

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

Summary Report Calendar Years 2002-2004

Prepared for the April 18, 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.

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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 770 persons in riverboat and support operations. The licensee met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 75% Louisiana residents. The licensee met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire either 24.3%

minorities or to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire either 24.3% women or to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee met or exceeded its voluntary condition in the area of Women Employment for all quarters of the 2002, 2003, and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 75% of goods and services from or through majority Louisiana-owned companies. The licensee realized its voluntary condition in the area of Louisiana Procurement during the 4th calendar quarter of 2004. The licensee failed to realize its voluntary condition during all of the remaining calendar quarters of the 2002, 2003, and 2004 calendar years.

*The licensee states the following reasons for noncompliance: "Our goal was not met due to the self-identifier affidavit that was put into place for Louisiana vendors were not returned 100%. Therefore, procurement dollars were only verified for those businesses that responded. The new definition of 'Louisiana Business' implemented January 2001 makes it increasingly difficult to meet the goal. Shortfalls were also due to marketing and bulk purchases at the corporate level and to Texas advertising. The bidding process is open to all vendors, Louisiana and out-of-state."

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through Minority companies. The voluntary condition was not realized during the 3rd calendar quarter of 2003. The voluntary condition was met for all of the remaining quarters of the 2002, 2003, and 2004 calendar years.

*The licensee states the following reasons for noncompliance

during the 3rd calendar quarter of 2003: “The costs associated with the expansion and extensive renovation of the property. The company utilized the services of an out of state General Contractor. The decision to utilize this contractor was based on the company’s past experience with the contractor’s quality of work, ability to complete projects in a timely manner and competitive pricing.” The actual percentage that was realized was 6.26% with construction and 21.06% without construction.

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned companies. The voluntary condition was not realized during the 3rd calendar quarter of 2003. The voluntary condition was met for all of the remaining quarters of the 2002, 2003, and 2004 calendar years.

*The licensee states the following reason for noncompliance with the voluntary condition for the 3rd calendar quarter of 2003: “Our goal was not met due to the construction spend contracted out-of-state to the lowest bidder.”

Response with regard to regional modification of voluntary goals

“Currently the Isle of Capri-Bossier City is not seeking an amendment to its existing voluntary employment or procurement goals. Previously, the Licensee, along with other riverboat casino operators, was working through centralized efforts of the Casino Association of Louisiana to develop regional procurement goals based on regional and historical data over the past ten years of operations. However, this joint effort has been suspended for reasons cited by the Executive Director of the Casino Association at the December, 2004 Gaming Control Board meeting.”

Quarters 1 through 4 of calendar year 2002

Employment Results:

Employment	Voluntary Conditions / Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	770	1,277	1,282	1,275	1,237
Louisiana	75%	98.98% 1,264	98.60% 1,264	98.12% 1,251	98.38% 1,217

Minority	34.76%	66.72% 852	67.39% 864	68.08% 868	68.31% 845
Women	51.86%	61.08% 780	59.91% 768	59.69% 761	62.89% 778

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	75%	43.96%	57.75%	56.14%	58.61%
Minority	10%	10.71%	13.05%	14.05%	16.09%
Women	10%	14.92%	14.89%	17.01%	19.30%

Quarters 1 through 4 of calendar year 2003

Employment Results:

Employment	Voluntary Conditions / Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	770	1,228	1,209	1,193	1,202
Louisiana	75%	98.62% 1,211	98.51% 1,191	98.58% 1,191	98.75% 1,187
Minority	34.76%	68.08% 836	68.57% 829	69.23% 827	69.80% 839
Women	51.86%	59.85% 735	59.64% 721	60.02% 716	59.98% 721

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
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Louisiana	75%	52.84%	39.46%	44.56%	54.34%
Minority	10%	12.56%	10.45%	6.26%	10.57%
Women	10%	14.52%	12.90%	7.54%	10.34%

Quarters 1 through 4 of calendar year 2004

Employment Results:

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

Procurement Results:

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%)

**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. Actual Results per Quarterly Reports supplied by Riverboats:

***SPECIAL NOTE** – “Boyd Gaming Corporation purchased the property of the licensee, Sam’s Town Shreveport, from Harrah’s Entertainment in May, 2004. Accordingly, the summary information provided only details the employment and procurement efforts attributable to Boyd Gaming Corporation for the period of May 2004 through the 4th calendar quarter of 2004.” The explanations contained within the report will cover the period which begins with the 2nd calendar quarter of 2004 and extends through the 4th calendar quarter of 2004.

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 700 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all applicable quarters of the 2004 calendar year.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 80% Louisiana residents. The licensee met or exceeded its voluntary condition in the area of Louisiana Employment for all applicable quarters of the 2004 calendar year.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee met or exceeded its voluntary condition in the area of Total Employment for all applicable quarters of the 2004 calendar year.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee met or exceeded its voluntary condition in the area of Women Employment for all applicable quarters of the 2004 calendar year.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 60% of goods and services from or through majority-Louisiana owned companies. The licensee either met or exceeded its voluntary condition in the area of Louisiana Procurement during the 2nd, 3rd and 4th quarters of the 2004 calendar year.

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 25% of goods and services from or through majority minority-owned companies. The licensee failed to realize its voluntary condition in the area of Minority Procurement during all applicable quarters of the 2004 calendar year.

*The licensee states the following reason for failing to realize its voluntary condition in the area of Minority Procurement during the 2nd, 3rd and 4th calendar quarters of 2004: “The inability to meet the goal was primarily due to a significant increase in the volume of marketing and advertising expenditures, which were directly attributable to the transition of the property from Harrah’s to Sam’s Town Hotel and Casino.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned companies. The licensee either met or exceeded its voluntary condition in the area of Women Procurement during the 2nd, 3rd and 4th quarters of the 2004 calendar year.

Response with regard to regional modification of voluntary goals

“With regard to our interest in modifying our existing employment and procurement conditions, it should be noted that in 2004 the majority of Louisiana licensees were working through the centralized efforts of the Casino Association of Louisiana to develop modified regional procurement goals based upon market demand, vendor capacity, and procurement experience gained through ten years of casino operations. This effort has since been suspended for the reasons provided during the December 21, 2004 Gaming Control Board meeting.”

