

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

1st QUARTER, 2001

Prepared for July 17, 2001 Board Meeting

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

These conditions were proposed by each of the applicants who received licenses to operate riverboat casinos in the State of Louisiana.

The Louisiana Riverboat Economic Development and Gaming Control Act provides for fifteen riverboat casinos to operate in the State of Louisiana. As of this date of this report, fourteen riverboat casinos are currently operating in the State of Louisiana.

Therefore, this report is taken from figures reported by the fourteen operating riverboats to the Louisiana Gaming Control Board for the first calendar quarter of 2001. Approximately 18,116 people were employed by the riverboat industry for the first calendar quarter of 2001. Of that number, 17,731 were Louisiana residents, 10,983 were minorities and 10,499 were women.

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

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

Preliminary Approval: March 12, 1993

Operations Commenced: April 22, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 24.3% minorities and women or in proportion with the population of state or parish, whichever is greater.
- c. Hire 770 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,291
Louisiana 97.13% (1,254)
Minority 65.61% (847)
Women 57.48% (742)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,291	1,531	1,495	1,429	
Louisiana	97.13% 1,254	98.04% 1,501	97.73% 1,461	97.48% 1,393	
Minority	65.61% 847	63.55% 973	63.81% 954	64.80% 926	
Women	57.48% 742	60.55% 927	60.40% 903	59.48% 850	

ii. **Procurement Results:**

Total La. 46.46%
Minority 16.93%
Women 21.27%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average

Louisiana	46.46%	63.10%	43.43%	44.51%	
Minority	16.93%	17.15%	13.67%	19.25%	
Women	21.27%	26.61%	21.94%	26.21%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,920
Louisiana 97.9% (1,880)
Minority 63.2% (1,213)
Women 61.9% (1,189)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,920	1,413	1,445	1,795	
Louisiana	97.9% 1,880	97.7% 1,380	97.9% 1,414	97.8% 1,751	
Minority	63.2% 1,213	58.7% 830	59.2% 856	62.2% 1,117	
Women	61.9% 1,189	59% 834	60.1% 869	60.1% 1,079	

ii. **Procurement Results:**

Total La. 59.6% (81.5% with construction)
Minority 18.6% (6.8% with construction)
Women 15.8% (8.5% with construction)

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	59.6%	64.8%	62%	68.0%	
W/Const.	81.5%	92%	92.3%	84.4%	
Minority	18.6%	23.2%	23.5%	27.4%	
W/Const.	6.8%	4.3%	6.0%	7.2%	
Women	15.8%	15.7%	13.1%	18.1%	
W/Const.	8.5%	9%	4.6%	17.5%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
Women Percentage: 51.86%

3. **PLAYERS LAKE CHARLES, INC. (HARRAHS):**
(Players III - Lake Charles)

Preliminary Approval: March 12, 1993
Operations commenced: December 8, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana owned companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% (minorities) and 9% (Women) of goods and services from minority and Women majority-owned firms during preopening construction period.
- c. Procure 5% (minorities) and 5% (Women) of goods and services from minority and Women majority-owned firms during post construction period.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 796

Louisiana 97.8% (761)
 Minority 49% (391)
 Women 57.6 (458)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	796	1,111	897	820	
Louisiana	97.8% 761	98.2% 1,091	98.4% 1,015	98% 805	
Minority	49% 391	51.6% 573	50.5% 453	50.5% 415	
Women	57.6% 458	57% 632	56.74% 509	58% 479	

ii. **Procurement Results:**

Total La. 60.75%
 Minority 6.69%
 Women 12.04%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	60.75%	59.6%	67.52%	60.11%	
Minority	6.69%	9.85%	5.18%	5.66%	
Women	12.04%	13.84%	8.62%	10.02%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

4. **HARRAH'S STAR PARTNERSHIP:**

(Star Casino - Lake Charles)

Preliminary Approval: March 26, 1993
Operations commenced: October 24, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women proportion to whichever is greater.
- c. Hire 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 796
Louisiana 97.8% (761)
Minority 49% (391)
Women 57.6% (459)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	796	548	812	820	
Louisiana	97.8% 761	97.6% 535	98.7% 669	98% 805	
Minority	49%	50.7%	50.5%	50.5%	

	391	278	410	414	
Women	57.6%	56%	56.77%	58%	
	459	310	461	478	

ii. **Procurement Results:**

Total La. 80%
 Minority 11.35%
 Women 15.55%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	80%	88.68%	81.10%	80.67%	
Minority	11.35%	13.15%	11.37%	14.64%	
Women	15.55%	10.32%	12.22%	16.37%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

5. **HORSESHOE ENTERTAINMENT, A LOUISIANA LIMITED PARTNERSHIP:**

(The Horseshoe - Bossier City)

Preliminary Approval: March 26, 1993
 Operations commenced: July 9, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire 45% minorities and women or in proportion to the population of the state or parish, whichever is greater.

