

Illinois Gaming Board 2023 Casino Owner Licensees Annual Diversity Report

State of Illinois
JB Pritzker, Governor

Illinois Gaming Board
Charles Schmadeke, Chairman
Marcus D. Fruchter, Administrator

January 18, 2024



ILLINOIS GAMING BOARD

JB Pritzker • *Governor* Charles Schmadeke • *Chairman* Marcus D. Fruchter • *Administrator*

801 South 7th Street ♠ Suite 400 South ♣ Springfield, Illinois 62703 ♥ tel 217/524-0226 ♦ fax 217/524-0228

Honorable Members of the Illinois General Assembly,

The Illinois Gambling Act [230 ILCS 10/7.11] requires the Illinois Gaming Board (the “IGB”) to forward a copy of each casino owner licensee’s Annual Report on Diversity to the General Assembly no later than February 1 of each year. The Illinois Gambling Act further requires the IGB to file the Annual Report with the Clerk of the House of Representatives and the Secretary of the Senate in electronic form only and with the following information provided by each licensee:

- A good faith affirmative action plan to recruit, train, and upgrade minority persons, women, and persons with a disability in all employment classifications.
- The total dollar amount of contracts that were awarded to businesses owned by minority persons, women, and persons with a disability.
- The total number of businesses owned by minority persons, women, and persons with a disability that were utilized by the licensee.
- The utilization of businesses owned by minority persons, women, and persons with disabilities during the preceding year.
- The outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, and persons with a disability.

The IGB remains committed to working with all gaming licensees to support their diversity, equity, inclusion, and access efforts in the areas of employment, vendor contracting, and ownership.

Please do not hesitate to contact me should you have any questions or wish to discuss the 2023 Casino Annual Report or any issue related to Illinois gaming.

Kind regards,

A handwritten signature in blue ink that reads "Marcus D. Fruchter".

Marcus D. Fruchter
Administrator

January 18, 2024



December 31, 2023

Mr. Marcus Fruchter
Administrator
Illinois Gaming Board
160 N. LaSalle, Suite 300
Chicago, IL 60601

Re: 2023 Annual Report on Diversity

Dear Administrator Fruchter:

Pursuant to 230 ILCS 10 Sec. 7.11(a), Argosy Casino Alton submits the following information for our annual report on diversity:

(i) a good faith affirmative action plan to recruit, train, and upgrade minority persons, women, and persons with a disability in all employment classifications;

Argosy Casino Alton, LLC is a committed Equal Opportunity Employer. It is the policy of Argosy Casino Alton to not discriminate based on race, sex, sexual orientation, color, creed, national origin, age, disability, or veteran status or any other prohibited basis. We take all necessary and appropriate steps to ensure participation of minorities, women, and all other legally protected groups including, but not limited to, ownership, contracting, recruiting, and hiring in all employment classifications.

The Company will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, company-sponsored training, education, and social and recreational programs) in accordance with Company policy. (IL Human Rights Act 775 ILCS 5 /1-101 et. seq.)

The General Manager has the overall responsibility to implement the Company's Equal Employment Opportunity Policy. The Company has assigned coordination of responsibilities to implement the policy to the Director of Human Resources who has the full support of executive management.

The Director of Human Resources will ensure that the selection process, transfer and promotion practices, Company facilities, Company-sponsored recreational programs, training programs, and attitude of the workforce, managers, and supervisors follow and advance the goals of the Company's Affirmative Action Plan. Argosy Casino is focused on maintaining and celebrating diversity in the workplace. Argosy Casino will continue to

operate its business under its Affirmative Action Plan and in full compliance with all applicable federal and State of Illinois statutes and regulations.

Argosy Casino considers the labor force of Madison County its primary labor pool and strives to mirror the diverse population of Madison County. The following initiatives have been undertaken to meet this goal:

1. **Current Trends** – We believe that Argosy Casino’s ongoing efforts to hire, train and promote a diverse employee base are effective as illustrated below. Madison County statistics are derived from the US Census Bureau, 2020:

Madison County Minority Population: 16.0%

Argosy Casino Alton Minority Population: 28.0%

2. **Diversity Communication** – Argosy Casino believes in communicating effectively with all employees regardless of race, age, ethnicity or gender.

- a. Argosy Casino highlights diversity events and celebrations on our social media sites, print advertisement, and through local workforce development business partners.

3. **Diversity Recruitment** – In addition to standard recruitment channels, Argosy Casino actively recruits employees in areas where there are greater chances for finding qualified minority applicants, such as Lewis & Clark Community College, job fairs, and Jobs Plus (Veterans Affairs).

4. **Tuition Reimbursement** – Argosy Casino’s tuition reimbursement program allows us to recruit candidates that are interested in furthering their education with financial help from Argosy Casino. Tuition reimbursement is an important component of Argosy Casino’s commitment to promote from within and provide advancement opportunities to qualified women, minority, and disabled candidates.

5. **Diversity Scholarship Opportunities**- Our Diversity Scholarship Program was created to support our commitment to equity in post-secondary education opportunities. This program is exclusive to the dependents of our Team Members, providing financial assistance to graduating high school seniors and current college students.

Argosy Casino Alton Employee Demographics

White/Caucasian	72.0%
Black/African American	19.4%
Asian/Hispanic/Other	8.6%
Female	55.4%
Illinois Residents	93.7%

Purchasing

(ii) the total dollar amount of contracts that were awarded to businesses owned by minority persons, women, and persons with a disability;

(iii) the total number of businesses owned by minority persons, women, and persons with a disability that were utilized by the licensee;

(iv) the utilization of businesses owned by minority persons, women, and persons with disabilities during the preceding year.

	Total MWDBE Spend 2023	Total # of MWDBEs	2023 Utilization of Total Spend
MBE	\$140,849.44	11	1.1%
WBE	\$403,597.83	23	20.9%
DBE	\$21,432.61	2	1.1%
VBE	\$31,711.99	3	1.6%

(v) the outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, and persons with a disability.

Argosy Casino Alton and Penn Entertainment continuously look for new ways and opportunities to identify and establish relationships with new diversity suppliers. Ongoing efforts include:

- Maintain a database of qualified diverse vendors that we purchase from regularly;
- Review Penn Entertainment Supplier portal for newly registered businesses and follow-up with them as well as work with businesses in the process of becoming registered;
- Communicate with other Illinois casinos and Penn Entertainment properties to network and share potential qualified DBE, MBE, WBE, and Veteran-owned businesses;
- Update the Vendor Opportunities section of Argosy Casino Alton’s website quarterly for bid opportunities, bulk purchases, and services;
- Send an invitation semi-annually to members of the Illinois Department of Central Management Services Business Enterprise Program (BEP) and Veterans Business Program (VBP) to participate in the casino’s supplier diversity program and provide a link to vendor page on the casino’s website;
- Provide access to the Penn Entertainment Supplier portal with instructions on how to become a vendor and contact information for the procurement team at the casino;
- Place an ad semi-annually in the official State of Illinois newspaper informing potential bidders about the opportunities available for upcoming contracts, bulk purchases, and services;
- Attend and/or co-host supplier diversity events;
- To the extent possible, award spending contracts to diversity vendors even if they are not the lowest bidder;
- As current relationships with diversity vendors end, we make every attempt to replace that spend with another diversity vendor.
- Purchasing and Finance leadership attended multiple diversity networking events in 2023
 - NMSDC Business Connection Matchmaker
 - St Louis Supply Diversity Business Opportunity Fair
 - Indiana Casino’s Diversity Day
 - NMSDC Conference & Exchange

Diversity Supplier Resources

- Argosy Casino Alton’s diversity vendor database;
- Penn Entertainment’s diversity vendor database;
- Penn Entertainment’s national corporate contracts with diversity vendors;
- Illinois Casino Gaming Association’s diversity vendor database;
- Supplier diversity events;
- Diversity Supplier websites such as:
 - Illinois Department of Central Management Services website: Business Enterprise Program and Veterans Business Program (cms.diversitycompliance.com)
 - City of Chicago (chicago.mwdbe.com)
 - Bi-State Development Supplier Diversity Vendor Database (metroslouis.dbesystem.com)
 - Veteran Owned Business (veteranownedbusiness.com)



December 31, 2023

Ms. Dovie Shelby
DEI Program Manager
Illinois Gaming Board
160 N. LaSalle Street, Suite 300
Chicago, IL 60601

Dear Ms. Shelby,

Pursuant to 230 ILCS 10/7.11, below is the Annual Report on Diversity for Bally's Chicago Operating Company, LLC., for year ending 12/31/2022:

A good faith affirmative action plan to recruit, train, and upgrade minority persons, women, and persons with a disability.

Bally's Chicago policy of equal employment opportunities is based on its respect for applicants and employees as individuals and upon a belief that everyone deserves an equal opportunity to succeed. Bally's Chicago recruits, hires, and promotes employees based on job requirements and the individual's performance and meeting the essential job qualifications of the position. We are an equal opportunity employer and proudly encourage all minorities, females, disabled individuals, as well as Veterans, to apply for positions within our workforce.

Bally's Chicago utilizes many different resources to attract, hire, encourage and retain our employees. We utilize the internet (i.e., Ballyschicago.com, Glassdoor, Handshake, LinkedIn, Casino Careers, Google Jobs, Indeed, Facebook jobs) local newspapers, social media outlets, our own website, career fairs, Non-profit organizations (i.e., Cara Collective, Refugee One and It Takes a Village), the Illinois Department of Employment Security, The Illinois Workforce, Veteran organizations, and local colleges/universities. Through these various resources, we recruit locally, greater than 80% of all position openings at Bally's Chicago. Periodically, we must broaden our search area to obtain qualified candidates for certain, highly compensated, or skilled positions or those of which are uniquely skilled positions. In these rare occurrences, we may utilize re national industry publications.

2023 Employment Diversity		
Race	Count	%s
Black or African American	255	40.7%
Hispanic or Latino	153	24.4%
White	109	17.4%
Asian	61	9.7%
American Indian/Alaskan Native	3	0.5%
Two or more races	25	4.0%
Not specified	21	3.3%
Total	627	

2023 Employment Gender	
Female	49%
Male	51%



The total dollar amount of contracts that were awarded to businesses owned by minority persons, women, and persons with a disability (Actual Spend from Jan-Nov and forecasted Dec).