Quarters 2 through 4 of calendar year 2004

Employment Results:

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

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	60%	81.34%	62.29%	69.53%
Minority	25%	23.96%	18.14%	24.84%
Women	10%	40.93%	33.23%	37.64%

**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. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 800 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 75% Louisiana residents. The licensee met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76. The licensee either met or exceeded its voluntary condition in the area of Minority Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 60% of goods and services from or through majority Louisiana-owned companies. (Excluding riverboat construction and the purchase of gaming devices and supplies.) The licensee either met or exceeded its voluntary condition in the area of Louisiana Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority minority-owned companies during the pre-opening construction period and to procure 5% of goods and services from or through majority minority-owned companies during the post construction period. The licensee either met or exceeded its voluntary condition in the area of Minority

Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 9% of goods and services from or through majority women-owned companies during the pre-opening construction period and to procure 5% of goods and services from or through majority women-owned companies during the post construction period. The licensee either met or exceeded its voluntary condition in the area of Women Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Response with regard to regional modification of voluntary goals

“Harrah’s is currently in the process of a lengthy evaluation of the possibility that it will submit a Petition to Modify the applicable voluntary goals/conditions for employment and procurement for each of its three (3) licensees. Once that evaluation process is complete, Harrah’s will then have a definitive position as to whether it will submit said petition.”

***SPECIAL NOTE-** Harrah’s offers the following information on the efforts that were made in order to achieve compliance: “Harrah’s Lake Charles has implemented the use of a ‘Vendor Application Packet’. All vendors that we intend to develop business relationships with must complete and notarize the packet. The packet indicates the category of the vendor (for example, Louisiana owned). In addition, we use our purchasing system to keep track of which vendors we are utilizing and our planning department reports utilization on a monthly basis to ensure we are on track to meet our voluntary goals. Harrah’s Lake Charles has not implemented any specified programs to meet our employment goals.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2003)	Q4 (2002)
Total	800	864	878	891	825
Louisiana	75%	98.38%	98.06%	98.09%	97.69%

		850	861	874	806
Minority	34.76%	52% 452	52.61% 462	51.62% 460	52% 433
Women	51.86%	60.18% 520	57.06% 501	56% 499	56% 461

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	60%	71.74%	81.71%	69.71%	67.16%
Minority	5%	9.60%	10.29%	7.96%	9.36%
Women	5%	11.70%	13.48%	14.42%	16.40%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	813	905	864	835
Louisiana	75%	98% 795	98% 885	98% 845	98% 818
Minority	34.76%	53% 429	53% 477	53% 457	52% 438
Women	51.86%	56% 453	55% 499	56% 484	56% 471

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
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Louisiana	60%	68.58%	70.70%	75.62%	70.07%
Minority	5%	9.05%	9.92%	13.25%	13.37%
Women	5%	14.11%	12.23%	14.78%	17.28%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 800 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 75% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment for all quarters of the 2002, 2003, and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 80% of goods and services from or through majority Louisiana-owned companies. (Excluding Riverboat construction and the purchase of gaming devices and supplies.) The licensee either met or exceeded its voluntary condition in the area of Louisiana Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and

services from or through majority minority-owned companies. The licensee either met or exceeded its voluntary condition in the area of Minority Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned companies. The licensee either met or exceeded its voluntary condition in the area of Women Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Response with regard to regional modification of voluntary goals.

“Harrah’s is currently in the process of a lengthy evaluation of the possibility that it will submit a Petition to Modify the applicable voluntary goals/conditions for employment and procurement for each of its three (3) licensees. Once that evaluation process is complete, Harrah’s will then have a definitive position as to whether it will submit said petition.”

***SPECIAL NOTE-** Harrah’s offers the following information on the efforts that were made in order to achieve compliance: “Harrah’s Lake Charles has implemented the use of a ‘Vendor Application Packet’. All vendors that we intend to develop business relationships with must complete and notarize the packet. The packet indicates the category of the vendor (for example, Louisiana owned). In addition, we use our purchasing system to keep track of which vendors we are utilizing and our planning department reports utilization on a monthly basis to ensure we are on track to meet our voluntary goals. Harrah’s Lake Charles has not implemented any specified programs to meet our employment goals.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	800	600	611	535	527
Louisiana	75%	98.3% 590	81.92% 598	97.94% 524	97.72% 515

Minority	34.76%	52% 314	52.59% 321	55.88% 299	52.56% 277
Women	51.86%	60.33% 362	47.80% 349	58.98% 499	55.97% 295

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	80%	80.45%	81.25%	80.49%	81.46%
Minority	10%	11.96%	11.16%	10.39%	13.25%
Women	10%	13.94%	13.88%	18.35%	18.95%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	565	466	508	557
Louisiana	75%	98% 552	98% 456	98% 496	98% 546
Minority	34.76%	53% 298	53% 245	53% 269	47% 262
Women	51.86%	56% 314	55% 257	56% 285	56% 314

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
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Louisiana	80%	68.58%	81.04%	84.33%	80.71%
Minority	10%	9.05%	13.15%	14.30%	16.82%
Women	10%	14.11%	16.22%	16.88%	21.87%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

**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. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 1,000 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 75% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire 45% minorities or in proportion with the population of the state or parish, whichever is greater. The level of compliance, therefore, is set at 45%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment for all quarters of the 2002, 2003, and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire 45% women or in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment for all quarters of the 2002, 2003, and 2004 calendar years.

***SPECIAL NOTE-** Horseshoe Entertainment offers the following information with regard to the efforts that were made in order to achieve compliance: “Horseshoe advertises employment opportunities through job fairs, posts job vacancies via the Internet, and coordinates with local colleges and universities. Horseshoe also recruits interns and solicits referrals from employees and several non-profit agencies, such as the Louisiana State Employment Office, the local Job Corp and from other local staffing organizations.”

ii. Procurement Results:

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 75% of goods and services from or through majority Louisiana-owned companies. (Excluding Riverboat construction and the purchase of gaming devices and supplies) The licensee failed to realize its Louisiana Procurement condition during the following quarters: 1st quarter 2002, 2nd quarter 2002, 3rd quarter 2002, 1st quarter 2003, 4th quarter 2003, and all calendar quarters of 2004. The licensee met or exceeded its Louisiana Procurement condition during the calendar quarters and years not previously mentioned.

