>54.69%</b> <b>770</b>	<b>54.43%</b> <b>749</b>	<b>54.22%</b> <b>706</b>	<b>54.25%</b>
<b>Women</b>	<b>51.86%</b>	<b>57%</b> <b>831</b>	<b>57%</b> <b>806</b>	<b>57%</b> <b>785</b>	<b>57%</b> <b>740</b>	<b>57%</b>

ii. **Procurement Results:**

Total La. 57%  
 Minority 6%  
 Women 10%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	60%	72%	72%	59%	57%	65%
Minority	10%	9%	8%	8%	6%	8%
Women	10%	11%	13%	14%	10%	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  
 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, 2001

i. **Employment Results:**

Total 623  
 Louisiana 93.9% (585)  
 Minority 45.59% (284)  
 Women 62% (384)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Total	520	639	648	655	623	641
Louisiana	90%	93% 596	94% 608	93.7% 614	93.9% 585	93.65%
Minority	34.76%	44.71% 293	44.75% 290	46.11% 302	45.59% 284	45.29%
Women	51.86%	61% 387	63% 405	62% 406	62% 384	62%

ii. **Procurement Results:**

Total La. 61%  
 Minority 14%  
 Women 2%

Procurement	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
Louisiana	90%	74%	61%	67%	61%	66%
Minority	10%	12%	16%	14%	14%	14%
Women	8%	2%	7%	4%	2%	4%

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

13. **CRESCENT CITY CAPITAL DEVELOPMENT CORP.:**  
**(Casino Magic - Bossier City)**

Preliminary Approval: June 18, 1993  
 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, 2001

i. **Employment Results:**

Total 1,157  
 Louisiana 98% (1,139)  
 Minority 82% (955)  
 Women 60% (697)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
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<b>Total</b>	<b>775</b>	<b>1,346</b>	<b>1,190</b>	<b>1,142</b>	<b>1,157</b>	<b>1,209</b>
<b>Louisiana</b>	<b>80%</b>	<b>99%</b> <b>1,325</b>	<b>98%</b> <b>1,170</b>	<b>98%</b> <b>1,124</b>	<b>98%</b> <b>1,139</b>	<b>98.25%</b>
<b>Minority</b>	<b>34.76%</b>	<b>84%</b> <b>1,124</b>	<b>83%</b> <b>980</b>	<b>83%</b> <b>943</b>	<b>82%</b> <b>955</b>	<b>83%</b>
<b>Women</b>	<b>51.86%</b>	<b>61%</b> <b>820</b>	<b>60%</b> <b>715</b>	<b>60%</b> <b>688</b>	<b>60%</b> <b>697</b>	<b>60.25%</b>

ii. **Procurement Results:**

Total La. 70%  
 Minority 11%  
 Women 42%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>80%</b>	<b>75%</b>	<b>75%</b>	<b>70%</b>	<b>70%</b>	<b>72.5%</b>
<b>Minority</b>	<b>10%</b>	<b>17%</b>	<b>21%</b>	<b>17%</b>	<b>11%</b>	<b>16.5%</b>
<b>Women</b>	<b>10%</b>	<b>50%</b>	<b>43%</b>	<b>30%</b>	<b>42%</b>	<b>41.25%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%

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

License 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, 2001

i. **Employment Results:**

Total	1,792
Louisiana	98.83% (1,771)
Minority	67.35% (1,207)
Women	60% (1,074)

Employment	Voluntary Conditions/Goals	Q1 (2001)	Q2 (2001)	Q3 (2001)	Q4 (2001)	Year Average
<b>Total</b>	<b>1,500</b>	<b>2,451</b>	<b>1,835</b>	<b>1,857</b>	<b>1,792</b>	<b>1,984</b>
<b>Louisiana</b>	<b>80%</b>	<b>98.41%</b> <b>2,412</b>	<b>98.80%</b> <b>1,813</b>	<b>98.98%</b> <b>1,838</b>	<b>98.83%</b> <b>1,771</b>	<b>98.75%</b>
<b>Minority</b>	<b>34.76%</b>	<b>68.71%</b> <b>1,684</b>	<b>68.39%</b> <b>1,255</b>	<b>67.80%</b> <b>1,259</b>	<b>67.35%</b> <b>1,207</b>	<b>68.06%</b>
<b>Women</b>	<b>51.86%</b>	<b>58.87%</b> <b>1,443</b>	<b>57%</b> <b>1,042</b>	<b>60%</b> <b>1,115</b>	<b>60%</b> <b>1,074</b>	<b>59%</b>

ii. **Procurement Results:**

Total La. 66%  
 Minority 32%  
 Women 39%

<b>Procurement</b>	<b>Voluntary Conditions/Goals</b>	<b>Q1 (2001)</b>	<b>Q2 (2001)</b>	<b>Q3 (2001)</b>	<b>Q4 (2001)</b>	<b>Year Average</b>
<b>Louisiana</b>	<b>60%</b>	<b>47%</b>	<b>53%</b>	<b>44%</b>	<b>66%</b>	<b>52.50%</b>
<b>Minority</b>	<b>25%</b>	<b>22%</b>	<b>23%</b>	<b>22%</b>	<b>32%</b>	<b>25%</b>
<b>Women</b>	<b>10%</b>	<b>26%</b>	<b>30%</b>	<b>25%</b>	<b>39%</b>	<b>30%</b>

C. 1990 Statewide census results:

Minority Percentage: 34.76%  
 Women Percentage: 51.86%