2023 Operational Diverse Spend		2023 Design & Construction Diverse Spend	
Category	Total Spend	Category	Total Spend
Minority (MBE)	1,024,098.94	Minority (MBE)	3,646,865.00
Women (WBE)	299,251.26	Women (WBE)	376,135.00
Veteran (VBE)	130,000.00	Veteran (VBE)	-
Disabled (DBE)	-	Disabled (DBE)	-
Total	1,453,350.20	Total	4,023,000.00

The total number of businesses owned by minority persons, women, and persons with a disability that were utilized by the license.

2023 Operational Diverse Vendor		2023 Design & Construction Diverse Vendor	
Category	Total Vendors	Category	Total Vendors
Minority (MBE)	9	Minority (MBE)	6
Women (WBE)	9	Women (WBE)	7
Veteran (VBE)	1	Veteran (VBE)	0
Disabled (DBE)	0	Disabled (DBE)	0
Total	19	Total	13

The outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, and persons with disability.

- Work with local chambers to identify current certified companies and companies that could be certified (Chinatown Chamber, Uptown Chamber, GRNBA, Greater Chicagoland Chamber).
- Build a strategic partnership with Chicago MSDC (if City of Chicago allows use of their certifications).
- Attend fairs and networking events to engage in the community.
- Build database with Trinal that profiles organizations that are certified in Cook County and Chicago.
- Help educate and provide support to vendors that are not certified and help them achieve certification.
- Work with sister property to utilize some vendors they use for diversity spend.

Thanks,

Jason Haas
VP of Finance
Bally's Chicago Operating Company, LLC.



Dovie Shelby
Illinois Gaming Board
160 N. LaSalle Street, Suite 300
Chicago, Illinois 60601

12/31/2023

Ms. Shelby:

Pursuant to 230 ILCS 10/7.11, below is the Annual Report on Diversity for Bally's Quad Cities Casino & Hotel, for year ending 12-31-2023.

(i) Affirmative Action Plan

- a. Bally's Quad Cities Casino & Hotel, a subsidiary of Bally's Corporation, recognizes the importance of aiming for the sort of success that our employees, our families, our investors, and our customers can be proud of. Success can be achieved in an environment that welcomes input from every employee and customer, regardless of age, race, color, religious creed, ancestry, sex (which includes sex assigned at birth; sexual orientation; gender identity, expression, and transition; and transgender identity), national origin, disability, veteran status, or any other protected characteristics. Bally's Quad Cities Casino & Hotel's policy of equal employment opportunities is based on its respect for applicants and employees as individuals and upon a belief that everyone deserves an equal opportunity to succeed. Bally's Quad Cities recruits, hires and promotes employees based on job requirements and the individual's performance and meeting the essential job qualifications of the position. We are an equal opportunity employer and proudly encourage all minorities, females, disabled individuals, as well as Veterans, to apply for positions within our workforce.

Bally's Quad Cities utilizes many different resources to attract, hire, encourage and retain our employees. We utilize the internet (i.e., quadcitiesjobs.com, Hire Click, Casino Careers, Glassdoor, Monster.com, LinkedIn, Google Jobs, LinkedIn Recruiter, Indeed, Facebook jobs) local newspapers, social media outlets, our own website, career fairs, Quad City Non-profit organizations (The Arc), the Illinois Department of Employment Security, The Iowa Workforce, Veteran organizations, and local universities and community colleges. Through these various resources, we recruit locally, greater than 90% of all position openings at Bally's Quad Cities. The Human Resources Team utilizes an Applicant Tracking System (ATS) that is free of candidate

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www.ballysquadcities.com

If you or someone you know has a gambling problem, crisis counseling and referral services can be accessed by calling 1-800-GAMBLER (1-800-426-2537).



unique identifiers, eliminating pre-disposition and discrimination. Periodically, we must broaden our search area to obtain qualified candidates for certain, highly compensated, or skilled positions or those of which are uniquely skilled positions. In these rare occurrences, we recruit nationwide, with specific job description key words, following the same equal employment guidelines.

- b. Our Human Resources Department works to ensure our positions are posted to several different entities in the Midwest, as mentioned above. They concentrate on and reach out to local, regional, and national entities to post and recruit all our open positions. We have created relationships with these organizations and agencies that are lasting. If they have a potential candidate that they believe may be a good fit for Bally's Quad Cities, they will contact our Human Resource Department, discuss the opportunity and candidate, and decide to discuss this potential applicant further, if appropriate. Although we utilize these sources to seek out the best applicants, if an internal candidate is identified through the application process, we will hire and promote from within the Company. This demonstrates to our employees, most who are local, Illinois residents, that Bally's Quad Cities believes in succession planning, and upward mobility from within the organization. Bally's Corporation, our parent company, has several properties and has a continuous pipeline of employees. Bally's is growing rapidly, globally as well.

Bally's Corporation advertises opportunities available within the company to their properties. This allows us the ability to hire another local candidate to fill a vacated position or promote another employee from within the Company.

Diversity, equity, and inclusion are key components of Bally's Quad Cities Casino & Hotel. Together, they are structural beams that run throughout the architecture of Bally's Quad Cities entire business. To further facilitate an open and welcome environment for all, Bally's Quad Cities is committed to diversity, equity, and inclusion, both internally with our employees and externally with our suppliers. Bally's Quad Cities is pursuing ongoing training and certification through the QC Hispanic Chamber of Commerce and Local/National SHRM education chapters, continuously analyzing its diversity practices, and emphasizing initiatives that are customized for the communities or have been demonstrated as best practices across Bally's enterprise.

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Below is a breakdown of Bally's Quad Cities' workforce by various demographics and management levels.

Row Labels	# of Employees	% of TOTAL
D	1	0.32%
F	158	50.00%
M	157	49.68%
Grand Total	316	100.00%

Row Labels	# of Employees	% of TOTAL
American Indian/Alaskan Native	2	0.63%
Asian	18	5.70%
Black or African American	31	9.81%
Hispanic or Latino	39	12.34%
Native Hawaiian or Other Pacific Islander	1	0.32%
Not specified	11	3.48%
Two or more races	15	4.75%
White	199	62.97%
Grand Total	316	100.00%

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Row Labels	# of Employees	% of TOTAL
Frontline	204	64.56%
Professional	29	9.18%
White	23	79.31%
Asian	2	6.90%
Hispanic or Latino	2	6.90%
Two or more races	1	3.45%
Not specified	1	3.45%
Supervisor	48	15.19%
White	37	77.08%
Hispanic or Latino	7	14.58%
Black or African American	4	8.33%
Manager	25	7.91%
White	20	80.00%
Hispanic or Latino	3	12.00%
Black or African American	2	8.00%
Director	10	3.16%
White	8	80.00%
Hispanic or Latino	1	10.00%
Not specified	1	10.00%
Grand Total	316	100.00%

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Row Labels	# of Employees	% of TOTAL
Frontline	204	64.56%
Professional	29	9.18%
M	17	58.62%
F	12	41.38%
Supervisor	48	15.19%
M	28	58.33%
F	20	41.67%
Manager	25	7.91%
M	13	52.00%
F	12	48.00%
Director	10	3.16%
M	8	80.00%
F	2	20.00%
Grand Total	316	100.00%

Row Labels	# of Employees	Average of Length Of Service (Yrs)	% of TOTAL
Manager	25	9.76	71.43%
M	13	10.77	52.00%
F	12	8.66	48.00%
Director	10	11.22	28.57%
M	8	12.01	80.00%
F	2	8.05	20.00%
Grand Total	35	10.17	100.00%

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(ii) **The Dollar Amount of Contracts awarded to businesses owned by minority persons, women, and persons with disability in 2023 (Actual Jan-Nov + Projected Dec):**

a.

2023	Category	Actual Spend	% of Total Non-Exempt
	Disabled (DBE)	\$ 430,855.00	2.2%
	Minority (MBE)	\$ 2,630,443.00	13.2%
	Women (WBE)	\$ 3,194,660.00	16.1%
	Veteran (VBE)	\$ 1,993,896.00	10.0%
	Total	\$ 8,249,854.00	41.5%

(iii) **Total Number of Business owned by minority persons, women, and persons with disability utilized in 2023:**

a.

2023	Category	Total Vendors
	Disabled (DBE)	6
	Minority (MBE)	13
	Women (WBE)	19
	Veteran (VBE)	3
	Total	41

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(iv) Total Number of Businesses owned by minority persons, women, and persons with disability utilized in prior year 2022:

a.

2022	Category	Total Vendors
	Disabled (DBE)	3
	Minority (MBE)	11
	Women (WBE)	24
	Veteran (VBE)	2
	Total	40

(v) Outreach efforts used to attract investors and businesses consisting of minority persons, women, and persons with a disability:

- a. Updated Bally's Quad Cities website to accommodate easy access of Bally's purchasing department contact information.
- b. Update vendor bid opportunities for upcoming projects on website quarterly.
- c. Communicate with other Bally's purchasing departments to share vendor lists. To date, 1 new minority vendor was identified.
- d. Attended the Veteran Business Owners and Persons with Disabilities Vendor Fair in Des Plaines, IL.
- e. Attended the diversity vendor event in Joliet.
- f. Included at least one minority vendor in all RFP's.
- g. Willingness to spend on average 10% more for like products from a Diverse vendor.
- h. Advertise in the official State of Illinois Newspaper-Breeze Courier (December 2023) towards soliciting further vendor diversity.

Please let me know if you have any questions.

Thank you,



1769A371

Travis Hankins
Vice President/General Manager
Bally's Quad Cities Casino & Hotel
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2023 ANNUAL DIVERSITY REPORT

The 2023 Annual Diversity Report, per 230ILCS 10/7.11, submitted by DraftKings at Casino Queen includes the following:

- a. A good faith affirmative action plan to recruit, train, and upgrade minority persons, women, and persons with a disability in all employment classifications.
- b. The total dollar amount of contracts that were awarded to businesses owned by minority persons, women, and persons with a disability.
- c. The total number of businesses owned by minority persons, women, and persons with a disability that were utilized by the licensee.
- d. The utilization of businesses owned by minority persons, women, and persons with a disability during the year.
- e. The outreach efforts are used by the licensee to attract investors and businesses consisting of minority persons, women, and persons with a disability.