*The licensee states the following reason for failing to realize its voluntary condition in the area of Louisiana Procurement: “The shortfall was a result of significant categories of purchases for which Horseshoe was not able to identify viable Louisiana owned business alternatives. It is anticipated that the lack of viable Louisiana owned vendors will continue to present a problem in future quarters.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 35% of goods and services from or through majority Louisiana-owned companies. The licensee failed to realize its Minority Procurement condition during the 4th calendar quarter of 2004. The licensee met or exceeded its Minority Procurement condition during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reason for failing to realize its voluntary condition in the area of Minority Procurement during the 4th calendar quarter of 2004: “The shortfall was a result of significant categories of purchases for which Horseshoe was not able to identify viable Louisiana minority-owned business alternatives. It is anticipated that the lack of viable Louisiana minority-owned vendors will continue to present a problem in future quarters.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 35% of goods and services from or through majority women-owned companies. The licensee failed to realize its Women Procurement condition during the following quarters: 4th quarter of 2002, 3rd quarter of 2003 and the 4th quarter of 2004. The licensee either met or exceeded its Women Procurement condition in the remaining calendar quarters and years which were not previously mentioned.

*The licensee states the following reason for failing to realize its

voluntary condition in the area of Women Procurement: “The shortfall was a result of significant categories of purchases for which Horseshoe was not able to identify viable Louisiana women-owned business alternatives. It is anticipated that the lack of viable Louisiana women-owned vendors will continue to present a problem in future quarters.”

***SPECIAL NOTE-** The licensee explains its efforts to meets its voluntary goals in the area of Procurement as follows: (1) Horseshoe identifies vendors through participation in community activities and functions; (2) Horseshoe accepts vendor referrals from its existing vendors; (3) Horseshoe’s staff attends and participates in various vendor Expo events sponsored by local and State organizations; (4) Horseshoe participates in the procurement round table; and (5) Horseshoe researches, and continues to research new opportunities and potential areas to increase the number of vendors participating in our procurement efforts.

Response with regard to regional modification of voluntary goals.

Harrah’s is currently in the process of a lengthy evaluation of the possibility that it will submit a Petition to Modify the applicable voluntary goals/conditions for employment and procurement for each of its three (3) licensees. Once that evaluation process is complete, Harrah’s will then have a definitive position as to whether it will submit said petition.

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	1000	2,573	2,593	2,654	2,586
Louisiana	75%	98% 2,534	98% 2,553	99% 2,617	98.5% 2,548
Minority	45%	62% 1,602	63% 1,622	62% 1,637	62% 1,605
Women	51.86%	59% 1,513	59% 1,530	59% 1,556	58% 1,503

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2003)	Q4 (2002)
Louisiana	75%	71%	73%	68%	79%
Minority W/Const.	35%	40%	43%	43%	45%
Women W/Const.	35%	40%	42%	35%	32%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	1000	2,571	2,590	2,589	2,559
Louisiana	75%	99%	99%	99%	99%
Minority	45%	62%	62%	63%	63%
Women	51.86%	59%	58%	58%	57%

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	72%	75%	77%	73%
Minority	35%	37%	43%	45%	36%

Women	35%	26%	30%	34%	31%
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Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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% 2,517	99% 2,492	99% 2,440	99% 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

Procurement Results:

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%

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

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

A. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 550 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 90% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion to the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion to the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment during all quarters of the 2002, 2003 and 2004 calendar years.

ii. Procurement Results:

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 80% of goods and services from or through majority Louisiana-owned companies. (Excluding Riverboat construction and the purchase of gaming devices and supplies) The licensee either met or exceeded its voluntary condition in the area of Louisiana Procurement for all quarters of the 2002, 2003, and 2004 calendar years.

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 15% of goods and

services from or through majority minority-owned companies. The licensee failed to realize its voluntary condition in the area of Minority Procurement during the 1st calendar quarter of 2002. The licensee either met or exceeded its voluntary condition during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reason with regard to failing to realize its Minority Procurement condition during the 1st calendar quarter of 2002: “The reason we did not meet our voluntary goals/conditions for the 1st quarter of 2002 was a result of instruction from our corporate office to reduce the cost of operations. Various departments made changes in the type and quantity of goods that were purchased from minority and non-minority companies.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 15% of goods and services from or through majority women-owned companies. The licensee exceeded its voluntary condition in the area Women Procurement during all calendar quarters of the 2002, 2003 and 2004 calendar years.

***SPECIAL NOTE-** The licensee offers the following explanation with regard to its efforts to meet its voluntary goals in the areas of Employment and Procurement: “With regard to Employment the licensee does the following: Contributes to the New Orleans City Counsel’s Annual Job Fair; participates in job fairs sponsored by colleges, universities, community colleges, and technical colleges; it implemented a Louisiana, Minority, and Woman Business Development Action Plan and it participated in financing part of the research which was conducted by the LSU Center for Business and Economic Research. With regard to Procurement, the licensee does the following: Attends the National Minority Supplier Development Council Conference; Utilizes the “Minority and Women-Owned Business Directory” which is published by the Casino Association of Louisiana; developed a Louisiana/ Minority/ Women vendor action plan; etc.”

Response with regard to regional modification of voluntary goals.