- c. Employ 1000 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 35% and 35% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 2,628
Louisiana 98.4% (2,587)
Minority 62% (1,633)
Women 60% (1,576)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	2,628	2,647	2,694	2,711	
Louisiana	98.4% 2,587	99% 2,608	98.6% 2,657	98.3% 2,666	
Minority	62% 1,633	63% 1,662	62% 1,658	62% 1,686	
Women	60% 1,576	62% 1,663	61% 1,633	60% 1,637	

ii. **Procurement Results:**

Total La. 59%
Minority 28% (27% with construction)
Women 34% (33% with construction)

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	59%	75%	44%	52%	
Minority	28%	36%	28%	28%	
W/Const.	27%		27%	25%	
Women	34%	43%	32%	31%	
W/Const.	33%	42%	30%	29%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 550 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services

from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,094
Louisiana 99.8% (1,092)
Minority 53.2% (583)
Women 62.2% (680)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,094	1,184	1,181	1,110	
Louisiana	99.8% 1,092	99.7% 1,180	99.7% 1,177	99.5% 1,105	
Minority	53.2% 583	51.8% 613	53% 627	53.5% 594	
Women	62.2% 680	62.2% 736	62.2% 735	61.8% 686	

ii. **Procurement Results:**

Total La. 83.12%
Minority 8.24%
Women 23.42%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	83.12%	94.37%	88.20%	85.82%	
Minority	8.24%	18.07%	14.82%	7.34%	

Women	23.42%	32.41%	30.42%	18.98%	
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C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

7. **CATFISH QUEEN PARTNERSHIP/JAZZ ENTERPRISES, INC:**
(Argosy Casino - Baton Rouge)

Preliminary Approval: March 26, 1993
 Operations commenced: September 30, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 800 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 797
 Louisiana 98.69% (752)
 Minority 58.14% (443)

Women 53.28% (406)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	797	797	798	828	
Louisiana	98.69% 752	99.25% 791	99.12% 791	98.87% 784	
Minority	58.14% 443	59.47% 474	60.27% 481	59.77% 474	
Women	53.28% 406	54.57% 435	53.39% 426	52.46% 416	

ii. **Procurement Results:**

Total La. 72.66%
 Minority 1.47%
 Women 19.01%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	72.66%	83.98%	89.14%	84.65%	
Minority	1.47%	17.06%	14.69%	13.54%	
Women	19.01%	21.58%	17.72%	17.61%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

Preliminary Approval: June 18, 1993
 Operations commenced: September 5, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion to the population of the state or parish, whichever is greater.
- c. Employ 500 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 75% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 15% and 15% of goods and services from minority and women majority-owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,233
 Louisiana 99.4% (1,227)
 Minority 43.2% (533)
 Women 49.7% (613)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,233	1,209	1,171	1,191	
Louisiana	99.4% 1,227	99.7% 1,206	99.6% 1,167	99.6% 1,187	
Minority	43.2% 533	41.8% 505	41.8% 489	42.5% 507	

Women	49.7%	51.2%	50.6%	49.5%	
	613	619	593	590	

ii. **Procurement Results:**

Total La. 72%
 Minority 25.4%
 Women 41%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	72%	80.86%	77.26%	76.6%	
Minority	25.4%	13.66%	24.9%	24%	
Women	41%	23.91%	38.63%	37.4%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

9. **LOUISIANA CASINO CRUISES, INC.:**
(Casino Rouge - Baton Rouge)

Preliminary Approval: March 26, 1993
 Operations commenced: December 28, 1994

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women at 30% and 35% respectively, or in proportion to the population of the state or parish, whichever is greater.
- c. Employ 600 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies, excluding Riverboat construction and purchase of gaming devices and supplies.
- b. Procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms during the re-opening construction phase. During the post-opening operating phase, to procure 10% and 10% of the total cost of goods and services from minorities and women (respectively) majority owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total	947
Louisiana	99.89% (946)
Minority	54.28% (514)
Women	50.58% (479)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	947	1004	966	942	
Louisiana	99.89% 946	99.43% 999	99.50% 961	99.89% 941	
Minority	54.28% 514	54.08% 543	53.93% 521	55.20% 520	
Women	50.58% 479	55.68% 559	51.76% 500	50.85% 479	

ii. **Procurement Results:**

Total La. 52.26%
 Minority 3.02%
 Women 8.77%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	52.26%	78.53%	76.86%	77.57%	
Minority	3.02%	1.99%	2.65%	1.97%	
Women	8.77%	9.46%	6.37%	7.29%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