DRAFTKINGS AT CASINO QUEEN AFFIRMATIVE ACTION PLAN

I. STATEMENT OF PURPOSE

DraftKings at Casino Queen is committed to providing Equal Employment Opportunity and a supportive environment with respect to hiring, compensation, training, promotions, and other conditions of employment to qualified individuals, without regard to race, color, religion, disability, national origin, age, sex, or other protected class.

However, providing Equal Employment Opportunity alone may not be enough to break down long-standing stereotyping of occupations or to avoid an unreasonable adverse impact or disparate treatment. DraftKings at Casino Queen will monitor the balance between the number of women or minorities in DraftKings at Casino Queen's labor market and the number employed. In the event of a manifest imbalance or unreasonable disparity between DraftKings at Casino Queen women and minority employment and the Local Labor Market ("Significant Underutilization"), DraftKings at Casino Queen will implement the Methods described in this Affirmative Action Plan until a reasonable balance is restored.

200 South Front Street · East St. Louis, IL 62201

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II. INTERNAL MONITORING-UTILIZATION ANALYSIS

A: Data Collection: In order to ensure that women and minorities are not Significantly Underutilized in all employment classifications, DraftKings at Casino Queen will analyze data to determine if a Significant Underutilization exists. DraftKings at Casino Queen will annually:

1. Prepare and file with the U.S. Equal Employment Opportunity Commission the required EEO-1, component 1 data, report-identifying DraftKings at Casino Queen women and minorities employed in each EEO-1 report job classification. (If DraftKings at Casino Queen no longer is required to file the EEO-1 report, it will prepare an equivalent report annually)
2. Within 3 months of filing the EEO-1 report, obtain the most recently available U.S. Census (or U.S. Census estimate) percentages of women and minorities reflected in the population of Madison and St. Clair counties (DraftKings at Casino Queen's Labor Market).

The above information will assist the DraftKings at Casino Queen in determining if women or minorities are Significantly Underutilized in any job classifications.

B. Performance: Human Resources will perform a utilization analysis comparing the EEO-1 reported women and minority percentages in each employment classification to the women and minority percentages in DraftKings at Casino Queen's Labor Market and account for smaller statistical pools (under 100 persons) with a substitution factor. Human Resources may use objective factors to make adjustments to percentages in DraftKings at Casino Queen's Labor Market that affect the availability of relevant job classification (for example accounting for the availability of qualified labor in a particular classification). Human Resources will determine that a Significant Underutilization exists if:

1. DraftKings at Casino Queen's employment percentages of women and minorities in any employment classification that contains at least 100 individuals fall more than 5 percent below DraftKings at Casino Queen's Labor Market percentages; or

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2. DraftKings at Casino Queen's employment percentages of women and minorities in any employment classification that contains at least 50 individuals but not more than 99 individuals fall more than 5 percent below DraftKings at Casino Queen's Labor Market percentages, unless substituting 5 respective women or minorities would bring the difference within 5 percent; or

3. DraftKings at Casino Queen's employment percentages of women and minorities in any employment classification that contains at least 20 individuals but not more than 49 individuals fall more than 5 percent below DraftKings at Casino Queen's Labor Market percentages, unless substituting 4 respective women or minorities would bring the difference within 5 percent; or

4. DraftKings at Casino Queen's employment percentages of women and minorities in any employment classification that contains under 20 individuals fall more than 5 percent below DraftKings at Casino Queen's Labor Market percentages unless the substituting of 3 respective women or minorities would bring the difference within 5 percent.

Upon completion of the analysis, Human Resources will report the percentages and whether a Significant Underutilization exists to the General Manager. If a particular job classification is identified as Significantly Underutilized, the General Manager and the Human Resources will implement the Methods of this Affirmative Action Plan to cure such underutilization within a reasonable time period based on job availability in the identified job classification.

Human Resources will continue to monitor a job classification that is Significantly Underutilized for performance. Upon achieving reasonable balance within the specifications of this Affirmative Action Plan, Human Resources will inform the General Manager, and DraftKings at Casino Queen will return to neutral Equal Employment Opportunity practices.

Human Resources will forward the utilization analysis to the compliance officer who will retain the records for 5 years minimum.

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III. AFFIRMATIVE ACTION METHODS TO CURE SIGNIFICANT UNDERUTILIZATION

There are three primary methods the DraftKings at Casino Queen will use to achieve its goal of equal employment through Affirmative Action:

- **Recruitment Procedures** - Increase representation of members of protected classes through special recruitment efforts.
- **Increased Opportunities** - Provide opportunities for members of protected classes to move into higher job classifications.
- **Community Outreach** - Improve opportunities for members of protected classes to obtain educational and personal achievements necessary for higher-level job classifications.

IV. IMPLEMENTATION OF METHODS

A. Recruitment Procedures

Goal: To increase recruitment efforts concerning protected classes, and to increase the pool of qualified applicants from the protected classes.

Action to Be Taken: In addition to ordinary media used, job openings will be listed in media that are historically better utilized by the protected classes.

B. Increased Opportunities

Goal: Provide opportunities for more members of protected classes to move into higher-level job classifications.

Action to Be Taken: Maintain accurate statistics on the employment of members of protected classes. Use these statistics to identify job classifications for which particular in-house and at-large recruitment efforts should be aimed. Encourage members of protected classes to apply for promotions to higher job classifications. A thorough discussion of the DraftKings at Casino Queen's Affirmative Action Plan will be included as part of the regular departmental staff meetings.



C. Community Outreach

Goal: Provide services to the community that will demonstrate the DraftKings at Casino Queen's commitment to equal opportunity employment, and help train members of protected classes, with the goal of increasing the applicant pool from the protected classes.

Action to Be Taken: DraftKings at Casino Queen will identify and participate in job fairs and other community events that are likely to attract members of protected classes. Human Resources will forward a record of the Methods implemented to cure a Significant Underutilization to the compliance officer who will retain the records for a minimum of 5 years.

V. ASSIGNMENT OF RESPONSIBILITIES FOR EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION

A. Duties of the General Manager

The General Manager with the assistance of Human Resources and all Department Managers of the DraftKings at Casino Queen will be responsible for the implementation and administration of the Affirmative Action Plan. The duties of the General Manager and Human Resources will include:

- Develop and recommend policies, programs, and procedures to implement the Affirmative Action commitment and goals.
- Train and assist affected departmental managers in arriving at solutions to Affirmative Action problems.
- Disseminate the Affirmative Action Plan to affected departmental managers and maintain communications to ensure that the policy is understood and implemented.
- Report regularly to the DraftKings at Casino Queen's board of directors regarding periods that Methods of the Affirmative Action Plan are implemented to cure a Significant Underutilization.
- Direct the Human Resource Department to implement reporting systems to measure the effectiveness of the Affirmative Action Plan. This will include reports of new hires, terminations, promotions, transfers, etc.

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- Assure that a responsible recruitment effort is undertaken.
- In cases where managers and supervisory personnel fail to adhere to the provisions of the Affirmative Action Plan, take corrective action.
- Direct internal special audits as needed to ensure compliance

B. Duties of Managers and Department Heads:

Participate in regular discussions with supervisors and employees to ensure that the DraftKings at Casino Queen’s Affirmative Action Plan is being followed.

- Review the qualifications of all employees to ensure that minorities, women, and other members of protected classes are given full opportunities to advance through transfers and promotions.
- Career counseling for all employees as requested and required.
- Be alert to any discriminatory attitudes in subordinates.
- Be knowledgeable about the specifics of the Affirmative Action goals and objectives and identify areas where they are not being met.
- Ensure that pay rates, benefits, work assignments, and disciplinary actions are administered on an equal basis.
- Consult with the General Manager and Human Resources on any special or unusual adjustment problems.

3. **The total dollar amount of contracts AWARDED to businesses owned by minority persons (MBE), women (WBE), persons with disabilities (DBE), and Veterans (VBE) are as follows from 1.1.23 to 12.31.23.**

Value of MBE Purchase Orders plus written contracts awarded	\$334,605.65
Value of WBE Purchase Orders plus written contracts awarded-	\$1,157,913.00
Value of DBE Purchase Orders plus written contracts awarded-	\$5,472.00
Value of VBE Purchase Orders plus written contracts awarded-	\$3,364.00
TOTAL CONTRACTS AWARDED IN 2023	\$6,453,303.11

4. **The total number of businesses owned by minority persons (MBE), women (WBE), persons with disabilities (DBE), and veterans (VBE) that were utilized from 1.1.23 to 12.31.23.**

200 South Front Street · East St. Louis, IL 62201

www.casinoqueen.com · 618-874-5000

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	<u># OF VENDORS</u>	<u>% OF TOTAL VENDORS USED</u>
MBE	15	4.23%
WBE	23	6.48%
DBE	2	.56%
VBE	2	.56%
TOTAL WBE, WBE, DBE, VBE	42	11.83%

OVERALL TOTAL VENDORS USED IN 2023 355

5. The utilization of businesses owned by minority persons (MBE), women (WBE), persons with disabilities (DBE), and Veterans (VBE) from 1.1.23 to 12.31.23.

	<u>% OF TOTAL SPEND - NO EXEMPTIONS</u>	
MBE	4.17	
WBE	6.75%	
DBE	0.44%	
VBE	0.72%	
TOTAL DIVERSE SPEND AS % OF TOTAL SPEND	12.08%	
Total Spend 1.1.23 TO 12.31.2023		
MBE	\$ 707,079.90	
WBE	\$ 1,142,776.40	
DBE	\$ 74,934.13	
VBE	\$ 122,274.12	
TOTAL SPEND FOR 2023 MBE, DBE, WBE, VBE – NO EXEMPTIONS	\$ 2,047,064.55	12.08%
OVERALL SPEND FOR 2023 - NO EXEMPTIONS	\$ 16,936,165.38	

5. The outreach efforts used by DraftKings at Casino Queen to attract investors and businesses consisting of minority persons (MBE), women (WBE), persons with disabilities (DBE), and Veterans (VBE) are outlined below:

- We publish a Diversity statement on DraftKings at Casino Queen website:

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www.casinoqueen.com · 618-874-5000

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Vendor Information

DraftKings at Casino Queen is always looking for the highest quality suppliers. Our strategy is to work with a broad range of suppliers that are competitive in quality, service and price and are encouraged to support our diversity efforts.