“Boomtown Belle Casino has not indicated an interest in submitting a petition to the Louisiana Gaming Control Board for a regional modification of our voluntary goals/conditions with regard to Employment and Procurement.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	550	1,063	1,078	1,066	1,054
Louisiana	90%	99.4% 1,057	99.4% 1,072	99.5% 1,061	99.3% 1,047
Minority	34.76%	54.8% 582	55.3% 596	56.2% 600	54.46% 574
Women	51.86%	62% 659	61.9% 667	63.2% 674	62.4% 654

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	80%	88.31%	88.34%	91.78%	89.75%
Minority	15%	8.29%	15.14%	17.98%	18.63%
Women	15%	23.81%	27.24%	23.32%	23.72%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	550	1,055	1,105	1,017	960
Louisiana	90%	99.2% 1,047	99.3% 1,097	99.2% 1,009	99.4% 954
Minority	34.76%	55.26% 583	56.1% 620	55.65% 565	54.27% 521

Women	51.86%	61.5% 649	60.5% 669	59.9% 609	60.01% 577
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Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	88.11%	88.46%	88.34%	84.01%
Minority	15%	23.56%	23.5%	22.6%	23.68%
Women	15%	28.25%	29.42%	25.6%	27.79%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%
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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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 800 persons in riverboat and support operations. The licensee failed to realize its Total Employment condition during the 1st quarter of 2002. The licensee either met or exceeded its voluntary condition in the area of Total Employment for the remaining quarters during the 2002, 2003 and 2004 calendar years.

*The following response was given with regard to the licensee’s failure to realize its Total Employment goal during the 1st calendar quarter of 2002: “The total number of employees reported on a quarterly basis reflects the number of employees needed to meet the business needs of the property. The total number of employees reported for this quarter was significantly reduced by a restructuring in our housekeeping department in that quarter that resulted in the loss of approximately 25 jobs.”

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 90% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment for all quarters of the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 75% of goods and services from or through majority Louisiana-owned companies. (Excluding Riverboat construction and the purchase of gaming devices and supplies) The licensee failed to realize its Louisiana Procurement condition in all calendar quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Louisiana Procurement: “(1) An overall lack of qualified LBE and MBE vendors to meet the purchasing needs of casino licensees; (2) When a LBE or MBE is available, they generally are not selected because they are unable to meet the price, quantity, quality, delivery, lead time or suitability requirements that form the basis for any good purchasing decision; (3) The definition of a LBE; (4) The categories of purchases required to be reported have a significant impact as many times there are goods and/or services that must be reported that simply are not available from a LBE or MBE vendor; and (5) Significant one-time or periodic expenditures that require specialized skills or a timeframe not available through a LBE or MBE vendor.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 15% of goods and services from or through majority minority-owned companies. The licensee realized its voluntary condition in the area of Minority Procurement in the 2nd calendar quarter of 2004. The licensee failed to realize its voluntary condition in the area of Minority Procurement during all of the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Minority Procurement: “(1) An overall lack of qualified LBE and MBE vendors to meet the

purchasing needs of casino licensees; (2) When a LBE or MBE is available, they generally are not selected because they are unable to meet the price, quantity, quality, delivery, lead time or suitability requirements that form the basis for any good purchasing decision; (3) The definition of a LBE; (4) The categories of purchases required to be reported have a significant impact as many times there are goods and/or services that must be reported that simply are not available from a LBE or MBE vendor; and (5) Significant one-time or periodic expenditures that require specialized skills or a timeframe not available through a LBE or MBE vendor.”

***SPECIAL NOTE-** The licensee explains its efforts to meets its voluntary condition in the area of Minority Procurement as follows: “(1) Member of the Louisiana Minority Business Council; (2) Participation in various trade shows; (3) Participation in the Shreveport-Bossier City Chamber of Commerce vendor trade fair; (4) Listing publication in trade journals; (5) Participation in round table discussions; (6) Utilization of the Minority and Women owned business directory which was distributed by the Casino Association of Louisiana; and (7) Encouraging general contractors to utilize Minority subcontractors when available.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 15% of goods and services from or through majority women-owned companies. The licensee met or exceeded its Women Procurement condition in all calendar quarters of the 2002, 2003 and 2004 calendar years.

Response with regard to regional modification of voluntary goals.

“Although the voluntary goals were established more than ten years ago, at a time when operations had not begun and therefore, without all the information necessary to determine whether those voluntary goals were attainable, Catfish has not current plans to submit a petition to the Louisiana Gaming Board for regional modification of our voluntary goals and conditions with regard to employment and procurement.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
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Total	800	725	812	985	1,033
Louisiana	90%	99% 716	99% 806	99% 917	99% 964
Minority	34.76%	57% 413	59% 477	61% 573	64% 624
Women	51.86%	54% 390	55% 449	57% 529	57% 555

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	75%	69.30%	68.80%	69.40%	66.60%
Minority	15%	2.24%	3.15%	7.39%	11.83%
Women	15%	18.28%	15.64%	20.80%	13.01%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	800	1,071	834	980	988
Louisiana	90%	99% 1003	99% 993	90% 970	99% 918
Minority	34.76%	63% 640	64% 644	64% 629	63% 588
Women	51.86%	56% 569	55% 555	56% 546	56% 516

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	67.03%	71.30%	70.30%	61.65%
Minority	15%	13.97%	11.17%	11.50%	13.31%
Women	15%	21.30%	21.23%	23.37%	22.21%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

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. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 500 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 80% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee failed to realize its voluntary condition during the following periods: All calendar quarters of 2002, all calendar quarters of 2003, and the first calendar quarter of 2004. (It is of import to mention that the licensee failed to achieve compliance by approximately 1 percentage point or less in many instances.) The licensee either met or exceeded its voluntary conditions during the 2nd, 3rd, and 4th calendar quarters of 2004.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Women Employment: "The difficulty was attributed to the fact that by nature our marine crew and engineering department populations are predominantly male and, therefore, provide no assistance towards achieving the female

employment condition. These departments usually skew the female employment percentage in an adverse direction. In an effort to alleviate the problem, the property placed additional emphasis on increasing the female populations in other departments, and as a result has exceeded the voluntary female employment condition for calendar years 2003 and 2004.”

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and the purchase of gaming devices and supplies. The licensee failed to realize its voluntary condition in the area of Louisiana Procurement during the 2nd quarter of 2004. The licensee either met or exceeded its voluntary condition during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Louisiana Procurement: “There are routine combinations of factors that can hinder our ability to meet the voluntary conditions. The factors include vendor availability, vendor suitability, product quality, service limitations, and vendor pricing concerns.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 15% of goods and services from majority minority-owned firms. The licensee failed to realize its voluntary condition in the area of Minority Procurement during the following quarters: 2nd and 4th quarter of 2002; 4th quarter of 2003 and all calendar quarters of 2004. The licensee either met or exceeded its voluntary condition during the following quarters: 1st and 3rd quarters of 2002; and the 1st, 2nd and 3rd quarters of 2003.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Minority Procurement: “There are routine combinations of factors that can hinder our ability to meet the voluntary conditions. The factors include vendor availability, vendor suitability, product quality, service limitations, and vendor pricing concerns.”