10. **BELLE OF ORLEANS, L.L.C.:**
(Bally's - New Orleans)

Preliminary Approval: June 18, 1993
 Operations commenced: July 7, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 70% Louisiana residents.
- b. Hire minorities and women in proportion whichever is greater.
- c. Hire 400 persons in riverboat and support operations.

ii. **Procurement Conditions:**

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

- c. Procure 10% of goods and services from majority Women owned firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 711
Louisiana 99% (703)
Minority 77% (547)
Women 59% (416)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	711	723	738	734	
Louisiana	99% 703	99% 715	99% 731	99% 727	
Minority	77% 547	88% 633	76% 560	77% 562	
Women	59% 416	58% 419	59% 432	60% 437	

ii. **Procurement Results:**

Total La. 64%
Minority 27%
Women 9%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	64%	51%	60%	55%	
Minority	27%	33%	21%	23%	

Women	9%	13%	10%	10%	
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C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

11. **ST. CHARLES GAMING COMPANY, INC.:**
(Isle of Capri - Lake Charles)

Preliminary Approval: June 18, 1993
 Operations commenced: July 29, 1995

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 75% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 650 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 60% of goods and services from or through Louisiana companies.
- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,467
 Louisiana 97.8% (1,435)
 Minority 53.65% (787)
 Women 57% (831)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,467	1,483	1,409	1,506	
Louisiana	97.8% 1,435	96.8% 1,400	96.6% 1,361	97.5% 1,506	
Minority	53.65% 787	51.11% 758	49.89% 705	53.12% 800	
Women	57% 831	56.64% 840	58% 820	57% 853	

ii. **Procurement Results:**

Total La. 72%
 Minority 9%
 Women 11%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	72%	65%	60%	50%	
Minority	9%	14%	7%	7%	
Women	11%	14%	13%	11%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

12. **GRAND PALAIS RIVERBOAT, INC.:**
(Isle of Capri - Lake Charles)

Preliminary Approval: June 18, 1993
 Operations commenced: July 12, 1996

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 90% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 520 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 90% of goods and services from or through Louisiana companies.
- b. Procure 10% and 8% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total	639
Louisiana	93% (596)
Minority	44.71% (293)
Women	61% (387)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	639	675	653	680	
Louisiana	93% 596	92.6% 625	94.03% 614	92.94% 632	
Minority	44.71% 293	47.11% 318	46.86% 306	44.85% 305	
Women	61% 387	60.59% 409	61.50% 402	61% 415	

ii. **Procurement Results:**

Total La. 74%
 Minority 12%
 Women 2%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	74%	60%	61%	68%	
Minority	12%	12%	13%	16%	
Women	2%	3%	2%	3%	

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

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

A. Voluntary Conditions:

i. **Employment Conditions:**

- a. Hire 80% Louisiana residents.
- b. Hire minorities and women in proportion with the population of the state or parish, whichever is greater.
- c. Hire 775 persons in riverboat and support operations.

ii. **Procurement Conditions:**

- a. Procure 80% of goods and services from or through Louisiana companies.

- b. Procure 10% and 10% of goods and services from minority and women majority-owned suppliers and firms.

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 1,346
Louisiana 99% (1,325)
Minority 84% (1,124)
Women 61% (820)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	1,346	1,537	1,600	1,444	1,540
Louisiana	99% 1,325	98.78% 1,518	99% 1,579	99% 1,426	
Minority	84% 1,124	67.33% 1,030	85% 1,358	85% 1,230	
Women	61% 820	60.74% 923	60% 957	61% 873	

ii. **Procurement Results:**

Total La. 75%
Minority 17%
Women 50%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	75%	70%	43%	59%	
Minority	17%	7.5%	6%	17%	

Women	50%	17%	17%	30%	
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C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

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

License Approval: September 14, 1998
 Operations commenced: December 20, 2000

A. Voluntary Conditions:

i. **Employment Conditions:**

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

ii. **Procurement Conditions:**

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

B. Actual Results per Quarterly Reports supplied by Riverboats:

March 31, 2001

i. **Employment Results:**

Total 2,451
 Louisiana 98.41% (2,412)
 Minority 68.71% (1,684)
 Women 58.87% (1,443)

Employment	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Total	2,451				
Louisiana	98.41% 2,412				
Minority	68.71% 1,684				
Women	58.87% 1,443				

ii. **Procurement Results:**

Total La. 47%
 Minority 22%
 Women 26%

Procurement	Q1 (2001)	Q2 (2000)	Q3 (2000)	Q4 (2000)	Year Average
Louisiana	47%				
Minority	22%				
Women	26%				

C. 1990 Statewide census results:

Minority Percentage: 34.76%
 Women Percentage: 51.86%