Draftkings at Casino Queen's Diversity Statement

DraftKings at Casino Queen prides itself on a diverse workforce. DraftKings at Casino Queen's success is built upon this wealth of diversity and belief that greatness can only be achieved when all viewpoints and perspectives contribute collectively.

DraftKings at Casino Queen through the efforts of its diverse workforce has established itself as an industry leader in providing quality gaming experiences and amenities at the most affordable cost. In this framework, DraftKings at Casino Queen encourages women, minorities, persons with disabilities, and any other vendor committed to offering quality products or services to bid for our business on a fair playing field. Encouraging diverse businesses to partner with DraftKings at Casino Queen is just one way we help build a stronger community.

- DraftKings at Casino Queen maintains a Website link for Vendors to see our products/ services going out for bid throughout the year. **The website is updated every quarter.**
- DraftKings at Casino Queen reviews and recruits from the following websites and Excel database each time the company goes out to bid on a product/ service.

State of IL https://cms.diversitycompliance.com/ - which identifies diverse vendors			
MO Gaming Commission - http://www.mgc.dps.mo.gov/MbeWbe/ mw_main.html - which identifies diverse vendors			
Federal (Native American) Diversity https://govtribe.com/vendor			
List supplied by the ICGA – (Illinois Casino Gaming Association) – located in VENDOR PROJECT FOLDER – which identifies diverse vendors			
Continue to leverage the St. Louis Airport Authority supplier diversity database – located in VENDOR PROJECT FOLDER			
Continue to leverage the Urban League Minority vendor database.			

- Network with other Casinos and businesses to share potential qualified MBE, WBE, DBE, and VBE vendors.
- The company has participated for many years in Diversity events throughout the State of Illinois and the Greater St. Louis Area. These events have led to beneficial business relationships. In 2023, Casino Queen sent representatives to the River City Casino Diversity Fair in St. Louis, Mo.

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www.casinoqueen.com · 618-874-5000

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January 2, 2024

Dovie Shelby
DEI Program Manager
Illinois Gaming Board
160 North LaSalle Street
Suite 300
Chicago, IL 60601

RE: Golden Nugget Danville Annual Diversity Reporting – 230 ILCS 10/7.11

Dear Ms. Shelby,

This letter is to address the Annual Diversity Reporting requirements pursuant to 230 ILCS 10/7.11.

Employment Diversity:

Golden Nugget Danville is committed to a recruitment and selection process that not only seeks out the most talented and passionate individuals but also aligns with its core values and all applicable employment laws. Golden Nugget Danville strives to create an inclusive, respectful, and supportive candidate experience, ensuring every potential and existing team member feels valued from the very first interaction. It is the policy of the Company to provide equal employment opportunities for all applicants and Team Members.

Golden Nugget Danville is on a mission to attract, develop, and retain top talent from all walks of life and backgrounds. This requires the organization to have a culture of inclusion where all individuals feel respected, are treated fairly, and have an opportunity to excel in their chosen careers.

Through the use of targeted advertising and social media platforms, community partner outreach programs, team member referrals, job fairs, and networking events, Golden Nugget Danville has worked to build a robust and diverse workforce since opening.

Golden Nugget Danville's recruiting team directly communicates active job opportunities regularly through Indeed, ZipRecruiter, LinkedIn, Facebook, Vermilion Advantage Job Board, Illinois Department of Employment Services, and the Danville Area Community College.

Through early community partnerships with Danville's Riverfront Development group, the City of Danville, the Boys and Girls Club, the United Way, and Danville Area Community College, Golden Nugget Danville has expanded its exposure to area professionals and a diverse pool of candidates.

In addition, Golden Nugget Danville’s Director of Human Resources was invited to speak at the Danville Area Community College Alumni Association to discuss the hiring process, give a general update, and explore how the partnership will evolve in the future.

Earlier this Fall, a Diversity and Inclusion Committee was formed including team members from a wide range of social and ethnic backgrounds. The committee will focus on communicating and celebrating the richly diverse cultures within Golden Nugget Danville’s workforce. Additionally, the committee will assist with policy development, formulating and executing strategies, and sensitivity training that promote diversity and prevent discrimination.

A Golden Nugget Danville Team Member newsletter is created and distributed daily to encourage an organizational culture that respects and values diverse perspectives and promotes inclusivity. An entire area of the newsletter is dedicated to highlighting cultural programs, disability awareness, human rights issues, the LGBTQ+ community, and international holidays and significant events.

Below are Golden Nugget Danville’s December 2023 team member diversity statistics:

Headcount by Race/Ethnicity from 12/31/2023 to 12/31/2023

RACE/ETHNICITY	HEADCOUNT	HEADCOUNT PERCENTAGE
White	181	72.00%
Black or African Am...	41	16.00%
Hispanic or Latino	15	6.00%
Two or more races	10	4.00%
Asian	2	0.00%
American Indian or ...	1	0.00%

Headcount by Age Band from 12/31/2023 to 12/31/2023

AGE BAND	HEADCOUNT	HEADCOUNT PERCENTAGE
18-24 Years	60	24.00%
25-34 Years	73	29.00%
35-44 Years	43	17.00%
45-54 Years	40	16.00%
55-64 Years	29	11.00%
Over 64 Years	5	2.00%

Headcount by Gender (Self-ID) from 12/31/2023 to 12/31/2023

GENDER (SELF-ID)	HEADCOUNT	HEADCOUNT PERCENTAGE
F - Woman / Female	147	58.00%
M - Man / Male	98	39.00%
UNKNOWN - UNKN...	4	1.00%
P - Prefer not to say	1	0.00%

Procurement Diversity:

Since opening, Golden Nugget Danville devoted much of its efforts in support of local vendors based on pre-opening commitments to Vermilion County.

As Golden Nugget Danville strives to improve and expand its operation, it will continue to develop supplier relationships. As the vendor pool expands, a significant effort will be placed on identifying and retaining women-owned (WBE), minority-owned (MBE), veteran-owned (VBE), and businesses owned by persons with disabilities (DBE).

Throughout 2024, Golden Nugget Danville will deploy the following outreach efforts:

- Continue active participation in the Danville Chamber of Commerce
- Join the Black Chamber of Commerce of Champaign County
- Join the NAACP chapters of Champaign County and Danville
- Sponsor the Martin Luther King Jr. Countywide Celebration in Champaign County
- Host Golden Nugget Danville Vendor Resource Fair in coordination with the Danville Area Community College Small Business Development Center
- Hold business enterprise development workshops to assist local vendors with MBE, WBE, VBE, and DBE certification.
- Support a series of multi-cultural community events at Danville’s historic Fischer Theater
- Use ethnic media outlets and social media platforms in support of efforts.

Below is a breakdown of the total 2023 projected amounts of contractual vendor spend awarded to businesses owned by minority persons (MBE), women (WBE), persons with a disability (DBE), and Veterans (VBE), along with the number of vendors utilized for the 2023 projection.

Total Estimated 2023 Property Spend - less Construction and Exempt Expenditures	\$4,411,629.47
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Category (Vendor Count)	Tier 1	% of total property spend
MBE (1st Tier 1)	\$ 50,852.68	1.15%
WBE (1st Tier 1)	\$ 68,757.78	1.56%
VBE (0)	\$ -	0.00%
DBE (0)	\$ -	0.00%
Total (2)	\$ 119,610.46	2.71%

Thank you for the opportunity to present these plans and projections. We will continue to enhance our diversity programs going forward. If you should need any further information, please contact me at 765-639-1521.

My Best,

Jahnae Erpenbach

Jahnae Erpenbach,
General Manager - 0005801
Golden Nugget Danville

CC: Tanessa Stinebaker
Frank Sporchich
Eric Caho
Greg Kolocin
Matt Sexton

GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)

Diversity, Equity, and Inclusion *(Fostering an Inclusive Workplace)*

Caesars Entertainment embraces what makes it unique to inspire innovation and win together. Caesars hires for diversity, compensates fairly and rewards positive contribution and service. Its strategy includes deploying diverse by design teams to positively affect business outcomes. It is believed that a workplace grounded in diversity, equity and inclusion is effective, innovative, resilient, and caring.

The Caesars training programs are designed for all, and the working environments are positive and open. Caesars delivers unconscious bias training to all Team Members across the organization, including senior executives and Board of Directors. This as a fundamental step in raising awareness and encouraging the accountability of all Team Members for creating an inclusive culture.