Women Procurement- The voluntary condition which was approved at the time of licensure was procure 15% of goods and services from majority women-owned firms. The licensee realized its voluntary condition in the area of Women Procurement during all calendar quarters of the 2002, 2003 and 2004 calendar years.

Response with regard to regional modification of voluntary goals.

“With regard to our interest in modifying our existing employment and procurement conditions, it should be noted that in 2004, the Treasure Chest Casino was working through the centralized efforts of the Casino Association of Louisiana to develop modified regional procurement goals based upon market demand, vendor capacity, and procurement experience gained by licensees over the last ten years of operations. This effort has since been suspended for the reasons provided during the December 21, 2004 Gaming Control Board meeting.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	500	1,105	1,111	1,087	1,080
Louisiana	80%	99.5% 1,099	99.3% 1,103	99.6% 1,083	99.5% 1,075
Minority	34.76%	42.3% 467	43.8% 487	43.9% 477	44.4% 479
Women	51.86%	49.5% 547	49.2% 547	49.9% 542	50% 540

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	75%	87.5%	88.3%	88.3%	88.5%
Minority	15%	17.2%	13.7%	16.4%	13.9%
Women	15%	40.2%	29.6%	36.7%	32.8%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	500	1,054	1,035	1,056	1,067
Louisiana	80%	99.6% 1,050	99.3% 1,028	99.4% 1,050	99.4% 1,061
Minority	34.76%	44.7% 471	45.3% 469	46.5% 491	47.3% 505
Women	51.86%	50.6% 533	51.1% 529	51.3% 542	51.7% 552

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	75%	80.1%	92.0%	89.0%	89.8%
Minority	15%	15.4%	16.0%	16.2%	13.5%
Women	15%	31.7%	26.7%	30.6%	32.3%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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
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Procurement Results:

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%

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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to employ 600 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 80% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana employment for all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities at the rate of 30%, or in proportion to the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee met or exceeded its voluntary condition in the area of

Minority Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire minorities at the rate of 35%, or in proportion to the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee failed to realize its voluntary condition during the following time periods: 1st and 2nd quarter of 2002, and 1st quarter of 2003. The licensee either met or exceeded its voluntary conditions in the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Women Employment: “We work hard to attract female applicants by working with the community and civic organizations. Casino Rouge offers great benefits and competitive salaries. We also are sensitive to the demands of family for females and offer flexible schedules in selected departments.”

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 80% of goods and services from or through majority Louisiana-owned companies; excluding riverboat construction and the purchase of gaming devices and supplies. The licensee failed to realize its Louisiana Procurement condition during the following time periods: 1st, 2nd, 3rd and 4th quarters of 2002; 1st quarter of 2003; and the 2nd and 4th quarters of 2004. The licensee either met or exceeded its voluntary conditions during the 2nd, 3rd and 4th quarters of the 2003 calendar year and the 1st and 3rd calendar quarters of 2004.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Louisiana Procurement: “This goal has been the most challenging for Casino Rouge. We are continually confronted with two issues that make attaining this goal difficult. The first is that there are some products that we require that just are not available from Louisiana vendors. The second is the current definition of “Louisiana owned company”. We purchase large amounts of product from vendors that are located in Louisiana. They pay taxes and hire Louisiana residents, but because their corporate HQ is not in Louisiana, we can not list them as a Louisiana vendor.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority minority-owned suppliers and firms. The licensee failed to realize its voluntary condition with regard to Minority Procurement during all quarters of the 2002 calendar year. The licensee either met or exceeded its voluntary condition with regard to Minority Procurement during all quarters of the 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Minority Procurement: “We failed to meet the goal in 2002 because of how we calculated the figures. We changed our formula after meeting with the Attorney General’s Office in the first quarter of 2003. We have exceeded our goal every quarter since receiving clarification.”

Women Procurement- The voluntary goal which was approved at the time of licensure was to procure 10% of the total cost of goods and services from majority women-owned companies. The licensee failed to realize its voluntary condition during the 1st quarter of 2002. The licensee either met or exceeded its voluntary condition during all of the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Women Procurement: “We have exceeded this goal for every quarter of the period of review except the 1st quarter of 2002. We actively participate in vendor fairs and seminars sponsored by the Louisiana Casino Association for Louisiana and Minority vendors.”

Response with regard to regional modification of voluntary goals

“We have been working through the Casino Association of Louisiana and all riverboat casino operators to develop modified regional procurement goals based upon market demand, vendor capacity and procurement experience gained over the last ten years of operations. This attempt was suspended for the reasons provided during the December 21, 2004 Gaming Control Board meeting.”

***SPECIAL NOTE** – The percentages with regard to employment and procurement were erroneously calculated and reported by Argosy Casino beginning with the 1st calendar quarter of 2003. For the previously mentioned reason, revised information has been submitted with regard to all quarters of the 2003 and 2004 calendar

years. The corrected calculations are included within this report. I have prepared a comparison which illustrates the numbers and percentages which were previously submitted and the amended numbers and percentages which are contained within the pages of the current report. Amendments are indicated in the following manner, (*).