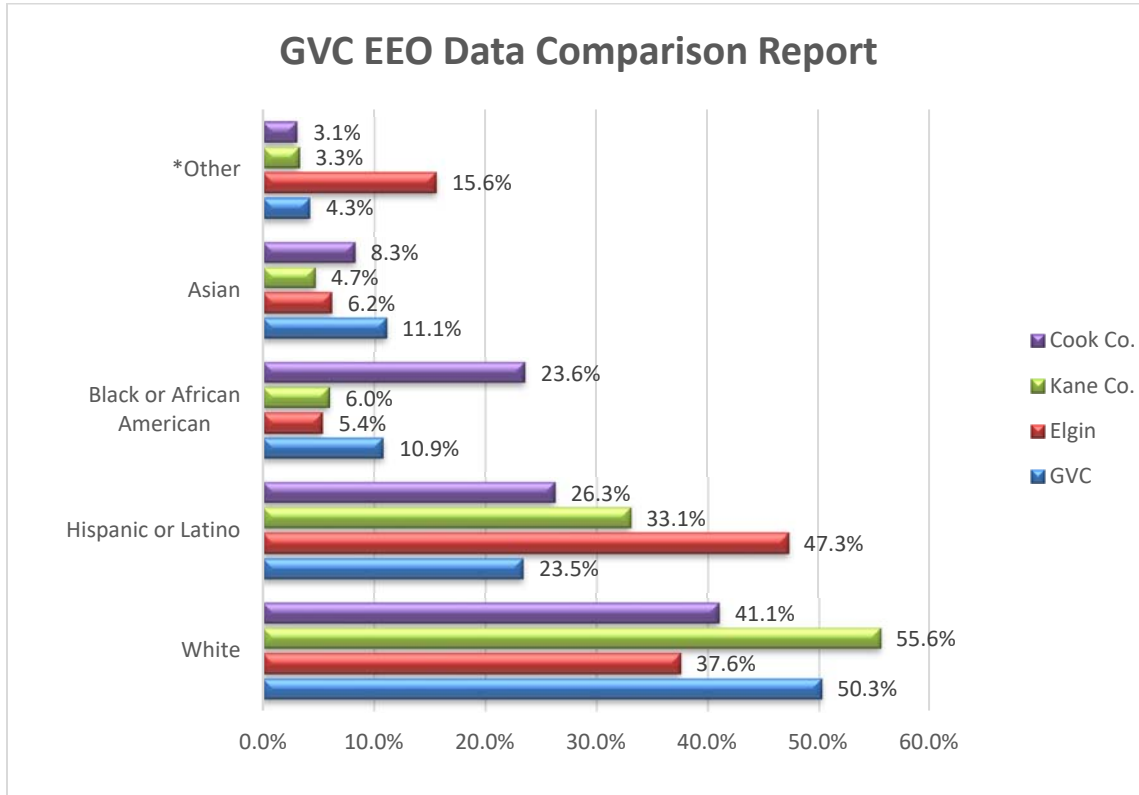
Grand Victoria Casino (GVC) is committed to serve its host community and the region in its capacity as a contributing corporate citizen and an equal opportunity employer. GVC is actively engaged in the following social investment areas:

Employee Based Diversity Plan

Staffing at all levels represents an excellent diversity mix that reflects the ratios of the local community. (See below for the Employee and Surrounding Community Demographics chart and 2022 Employer Information Report submitted for Equal Employment Opportunity). The total number of minorities in management at GVC accounts for 40.5% of all supervisory and above employees. The total number of female & minority in management at GVC accounts for 66.6% of all supervisory and above employees (See below for the GVC Minority Summary).

GVC has in place a group represented by women and minority employees from various levels that represent the property as the “Caesars HERO Committee”. The HERO Committee has promoted employee involvement in community volunteer programs.

**GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)**



Source: U.S. Census Bureau 2023 quick facts and GVC EEO Report.

Elgin Census data: Hispanics may be of any race, so also are included in applicable race categories per U.S. Census

*Other includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native and Two or more races. Source U.S. Census Bureau, 2020 Census figures

GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)

Equal Employment Opportunity 2020 Employer Information Report:

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID T007920			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME ELGIN RIVERBOAT RESORT-RIVERBOAT CA												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 250 S GROVE AVE						CITY/TOWN ELGIN			STATE IL		ZIP CODE 60120				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 363918332															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): Not Applicable															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 713210 - Casinos (except Casino Hotels)															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	4	3	14	1	1	0	0	5	11	1	1	0	0	1	42
Professionals	1	2	1	0	0	0	0	1	0	0	0	0	0	0	5
Technicians	3	0	10	1	1	0	0	2	0	0	0	0	0	0	17
Sales Workers	1	5	3	0	0	0	0	0	5	2	3	0	0	0	19
Administrative Support Workers	5	4	2	0	1	0	1	0	6	0	0	0	0	0	19
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	41	41	123	23	26	0	0	7	61	23	19	0	0	3	367
CURRENT 2022 REPORTING YEAR TOTAL	55	55	153	25	29	0	1	15	83	26	23	0	0	4	469

Employee Education Plan

GVC/Caesars is committed to employment opportunities for qualified individuals, as well as career opportunities for those with a desire to succeed. We are committed to the personal growth and development of our team, and we have a solid history of promoting from within. In our company, today’s front-line employees are tomorrow’s managers and directors.

Because we believe that employees are our greatest asset, we’re prepared to invest all that we can towards an employee’s personal and professional development. Our training programs help develop skills in such highly specialized areas as cage cashiers, food and beverage, security, surveillance, casino games dealers and much more.

GRAND VICTORIA CASINO

2023 Annual Report on Diversity (230 ILCS 10/7.11)

GVC/Caesars strives to develop a better educated and more highly skilled work force by providing up to \$5,250.00 per year in educational assistance. We also offer Student Loan Debt Repayment up to \$5,250.00 annually. We offer advance payment for Team Members to complete their GED. There is also the Don Carano Legacy Scholarship where multiple recipients receive up to \$20,000 toward a college or degree-granting program – awarding \$5,000 per year, renewable up to four years.

GVC's plan for employment is to obtain our previous staffing and training levels for our current positions. The majority (99%) of our employees have residence within the state of Illinois. GVC provides the following training for our current 418 (approximate) employees:

Training Course Descriptions - All Employees

Anti-Harassment, Responsible Gaming Annual Training, Safety Training

Modules of online training for each of the above areas are mandatory for all employees based on their current position. New hires must complete this some of the training within 7 days of hire and the safety training within 30 days. These online programs are for current and newly hired employees regarding Company policies and procedures, regulatory obligations, and safety practices and procedures. These programs are mandatory for all employees and are required annually. Topics include:

- OSHA regulations and safety Practices include: Bloodborne Pathogens, Right-to-Know/MSDS, Back Safety, Lock-out/Tag-out, Eye Wash Stations, Fire Safety, Emergency Evacuation Procedures, etc.
- Compulsive and underage Gaming
- Statewide Voluntary Self - Exclusion Program
- Anti-Harassment and Diversity

Discussions with all new hires

Human Resources provides information regarding the Riverboat Gambling Act, Illinois Gaming Board, Internal Control System and licensing process, requirements and obligation on the day new hires received their temporary Illinois Gaming Board license.

Orientation

This is an 8-hour program to welcome new employees and introduce them to the Company's history, philosophies, policies, and procedures, and to educate employees about the regulatory nature of the industry and their compliance obligations. This program is mandatory for all employees and is attended the within 30 days of employee's first day of employment. Topics include:

- History of the property/ Introduction of the parent companies
- Property role within the community/employee's community service discussion

GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)

- Conduct and ethics, including hotline information
- Caesars brands
- Caesars player tiers and marketing programs
- Guest service philosophy/Company cultural initiatives
- OSHA regulations and safety practices (Bloodborne Pathogens, Right-to-Know/MSDS, Back Safety, Lock-out/Tag-out, Eye Wash Stations, Fire Safety, Emergency evacuation procedures)
- Responsible and underage gaming
- IGB statewide voluntary self-exclusion program
- Property Policies and Procedures
- Diversity and Harassment
- Employee Programs
- Property Tour

PCI Compliance Training

This is training for Payment Card Industry (PCI) – Data Security Standards (DSS) This program is mandatory for employees who are responsible for protecting credit card data. For employees with a company email account complete online Cybersecurity Training. This program is mandatory for new hires and annually to employees who handle credit cards during their normal work duties. Topics include:

- How to handle a suspected loss or theft of ANY materials containing cardholder data
- How to inspect point of sale devices for tampering
- Credit Card handling procedures (Picture ID, provide receipt, call manager if suspicious)

AML Training Program

GVC is committed to maintaining an effective anti-money laundering (“AML”) training program that fosters an understanding of AML responsibilities across all levels of the organization. AML training and testing content is completed through online training at time of hire or transfer to applicable positions, as well as on an annual basis.

Conscious Inclusion Training

This training is for all managers and above to ensure the understanding of diversity, equity, and inclusion. The training objectives define Diversity, Equity, and Inclusion (DEI), Understand how DEI affects the business, recognize how unconscious bias can occur in the workplace, identify way to correct unconscious bias in the workplace and identify way to improve DEI.

Supplier Diversity

Caesars Entertainment Supplier Diversity & Vendor Outreach

As a multibillion-dollar buyer of goods and services every year, Caesars engages tens of thousands of suppliers nationwide. The goal is to source quality goods and services, while leveraging purchasing power to benefit the communities where Caesars operates by engaging small, diverse, and local businesses.

Overview

Diverse vendor inclusion is a high priority for GVC, and to its parent company, Caesars Entertainment. GVC continues to diversify our supplier base and procurement spend with minority owned, women-owned, disabled-owned, and veteran-owned business enterprises. The aggregate percentages of diversity vendor spend for non-exempt expenditures in 2023 was 33.3% based on actual expenditures through December 15, 2023, and 34.0% with forecasted expenditures through December 31, 2023.

Diversity Statement

Caesars Entertainment and its properties work to achieve diversity and inclusion by striving to attain both equity and equality within our corporation and with all the suppliers with whom we work. We are committed to procuring our products and services from a diversified pool of vendors, contractors, and professional services providers. We are also committed in working with developing businesses to help them build capacity.

Outreach

Through outreach efforts in 2023 and partnering with certifying organizations, GVC is committed to collaborating with diverse vendors to assist in increasing our diverse spend. We have corporate memberships or relationships with the below and we regularly attend diversity events such as vendor expos, business match makers, diversity summits and more that they host.

- Chicago Minority Supplier Development Council (CMSDC) - Membership and Board Seat
- Women's Business Development Council (WBDC) - Membership
- Disability: IN - Attend Annual International Event
- Illinois Business Enterprise Program (BEP) - Utilize database for potential new vendors, refer noncertified vendors who are diverse to them to get certified.
- National Veteran Owned Business Association (NaVoba) - Utilize database for potential new vendors.

GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)

2023 Diversity Spend

Below are details on actual and forecasted expenditures for 2023.

Actual Expenditures
Jan 1 2023 - Dec 15 2023

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	12,470,152			
Total Exempt Expenditures	8,012,043			
Total Non-Exempt Expenditures	4,458,109			
PBE of Non-Exempt Expenditures	61,167	1.4%	2.0%	1
MBE of Non-Exempt Expenditures	741,036	16.6%	12%	7
WBE of Non-Exempt Expenditures	521,186	11.7%	12%	9
VBE of Non-Exempt Expenditures	161,189	3.6%	3%	3
Total Diverse Expenditures	1,484,578	33.3%		20

Jan 1 2023 - Dec 15 2023

UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				
Total Gaming Related Supplies & Equipment	0	0	0	0
Equipment - Non Gaming				
Supplies - Non Gaming	268,977	207,887		6,171
Total Non-Gaming Related Supplies & Equipment	268,977	207,887	0	6,171
Entertainment				
Professional Services	82,817			
Transportation				
Marketing	19,750	290,387	61,167	74,811
Other Services	67,155			
Total Services & Contractual	169,722	290,387	61,167	74,811
Food & Beverage	87	2,314		
Other		2,612		
Property Improvements & Capital Maintenance	302,250	17,986		80,207
Total	741,036	521,186	61,167	161,189

GRAND VICTORIA CASINO
2023 Annual Report on Diversity (230 ILCS 10/7.11)

Including December Forecasts
 (Additional Invoices that should be paid by end of year)

TOTAL		Grand Total	
Total Expenditures	13,554,513		
Total Exempt Expenditures	8,708,742		
Total Non-Exempt Expenditures	4,845,770		
	Dec Forecast	Jan - Dec	
PBE of Non-Exempt Expenditures	45,653	106,820	2.2%
MBE of Non-Exempt Expenditures	66,555	807,591	16.7%
WBE of Non-Exempt Expenditures	41,685	562,871	11.6%
VBE of Non-Exempt Expenditures	8,833	170,022	3.5%
Total Diverse Expenditures	162,726	1,647,304	34.0%

Forecast Dec 16 2023 - Dec 31 2023

UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				
Total Gaming Related Supplies & E	0	0	0	0
Equipment - Non Gaming				
Supplies - Non Gaming	15,715	9,375		
Total Non-Gaming Related Supplies	15,715	9,375	0	0
Entertainment				
Professional Services	34,440			
Transportation				
Marketing		32,310	45,653	8,833
Other Services	16,400			
Total Services & Contractual	50,840	32,310	45,653	8,833
Food & Beverage				
Other				
Property Improvements & Capital Maintenance				
Total	66,555	41,685	45,653	8,833

Conclusion

GVC, and its parent, Caesars Entertainment, are firmly committed to making continuous improvement finding and utilizing diverse vendors. Both our property-specific internal procurement processes and our corporate diverse vendor strategic initiatives allow diverse vendors a great opportunity to grow their businesses and prosper. We look forward to continued growth in our 2024 spend.



ROCKFORD

December 31, 2023

Via email to IGB.FAU@illinois.gov

2023 Annual Diversity Reporting

Human Resources

1. In response to part b sec. 7.10, Hard Rock Casino Rockford remains committed to complying with Equal Employment Opportunity Commission regulations to create a well-diversified working environment. As part of Hard Rock Casino Rockford's recruitment strategy, Hard Rock has continued its efforts of building a diverse workforce through training and recruitment efforts that leverage partnerships with multiple diverse organizations in Rockford.
2. In partnership with Hard Rock's Diversity, Equity, & Inclusion (D.E.&I.) department, HRCR has developed a sourcing strategy that focuses on developing partnerships with organizations within the Rockford area with missions that focus on the enrichment of varying demographics, such as veterans, women, minorities, and persons with disabilities. These partnerships are formed to provide mutual support for employment, workforce readiness and job fairs/hiring events, including but not limited to:
 - a. Mock Interviews/Resume Reviews
 - b. Job Fairs in west-side of Rockford
 - c. Workforce Connection Teen & Young Adult Job Fair
 - d. Sponsoring of outreach programs
 - e. Veterans Job Fair
 - f. Rockford Housing Authority – Community-Wide Job Fair
 - g. Rockford Public Schools Careers Expo
3. Hard Rock and D.E.&I. have provided more than 4 hours of training to property staff with topics including the overlooking of implicit/explicit bias and inclusion, to further ensure fair and ethical hiring and training practices. This training does include at least 1 – 2 hours of instructional periods in a classroom setting, and 1 – 2 hours of web-based courses.
4. HRCR has committed to reviewing, at minimum, 25% of diverse candidates (minority, women, veteran, persons with a disability) for all director and above positions, with a commitment to expanding this commitment to manager level positions in 2024.

Our 2023 Data is presented below in response to part c sec. 7.10,

Ethnicities	2023	%	2022	%
AMER INDIGENOUS/ALASKA INDIG	1	0.21%		
ASIAN/INDIAN SUBCONTINENT	11	2.31%	13	3.00%
BLACK OR AFRICAN AMERICAN	81	17.02%	84	19.40%
HISPANIC OR LATINO	65	13.66%	43	9.90%
NATIVE AMERICAN/ ALASKA NATIVE	3	0.63%	3	0.70%
NATIVE HAWAIIAN/PACIFIC ISLAND	1	0.21%		
NOT DISCLOSED	26	5.46%	47	10.90%
TWO OR MORE RACES-NOT HISPANIC	24	5.04%	18	4.20%
WHITE (NOT HISPANIC OR LATINO)	263	55.25%	225	52.00%
MIDDLE EASTERN/NORTH AFRICAN	1	0.21%		
	476		433	

Gender	2023	%	2022	%
Female	248	52.10%	248	57.3%
Male	221	46.43%	174	40.2%
Other	7	1.47%	11	2.5%

Purchasing

1. In 2023 it has continued to be difficult to secure vendors with minority, veteran, and disabled ownership. Our location in Northern Illinois continues to present challenges, as many of the qualified businesses are located closer to Chicago. We are utilizing qualified vendors for several print/promotion purchases and marketing gifts.

The purchasing manager attended the following events in order to find businesses with minority, veteran and disabled ownership.

- a. Veteran & Disabled Business Owners Vendor Fair – Rivers Casino 5/17/23
- b. Minority Vendor Show – Hard Rock Casino Northwest Indiana – 7/26/23

For 2023 we utilized the products and services of 29 different MBE, WBE, DBE and VBE businesses accounting for over \$2.6 million in spending.

No.	Vendor #	Vendor Name	Special Business	MWBE Value
1	12568	ABF FREIGHT SYSTEM, INC	DBE	\$ 2,042.06
2	13275	SECURCASH PRODUCTS, LLC	WBE	21,531.60
3	13536	CHROME RIVER TECHNOLOGIES	DBE	13,211.84
4	13740	MAXIMUM BUSINESS SOLUTIONS INC	MBE	164,218.12
5	13872	PURELY GOURMET MEAT CO., LLC	MBE	383,626.28
6	14246	COTTONIMAGES.COM	MBE	21,762.21
7	14500	OSCEOLA GROUP MARKETING, LLC	MBE	918,592.80
8	14881	REDLINE MEDIA GROUP, LLC	MBE	94,149.98
9	16154	LOGSDON STATIONERS INC	MBE	34,062.52
10	19580	SOAR ASSEMBLY	MBE	10,000.00
11	2039	SERVICE CENTRAL INC.	WBE	16,651.55
12	22690	AFRICAN-AMERICAN RESOURCE	MBE	2,000.00
13	22709	ANDREA BAEZ	MBE	1,015.62
14	23099	NOTIFII LLC	MBE	1,428.00
15	23442	TONYA CAMERON	WBE	15,500.00
16	24073	JJ GIVEAWAYS LLC	WBE	88,053.14
17	24470	ROCKFORD AREA HABITAT FOR HUMA	WBE	7,000.00
18	24525	ANGELA JOHNSON	WBE	3,186.50
19	24651	THE LIAM FOUNDATION	WBE	2,000.00
20	25046	OUTSIDER CONSULTING, LLC	VBE	500.00
21	25084	ABBOTT CONNECTION	VBE	5,696.72
22	25219	SIGMAR SOLUTIONS LLC	WBE	28,017.49
23	25526	LIVE R.E.A.L FOUNDATION	WBE	1,000.00
24	25649	JAIMIE COX FOUNDATION NFP	VBE	3,000.00
25	25845	TATERCHICKS815, LLC	WBE	352.90
26	25993	ROCK RIVER VALLEY PANTRY	WBE	1,000.00
27	26019	LISA'S LITTLE RESCUE	WBE	707.17
28	26059	STUDIO-AT INC	MBE	847,000.00
29	26711	VETERANS DROP-IN CENTER	VBE	1,000.00
Total				\$ 2,688,306.50

3. Hard Rock Casino Rockford will continue to put forth effort to identify potential minority vendors by searching the Illinois State BEP website and their certified vendor directory. In addition, the Purchasing Manager will continue to attend vendor diversity fairs.

Sincerely,

Wendy Alsteen

VP of Finance

Hard Rock Casino Rockford

2023 ANNUAL REPORT – HARRAH'S JOLIET VENDOR DIVERSITY

Overview

Diverse vendor inclusion is a high priority for Harrah's Joliet, and to its parent company, Caesars Entertainment. Harrah's Joliet continues to diversify our supplier base and procurement spend with minority owned, women-owned, disabled-owned, and veteran-owned business enterprises. The aggregate percentages of diversity vendor spend compared to non-expenditures in 2023 was 42.0% based on actual expenditures through December 15, 2023, and 42.9% with forecasted expenditures through December 31, 2023.

Diversity Statement

Caesars Entertainment and its properties work to achieve diversity and inclusion by striving to attain both equity and equality within our corporation and with all the suppliers with whom we work. We are committed to procuring our products and services from a diversified pool of vendors, contractors, and professional services providers. We are also committed in working with developing businesses to help them build capacity.

Employee Diversity and Inclusion

Harrah's Joliet is committed to recruit, hire, train and retain minority persons, women, and persons with a disability at every level in our organization. We consistently participate in opportunities to increase our minority population, as the competition for talent continues to grow both in Joliet and the surrounding areas. Some of the methods used to show our commitment to diversity include marketing to minority organizations, direct posting job openings with EEO focused career sites, supporting & attending hiring events targeting our local community residents, and working closely with and rewarding our current employees for their referrals. Aside from traditional methods, we also worked with our non-profit partners in the area to encourage them to communicate our job openings to those that they serve, attended community events that were not focused on hiring opportunities to communicate our openings and promote our benefits (i.e. volunteered to pass out bags of food to those in need to also provide info on our openings and benefits). We also work with organizations, such as Cornerstone and Trinity Services, to provide employment for those with disabilities.