Quarters 1 through Q4 of the 2002 calendar year

i. Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	600	648	892	877	891
Louisiana	80%	99.65% 900	99.66% 889	99.54% 873	99.44% 886
Minority	34.76%	57.21% 516	59.19% 528	60.43% 530	59.15% 527
Women	51.86%	51% 463	50.78% 453	52% 454	52% 467

ii. Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	80%	53.63%	75.87%	76.79%	72.26%
Minority	10%	.58%	3.89%	4.68%	6.83%
Women	10%	7.84%	19.96%	15.92%	18.48%

Quarters 1 through 4 of the 2003 calendar year

i. Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
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Total	600	856	829	838	843
Louisiana	80%	99.53% 852	98.91% 820	99.28% 832	99.17% 836
Minority	34.76%	59.58% 510	59.47% 493	59.31% 497	60.02% 506
Women	51.86%	51.5% 441	52.23% 433	52.86% 443	53.85% 454

ii. **Procurement Results:**

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	(*74.13%) 74.13%	(81.12%) 77.50%	(80.93%) 78.58%	(80.51%) 79.06%
Minority	10%	(*14.83%) 14.83%	(*19.80%) 17.34%	(*25.37%) 19.95%	(*21.05%) 20.23%
Women	10%	(*21.77%) 21.77%	(*24.38%) 23.09%	(*31.83%) 25.93%	(*28.89%) 26.68%

Quarters 1 through 4 of the 2004 calendar year

i. **Employment Results:**

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:**

Procurement	Voluntary Conditions/Goals	Q1 (2004)	Q2 (2004)	Q3 (2004)	Q4 (2004)
Louisiana	80%	(*82.54%) 82.54%	(*61.56%) 72.03%	(*83.70%) 75.61%	(*74.04%) 75.19%
Minority	10%	(*17.76%) 17.76%	(*20.16%) 18.79%	(*16.71%) 18.08%	(*19.88%) 18.56%
Women	10%	(*29.19%) 29.19%	(*32.44%) 30.58%	(*39.08%) 33.46%	(*37.95%) 34.64%

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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 400 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 70% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment for all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was established at the time of licensure was to hire minorities and women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment during all quarters of the 2002, 2003 and

2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary conditions in the area of Women Employment for all quarters during the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 80% of goods and services from or through majority Louisiana-owned companies, excluding riverboat construction and the purchase of gaming devices and supplies. The licensee failed to realize its Louisiana Procurement condition during the following time periods: all quarters of the 2002 calendar year; all quarters of the 2003 calendar year; and the 1st, 2nd and 3rd quarters of the 2004 calendar year. The licensee exceeded its voluntary condition in the area of Louisiana Procurement during the 4th quarter of 2004.

*The licensee states the following reasons for failing to realize its voluntary condition in the area of Louisiana Procurement: “We have self instituted local and company wide initiatives and actively participated in industry vendor fairs and roundtables to further assist in fulfilling this goal, although we have made remarkable improvements in this area, the Belle of Orleans has continued to fall short in the area of Louisiana procurement. We’ve realized that based on the Louisiana procurement domiciliary rule, our goal may have been too aggressive, thus attributing to the documented shortcoming.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 30% of goods and services from majority minority-owned firms. The licensee failed to realize its voluntary condition in the area of minority procurement during the following time periods: all quarters of the 2002 calendar year; and the 1st, 2nd and 3rd quarters of the 2003 calendar year. The licensee either met or exceeded its voluntary condition during the 4th quarter of 2003 and the 1st, 2nd, 3rd, and 4th quarters of the 2004 calendar year.

*The licensee states the following reasons for failing to realize its Minority Procurement condition: “The Belle of Orleans has

increased its efforts to identify minority vendors by joining organizations such as the Louisiana Minority Business Council. Also, we have participated in various vendor fairs. Furthermore, our purchasing department has a clear directive to seek out and utilize minority vendors whenever possible.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned firms. The licensee either met or exceeded its voluntary conditions with regard to Women Procurement for all quarters of the 2002, 2003 and 2004 calendar years.

Response with regard to regional modification of voluntary goals

“The Belle of Orleans previously desired to submit a petition to the Louisiana Gaming Control Board for regional modification of voluntary goals/conditions with regard to employment and procurement.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	400	681	711	705	692
Louisiana	70%	99%	99%	99%	99%
		674	702	697	683
Minority	34.76%	77%	78%	78%	78%
		526	554	551	539
Women	51.86%	57%	57%	57%	55%
		387	405	404	381

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
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Louisiana	80%	57%	53%	62%	64%
Minority	30%	25%	22%	26%	24%
Women	10%	13%	13%	15%	15%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	400	711	714	690	708
Louisiana	70%	99% 703	99% 706	99% 686	99% 702
Minority	34.76%	79% 560	79% 566	81% 557	82% 578
Women	51.86%	56% 397	56% 400	56% 396	58% 407

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	53%	64%	65%	72%
Minority	30%	21%	26%	27%	31%
Women	10%	15%	21%	18%	18%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

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. **Actual Results per Quarterly Reports supplied by Riverboats:**

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 650 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment for all quarters during the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 75% Louisiana residents. The licensee either met or exceeded its voluntary

condition in the area of Louisiana Employment for all quarters during the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary goal which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary goal which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment for all quarters during the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 60% of goods and services from or through majority Louisiana-owned companies. The licensee failed to realize its Louisiana Procurement condition during the following time periods: 1st, 3rd and 4th quarters of the 2002 calendar year; 1st, 2nd and 3rd quarters of the 2003 calendar year; and the 1st quarter of the 2004 calendar year. The licensee either met or exceeded its voluntary condition during the following time periods: 2nd quarter of the 2002 calendar year; 4th quarter of the 2003 calendar year; and the 2nd, 3rd and 4th quarters of the 2004 calendar year.

*The licensee states the following reasons for failing to realize its Louisiana Procurement condition: “The licensee failed to meet its voluntary condition regarding procurement of goods and services from Louisiana owned businesses due to additional expenditures made to Texas advertising agencies. A great deal of our budget was spend in advertising in Texas as a result of Delta Downs Slot Casino opening in Vinton. Another factor that adversely affected our goal was bulk buying by our Corporate office. The percentage met also decreased due to purchasing from many vendors that were Louisiana based, but the owner lived outside of the state.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and

services from or through minority majority-owned companies. The licensee failed to realize its voluntary condition in the area of Minority Procurement during the following time periods: all quarters of the 2002 calendar year; all quarters of the 2003 calendar year; and the 1st quarter of the 2004 calendar year. The licensee either met or exceeded its voluntary condition during the 2nd, 3rd and 4th quarters of the 2004 calendar year.