When we have an opening at the supervisor and/or management level, we make a concerted effort to recruit, promote or hire a female or minority candidates to continue to increase our diversity population. In fact, Caesars Entertainment has set a goal of reaching 50 percent women in leadership levels and above by 2025. This is an initiative about empowering and advancing all women in our company. We know a diverse team fosters an inclusive environment that creates energy, new ideas and success.

Outreach

Through outreach efforts in 2023 and partnering with certifying organizations, Harrah's Joliet is committed to working with diverse vendors to assist in increasing our diverse spend. We have corporate memberships or relationships with the below and we regularly attend diversity events such as vendor expos, business match makers, diversity summits and more that they host.

- Chicago Minority Supplier Development Council (CMSDC) – Membership and Board Seat
- Women's Business Development Council (WBDC) – Membership
- Disability: IN – Attend Annual International Event
- Illinois Business Enterprise Program (BEP) – Utilize database for potential new vendors, refer noncertified vendors who are diverse to them to get certified.
- National Veteran Owned Business Association (NaVoba) – Utilize database for potential new vendors.

2023 Vendor Diversity Results

Below are details on actual and forecasted expenditures for 2023.

Actual Expenditures Jan 1 2023 - Dec 15 2023

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	11,799,281			
Total Exempt Expenditures	7,858,698			
Total Non-Exempt Expenditures	3,940,583			
PBE of Non-Exempt Expenditures	80,774	2.0%	2%	3
MBE of Non-Exempt Expenditures	485,258	12.3%	12%	17
WBE of Non-Exempt Expenditures	578,012	14.7%	12%	22
VBE of Non-Exempt Expenditures	510,941	13.0%	6%	2
Total Diverse Expenditures	1,654,985	42.0%	32%	44

UTILIZATION

	Jan 1 2023 - Dec 15 2023			
	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming		1,192		227,394
Total Gaming Related Supplies & Equipment	0	1,192	0	227,394
Equipment - Non Gaming				
Supplies - Non Gaming	81,918	92,453		
Total Non-Gaming Related Supplies & Equipment	81,918	92,453	0	0
Entertainment		15,500		
Professional Services	78,175			
Transportation				
Marketing	195,476	119,763	77,706	
Other Services	51,843			
Total Services & Contractual	325,493	135,263	77,706	0
Food & Beverage	429	2,753		
Other		2,881		
Property Improvements & Capital Maintenance	77,417	343,470	3,068	283,546
Total	485,258	578,012	80,774	510,941

Including December Forecasts
(Additional Invoices that should be paid by end of year)

TOTAL			
Total Expenditures	12,825,305		
Total Exempt Expenditures	8,542,063		
Total Non-Exempt Expenditures	4,283,242		
	Dec Forecast	Jan - Dec	
PBE of Non-Exempt Expenditures	8,423	89,197	2.1%
MBE of Non-Exempt Expenditures	1,754	487,012	11.4%
WBE of Non-Exempt Expenditures	10,592	588,604	13.7%
VBE of Non-Exempt Expenditures	160,838	671,779	15.7%
Total Diverse Expenditures	181,607	1,836,592	42.9%

Forecast Dec 16 2023 - Dec 31 2023

UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				
Total Gaming Related Supplies & Equipment	0	0	0	0
Equipment - Non Gaming				
Supplies - Non Gaming	1,754	1,217	8,423	
Total Non-Gaming Related Supplies & Equipment	1,754	1,217	8,423	0
Entertainment				
Professional Services				
Transportation				
Marketing				
Other Services				
Total Services & Contractual	0	0	0	0
Food & Beverage				
Other				
Property Improvements & Capital Maintenance				160,838
Total	1,754	1,217	8,423	160,838

Conclusion

Harrah's Joliet, and its parent, Caesars Entertainment, are firmly committed to making continuous improvement finding and utilizing diverse vendors. Both our property-specific internal procurement processes and our corporate diverse vendor strategic initiatives allow diverse vendors a great opportunity to grow their businesses and prosper. We look forward to continued growth in our 2024 spend.

2023 ANNUAL REPORT – HARRAH’S METROPOLIS VENDOR DIVERSITY

Overview

Diverse vendor inclusion is a high priority for Harrah’s Metropolis, and to its parent company, Caesars Entertainment. Harrah’s Metropolis continues to diversify our supplier base and procurement spend with minority owned, women-owned, disabled-owned, and veteran-owned business enterprises. The aggregate percentages of diversity vendor spend compared to non-expenditures in 2023 was 53.3% based on actual expenditures through December 15, 2023, and 50.6% with forecasted expenditures through December 31, 2023.

Diversity Statement

Caesars Entertainment and its properties work to achieve diversity and inclusion by striving to attain both equity and equality within our corporation and with all the suppliers with whom we work. We are committed to procuring our products and services from a diversified pool of vendors, contractors, and professional services providers. We are also committed in working with developing businesses to help them build capacity.

Employee Diversity and Inclusion

Harrah’s Metropolis Casino & Hotel is committed to promoting equal opportunity and employment in our recruitment and hiring process. Harrah’s Metropolis recruits from a variety of diverse locations, both online and onsite, to maximize our exposure in the community. We also make a concerted effort to recruit, hire, train and promote female, minority, and persons with disabilities candidates for all employment classifications. We value diversity and recognize that diverse team members foster an inclusive environment that creates energy, new ideas and success.

Outreach

Through outreach efforts in 2023 and partnering with certifying organizations, Harrah’s Metropolis is committed to working with diverse vendors to assist in increasing our diverse spend. We have corporate memberships or relationships with the below and we regularly attend diversity events such as vendor expos, business match makers, diversity summits and more that they host.

- Chicago Minority Supplier Development Council (CMSDC) – Membership and Board Seat
- Women’s Business Development Council (WBDC) – Membership
- Disability: IN – Attend Annual International Event
- Illinois Business Enterprise Program (BEP) – Utilize database for potential new vendors, refer noncertified vendors who are diverse to them to get certified.
- National Veteran Owned Business Association (NaVoba) – Utilize database for potential new vendors.

Including December Forecasts
(Additional Invoices that should be paid by end of year)

TOTAL		Grand Total	
Total Expenditures	9,259,759		
Total Exempt Expenditures	5,995,111		
Total Non-Exempt Expenditures	3,264,648		
	Dec Forecast	Jan - Dec	
PBE of Non-Exempt Expenditures	20,525	67,806	2.1%
MBE of Non-Exempt Expenditures		677,560	20.8%
WBE of Non-Exempt Expenditures	29,983	334,119	10.2%
VBE of Non-Exempt Expenditures		571,248	17.5%
Total Diverse Expenditures	50,508	1,650,733	50.6%

UTILIZATION	Forecast Dec 16 2023 - Dec 31 2023			
	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				
Total Gaming Related Supplies & Equipment	0	0	0	0
Equipment - Non Gaming				
Supplies - Non Gaming				
Total Non-Gaming Related	0	0	0	0
Entertainment				
Professional Services				
Transportation				
Marketing		23,523	20,525	
Other Services		6,460		
Total Services & Contractual	0	29,983	20,525	0
Food & Beverage				
Other				
Property Improvements & Capital				
Total	0	29,983	20,525	0

Conclusion

Harrah's Metropolis, and its parent, Caesars Entertainment, are firmly committed to making continuous improvement finding and utilizing diverse vendors. Both our property-specific internal procurement processes and our corporate diverse vendor strategic initiatives allow diverse vendors a great opportunity to grow their businesses and prosper. We look forward to continued growth in our 2024 spend.



December 30, 2023

Mr. Marcus Fruchter
 Administrator
 Illinois Gaming Board
 160 N. LaSalle, Suite 300
 Chicago, IL 60601

Re: 2023 Annual Report on Diversity

Dear Administrator, Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Aurora submits the following information for its 2022 annual report on diversity:

(i) a good faith affirmative action plan to recruit, train, and upgrade minority persons, women, persons with a disability, and veterans in all employment classifications.

Hollywood Casino Aurora submits its good faith affirmative action plan to the IGB each year during its annual license update. A copy of the report submitted by Hollywood Casino Aurora in its 2023 annual license update is separately attached.

(ii) the total dollar amount of contracts that were awarded to businesses owned by minority persons, women, persons with a disability, and veteran.

(iii) the total number of businesses owned by minority persons, women, persons with a disability, and veteran that were utilized by the licensee.

(iv) the utilization of businesses owned by minority persons, women, persons with a disability, and veteran during the preceding year.

	1/1/23 - 11/30/23	Total # of MWDVBES	2023 Utilization
MBE	\$540,084.60	6	4.28%
WBE	\$1,620,850.69	21	12.84%
DBE	\$252,402.53	1	2.00%
VBE	\$378,603.79	1	3.00%
Total	\$2,791,941.61	29	22.12%

(v) the outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, persons with a disability, and veteran.