*The licensee states the following reasons for failing to realize its Minority Procurement condition: “There was a failure to meet the voluntary condition regarding procurement of goods and services from minority owned businesses were due to the loss of minority entertainment vendors and our local Food & Beverage supplier.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned companies. The licensee failed to realize its Women Procurement condition during the 2nd and 4th quarters of the 2002 calendar year. The licensee either met or exceeded its voluntary condition in the area of Women Procurement during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Women Procurement condition: “Failed to meet the voluntary condition regarding the procurement of goods and services from women owned businesses due to changes in ownership of several companies.”

Response with regard to regional modification of voluntary goals.

“The licensee is not interested in amending the current voluntary employment or procurement goals. Any previous request was reflective of efforts by the Casino Association of Louisiana and all riverboat operations. As an independent operation we do not see a need to amend these goals at this time.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
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Total	650	1,320	1,295	1,265	1,190
Louisiana	75%	97.8% 1,292	97.1% 1,258	96.3% 1,218	96.7% 1,151
Minority	34.76%	55.53% 733	53.67% 695	54.86% 694	52.44% 624
Women	51.86%	56.28% 743	56% 721	55% 696	55% 659

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	60%	52%	64%	56%	52%
Minority	10%	7%	5%	6%	7%
Women	10%	12%	9%	7%	17%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	650	1,267	1,248	1,340	1,252
Louisiana	75%	97.47% 1,235	96.96% 1,210	96.42% 1,292	96.89% 1,213
Minority	34.76%	51.78% 656	51.04% 637	50.60% 678	51.44% 644
Women	51.86%	55% 701	55% 692	55% 732	54% 679

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	60%	54%	49%	49%	67%
Minority	10%	5%	5%	4%	3%
Women	10%	11%	12%	12%	10%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%)

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. Actual Results per Quarterly Reports supplied by Riverboats:

i. **Employment Results:**

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 520 persons in riverboat and support operations. The licensee failed to realize its voluntary condition with regard to Total Employment during the following time periods: all quarters of 2003 calendar year; and all quarters of the 2004 calendar year. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all quarters of the 2002 calendar year.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 90% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition with regard to Minority Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment during all quarters of the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 90% of goods and services from or through majority Louisiana-owned companies. The licensee failed to realize its voluntary condition in the area of Louisiana Procurement during all quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Louisiana Procurement condition: “The Louisiana Procurement condition was not met due to the fact that only goods and services purchased for the Grand Palais can be credited to it. Most food items, all hotel items, and most marketing items are expenditures for the St. Charles Gaming license. The goal was further hampered by the definition of a Louisiana owned business. This definition did not allow us to count from 14%-20% of our expenditures due to the company’s owner being domiciled outside of the state of Louisiana.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority minority-owned suppliers and firms. The licensee failed to realize its voluntary condition in the area of Minority Procurement during the following time periods: 4th quarter 2002; and the 2nd and 4th quarters of 2003. The licensee either met or exceeded its voluntary condition in the area of Minority Procurement during the following time periods: 1st, 2nd and 3rd quarters of 2002; 1st and 3rd quarters of 2003 and all calendar quarters of 2004.

*The licensee states the following reasons for failing to realize its Minority Procurement condition: “We failed to realize our voluntary condition due to the lack of opportunity to purchase the same amount of goods and services as the amount expended for the other license.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 8% of goods and services from or through majority women owned suppliers and firms. The licensee failed to realize its voluntary condition in the area of Women Procurement during the following time periods: 1st, 2nd and 4th quarters of 2002 and all quarters of the 2003 calendar year. The licensee either met or exceeded its voluntary condition in the area of Women Procurement during the following time period: 3rd quarter of 2002 and all calendar quarters of 2004.

*The licensee states the following reasons for failing to realize its Women Procurement condition: “The licensee failed to realize its voluntary condition due to the lack of opportunity to purchase the same amount of goods and services as the amount expended for the other license. Also, with regard to the construction of a new entry, the vendors were not woman owned.”

Response with regard to regional modification of voluntary goals

“The licensee is not interested in amending the current voluntary employment or procurement goals. Any previous request was reflective of efforts by the Casino Association of Louisiana and all riverboat operations. As an independent operation we do not see a need to amend these goals at this time.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	520	582	532	521	469
Louisiana	90%	93% 596	94.36% 502	94.43% 492	95.09% 446
Minority	34.76%	45.36% 264	44.92% 239	44.91% 234	45.20% 212
Women	51.86%	61% 353	61% 325	61% 316	60% 280

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	90%	58%	55%	77%	76%
Minority	10%	17%	12%	14%	9%
Women	8%	6%	7%	20%	5%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	520	448	423	393	377
Louisiana	90%	95.09% 426	95.27% 403	95.16% 374	95.23% 359
Minority	34.76%	44.87% 201	45.39% 192	46.31% 182	45.36% 171
Women	51.86%	60% 268	61% 256	61% 239	60% 228

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	90%	79%	59%	50%	84%
Minority	10%	13%	8%	11%	3%
Women	8%	7%	7%	7%	2%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

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

Preliminary Approval: June 18, 1993
License Approval: April 30, 1996
Operations commenced: October 4, 1996

A. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 775 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 80% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment during all quarters of the 2002, 2003, and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition with regard to Minority Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition with regard to Women Employment during all quarters of the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 80% of goods and services from or through majority Louisiana-owned companies. The licensee failed to realize its voluntary condition in the area of Louisiana Procurement during all quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Louisiana Procurement condition: “This condition has not been met due to the large amounts of goods and services needed for casino operations from large businesses not directly located within Louisiana, such as national companies like Coca-Cola or bus charter companies. The large volume of business that is conducted with these types of companies directly and adversely affect Boomtown’s percentages for this category. Although this has been an ongoing challenge to meet this requirement, Boomtown is still trying to identify solutions to meet this goal.”

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from majority minority-owned suppliers and firms. The licensee failed to realize its voluntary condition during the 2nd quarter of the 2002 calendar year. The licensee either met or exceeded its voluntary condition in the area of Minority Procurement during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Minority Procurement condition: “This condition was not met due to a large purchase for advertising in the Texas market during the name change and re-branding of the property from Casino Magic to Boomtown. These large purchases lowered Boomtown’s percentages for minority owned businesses causing us to not achieve this voluntary condition during the 2nd quarter of 2002 only.”

Women Procurement- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from or through majority women-owned suppliers and firms. The licensee either met or exceeded its voluntary condition with regard to Women Procurement during all quarters of the 2002, 2003 and 2004 calendar years.

Response with regard to regional modification of voluntary goals

“In regard to modifying its voluntary goals, Boomtown has been working through the centralized efforts of the Casino Association of Louisiana and all riverboat casino operators to develop modified regional procurement goals based upon market demand, vendor capacity and procurement experience gained over the last ten years of operation. That effort has been suspended for the reasons provided during the December 21, 2004 Gaming Control Board meeting.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	775	1,088	1,262	1,258	1,248
Louisiana	80%	98% 1,070	98% 1,070	98% 1,236	99% 1,231
Minority	34.76%	63% 690	64% 813	64% 799	64% 801
Women	51.86%	60% 652	60% 750	59% 743	60% 736

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	80%	74%	68%	71%	61%
Minority	10%	10%	8%	16%	13%
Women	10%	30%	21%	33%	33%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	775	1,232	1,182	1,026	985
Louisiana	80%	98.6% 1,215	98% 1,160	98% 1,009	98.48% 970
Minority	34.76%	67% 823	68% 803	69% 706	69% 680
Women	51.86%	60% 736	66% 725	65% 637	62% 607

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Louisiana	80%	67%	57%	62%	63%
Minority	10%	20%	12%	19%	16%
Women	10%	34%	32%	26%	42%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%

**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. Actual Results per Quarterly Reports supplied by Riverboats:

i. Employment Results:

Total Employment- The voluntary condition which was approved at the time of licensure was to hire 1,500 persons in riverboat and support operations. The licensee either met or exceeded its voluntary condition in the area of Total Employment during all

quarters of the 2002, 2003 and 2004 calendar years.

Louisiana Employment- The voluntary condition which was approved at the time of licensure was to hire 80% Louisiana residents. The licensee either met or exceeded its voluntary condition in the area of Louisiana Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Minority Employment- The voluntary condition which was approved at the time of licensure was to hire minorities in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 34.76%. The licensee either met or exceeded its voluntary condition in the area of Minority Employment during all quarters of the 2002, 2003 and 2004 calendar years.

Women Employment- The voluntary condition which was approved at the time of licensure was to hire women in proportion with the population of the state or parish, whichever is greater. Information contained within the 1990 census mandates that the level of compliance be set at 51.86%. The licensee either met or exceeded its voluntary condition in the area of Women Employment during all quarters of the 2002, 2003 and 2004 calendar years.

ii. **Procurement Results:**

Louisiana Procurement- The voluntary condition which was approved at the time of licensure was to procure 60% of goods and services from or through majority Louisiana-owned companies. The licensee failed to realize its voluntary condition in the area of Louisiana Procurement during the 4th quarter of the 2004 calendar year. The licensee either met or exceeded its voluntary condition in the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Louisiana Procurement condition: "The voluntary goal was not reached because of a consent order of debt relief under Chapter 11 Bankruptcy as 'debtor in possession'. This order of relief has led to a significant amount of unforeseen expenses totaling \$3,102,278.68. These expenses are not related to operations and in some instances represent payments for legal fees and financial advisors incurred by third party creditors."

Minority Procurement- The voluntary condition which was approved at the time of licensure was to procure 25% of goods and services from or through majority minority-owned companies. The licensee failed to realize its voluntary condition during the 4th quarter of the 2004 calendar year. The licensee either met or exceeded its voluntary condition in the area of Minority Procurement during the remaining quarters of the 2002, 2003 and 2004 calendar years.

*The licensee states the following reasons for failing to realize its Minority Procurement condition: “The voluntary goal was not reached because of a consent order of debt relief under Chapter 11 Bankruptcy as “debtor in possession”. This order of relief has led to a significant amount of unforeseen expenses totaling \$3,102,278.68. These expenses are not related to operations and in some instances represent payments for legal fees and financial advisors incurred by third party creditors.”

Women Procurment- The voluntary condition which was approved at the time of licensure was to procure 10% of goods and services from majority women-owned suppliers and firms. The licensee either met or exceeded its voluntary condition in the area of Women Procurement in all quarters of the 2002, 2003 and 2004 calendar years.

Response with regard to regional modification of voluntary goals

“Hollywood Casino has not submitted a petition to the Gaming Control Board for a regional modification of our voluntary goals/conditions. Hollywood Casino is not a member of the Casino Association, but it is open to the idea of developing regional goals. Hollywood Casino desires to be included in any future discussions as an independent operator regarding the establishment of regional goals.”

Quarters 1 through 4 of the 2002 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Total	1,500	1,802	1,842	1,834	1,924
Louisiana	80%	98.95%	99.02%	98.96%	98.44%

		1,783	1,824	1,815	1,894
Minority	34.76%	67.98%	69.06%	68.76%	68.50%
		1,225	1,272	1,261	1,318
Women	51.86%	60.32%	60%	60%	59%
		1,087	1,109	1,093	1,142

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2002)	Q2 (2002)	Q3 (2002)	Q4 (2002)
Louisiana	60%	64%	67%	69%	64%
Minority	25%	28%	28%	28%	27%
Women	10%	34%	37%	36%	36%

Quarters 1 through 4 of the 2003 calendar year

Employment Results:

Employment	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
Total	1,500	1,862	1,877	1,882	1,841
Louisiana	80%	98.76%	98.72%	99.04%	98.64%
		1,839	1,853	1,864	1,816
Minority	34.76%	68.47%	70.86%	71.57%	70.99%
		1,275	1,330	1,347	1,307
Women	51.86%	59%	60%	61%	60%
		1,100	1,128	1,150	1,114

Procurement Results:

Procurement	Voluntary Conditions/Goals	Q1 (2003)	Q2 (2003)	Q3 (2003)	Q4 (2003)
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Louisiana	60%	69%	63%	68%	62%
Minority	25%	32%	30%	31%	28%
Women	10%	41%	39%	42%	35%

Quarters 1 through 4 of the 2004 calendar year

Employment Results:

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

Procurement Results:

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%