The following accomplishments have occurred during calendar year 2023:

- Purchasing Director, James Zubay, has been an active member of the PNG Supplier Diversity team responsible for ensuring increased supplier diversity via contracting goals.
- Mr. Zubay consistently utilizes the Illinois BCP Certification portal and MSDC websites to identify diverse suppliers.
- Penn Entertainment properties share information regarding diverse vendors and suppliers to facilitate identifying said vendors.
- Mr. Zubay attended the Chicago Business Opportunities Fair on April 18th & 19th 2023, in conjunction with the Chicago Minority Supplier Diversity Council (CMSDC) for networking and to share business opportunities with suppliers.
- HCA supports CMSDC with an annual sponsorship of \$4,000.00.
- Penn Entertainment is a member of the US Black Chamber of Commerce and WBENC.
- We have strengthened relationships with MBE/DBE/WBE/VBE agencies including:
 - National Minority Supplier Development Council
 - CMS – Central Management Services, BEP with the State of IL
 - Minority Business Development Center, IL
 - Elite SDVOSB, veteran agency

Hollywood Casino Aurora and Penn will always seek opportunities with qualified DBE/MBE/WBE/VBE vendors and will continue our good faith efforts in that regard. Ongoing efforts include:

Outreach Efforts Currently in Place

- Each quarter we review and update as needed the Vendor Opportunities section of our casino website for bid opportunities, bulk purchases, and services.
- Our website provides access to the Penn Supplier Portal with instructions on how to become a vendor and contact information for the Procurement team at the casino.
- Review the Penn Supplier portal for newly registered businesses and follow-up with them and reach out to businesses in the process of becoming registered.
- Communication between the Penn Procurement team and the Casino procurement team to identify diverse vendors.
- Communicate with other Illinois casinos to network and share potential qualified DBE, MBE, WBE, & VBE vendors

Specific Outreach Events Attended

- Doris Roland Penn, Ameristar North Chicago Purchasing Manager, and James Zubay, Purchasing Director of Hollywood Joliet & Aurora, attended the Chicago Business Opportunities Fair on April 18th & 19th 2023.
- Hollywood Joliet & Aurora was represented at the Casino Diversity Day on July 26th, 2023, at the Hard Rock Casino James Zubay attended the DBE & VBE diversity fair at Rivers Casino, in Des Plaines, IL. Established a booth and met with more than 10+ potential suppliers, many of which were seeking construction opportunities.

Internal Procurement Processes

- The Illinois Casino Gaming Association Diversity Vendor List is monitored.
- State of Illinois Central Management Services BEP Certification Directory is reviewed.
- We maintain an internal database of qualified MBE/DBE/WBE/VBE vendors.
- Identify veteran owned businesses at <https://www.veteranownedbusiness.com/il>.
- Work with Penn Entertainment, Inc. corporate procurement to consolidate planned purchases from other Penn properties with the objective of increasing the total spend with specific diversity vendors.

Should you have any questions or require additional information, please do not hesitate to contact me.

Sincerely,

Jeffery Rozell

Jeffery Rozell
Director of Compliance

cc: Dovie Shelby, IGB
Carrie Carroll, IGB
Greg Moore, Vice President, and General Manager
Jeremy Howland, VP of Finance, Hollywood Casino Aurora

HOLLYWOOD CASINO AURORA

Affirmative Action Plan

2022

I. INTRODUCTION

Since its inception in 1993, Hollywood Casino Aurora (HCA) has demonstrated an outstanding record of recruitment and hiring of qualified individuals who are minorities or members of other protected classes. HCA's policy of equal opportunity employment pertains to all aspects of employment, including but not limited to, recruitment, hiring, job assignment, training, transfer, and promotion, social, educational and recreational programs. Equal opportunity may entail reasonable accommodation of an individual's religion, or disability or participation in protected activity, as defined by law.

HCA maintains its Affirmative Action Plan to enhance, expand and continue its outstanding record of equal opportunity employment and a diverse work force. The goal of this Affirmative Action Plan is to maintain a work force that truly reflects the diverse elements of Kane County and the surrounding area. This plan is maintained in good faith with the continued goal of equal opportunity employment and a diverse work force.

A. Overview

The Hollywood Casino in Aurora, Illinois, owned and operated by Penn National Gaming and is an Illinois Licensed Gaming Facility. This Affirmative Action Plan reports the workforce as of August 25, 2020. The workforce totals 355 plus employees.

B. Equal Employment Opportunity Policy and Affirmative Action Plans.

It is the policy of HCA to employ qualified persons of the greatest ability without discrimination against any employee or applicant for employment because of race, religion, color, sex, disability, national origin, ancestry, marital status, age, status as a covered veteran or any other protected group status as defined by law. To implement this policy

HCA has established an Affirmative Action Plan by which we undertake that:

1. We will recruit, hire, train and promote qualified persons in all job titles, without regard to race, religion, color, sex, disability, national origin, ancestry, age, covered veterans' status, or any other protected group status as defined by law.
2. We will base decisions on employment so as to further the principle of equal employment opportunity.
3. We will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
4. We will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, training, education, tuition assistance, and social and recreational programs, will be administered without regard to race, religion, color, sex, disability, national origin, ancestry, age, covered veterans' status or any other protected group status as defined by law.

II. DISSEMINATION OF POLICY

1. The company policy regarding Equal Employee Opportunity is distributed to all employees during their first day of employment and as any updates may occur. Federal Equal Employment Opportunity materials are posted in the Team Member Break Room in view of all employees.
2. The General Manager will reaffirm HCA's EEO Policy annually, as outlined in section V.
3. HCA's recruiting materials and electronic application includes a statement regarding our Equal Employment Opportunity stance.

4. HCA participates in and contributes to organizations concerned with employment opportunities for minorities and females.

III. RESPONSIBILITY FOR IMPLEMENTATION

The development and execution of The Affirmative Action Plan shall be administered as outlined below:

A. Equal Employment Coordinator

The Vice President of Human Resources has been designated as the Equal Employment Coordinator and given the responsibility to supervise the implementation of the Affirmative Action Plan as follows:

1. Assist in the identification and resolution of EEO focus areas.
2. Inform management of recent developments in the area of affirmative action.
3. As hiring need dictates, Human Resources Department lists job openings and/or conducts on-site recruiting at various local area and minority college campuses including, but not limited to:

Aurora University

Waubonsee Community College

Participation in the College Employment Network

4. As hiring needs dictate, participate in The Illinois Job Link Program of the Illinois Department of Employment Security and list appropriate available job openings.
5. The Human Resources Department utilizes bilingual employees in order to assist Spanish-speaking applicants (as scheduling and staffing requirements permit).

6. Ensure minorities and women have the opportunity to participate in Company sponsored educational, training, social and recreational activities.
7. Encourage and accommodate members of protected classes to participate in the leadership training and other development opportunities.
8. Ensure that facilities such as locker rooms and rest rooms are comparable for both genders.
9. Serve as liaison between HCA and various federal, state and local enforcement agencies.
10. Maintain records and reports as required by the state, federal and local authorities relevant to equal employment.
11. On an annual basis HCA obtains and reviews EEO percentages for Kane County to compare with HCA's workforce. This annual review is then disclosed to the Illinois Gaming Board at the time of relicensing.

IV. COMPANY MANAGEMENT SUPPORT

The Compliance Department will maintain and review continued compliance in the following areas, enlisting assistance from other managers, Directors and Vice Presidents, as needed.

1. Periodically review job descriptions for accuracy in relationship to the actual functions and duties and confirm that the qualifications required for positions are free from bias and are job-related.
2. HCA's tuition reimbursement program is available on an equal opportunity basis to all full-time and part-time employees who meet the eligibility requirements.
3. HCA supports local community organizations dedicated to the advancement of minorities and women.

4. Company sponsored programs, including recreational and social events, are available in accordance with the Equal Employment Opportunity Policy.
5. Openings in full-time and part-time jobs will continue to be communicated to employees through job postings.
6. All employees, including minorities and females will be encouraged to use the tuition reimbursement program.
7. Minorities and other protected classes will be provided equal review with regards to promotions and performance evaluation.

V. ANNUAL MEETING

A meeting will be held on an annual basis with the Vice President and General Manager, Vice President of Human Resources and a representative of the Compliance segment, to review and assess the current status of HCA's Affirmative Action Plan.



777 Hollywood Blvd ★ Joliet, IL 60436

December 30, 2023

Mr. Marcus Fruchter, Administrator
Illinois Gaming Board
160 N. LaSalle Street, Suite 300
Chicago, IL 60601

Re: 2023 Annual Report on Diversity

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	1/1/23 - 11/30/23	Total # of MWDVBES	2023 Utilization
MBE	\$914,976.77	8	6.63%
WBE	\$1,339,952.65	17	9.70%
DBE	\$276,187.73	1	2.00%
VBE	\$414,281.59	1	3.00%
Total	\$2,945,398.74	27	21.33%

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(v) the outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, persons with a disability, and veteran.

The following accomplishments have occurred during calendar year 2023:

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Should you have any questions or require additional information, please do not hesitate to contact me.

Sincerely,

Jeffery Rozell

Jeffery Rozell
Director of Compliance

cc: Dovie Shelby, IGB
Jeffrey Cartwright, Sergeant, IGB
Mike Thoma, Vice President and General Manager
Jeremy Howland, VP of Finance, Hollywood Casino Joliet

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HOLLYWOOD
Casino[®]
JOLIET

2022

AFFIRMATIVE ACTION PLAN

HOLLYWOOD CASINO JOLIET

JANUARY 1, 2022 THROUGH DECEMBER 31, 2022

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AFFIRMATIVE ACTION PROGRAM FOR:

Hollywood Casino Joliet

Hollywood Casino Joliet
777 Hollywood Blvd
Joliet, IL 60434-2789

Inclusive Dates of AAP:

January 1, 2022 to December 31, 2022

Program Completed by:

Human Resources Department

PREFACE

This Affirmative Action Plan (“AAP”) is made and implemented by Hollywood Casino Joliet (“the Company”), in compliance with the requirements of the Illinois Gaming Board pursuant to the Illinois Riverboat Gambling Act, Section 7(b)(4) and with the guidance of the Illinois Code of State Regulations.

The Company does not believe that any violation of the Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991, the Age Discrimination in Employment Act, the Americans with Disabilities Act, or any other applicable federal, state or local law exists within the Company. Accordingly, this AAP is not adopted or implemented to correct or remedy any actual or alleged discriminatory action or policy. Nothing herein shall be construed to require the Company to hire, decline to hire, dismiss or decline to dismiss any individual in any particular situation; to require the Company to contract with, decline to contract with, terminate a contract with, or decline to terminate a contract with any particular vendor or contractor in any particular situation; to violate any law, ordinance, or regulation relating to discriminatory practices; or to violate the provisions of any collective bargaining agreement to which the Company is a party.

This AAP contains confidential information. Copies of this AAP and all related appendices, documents and support data are made available to the Illinois Gaming Board (“IGB”) with the request that the IGB holds them totally confidential and does not release copies to any persons whatsoever. This AAP and its supporting documents contain significant confidential information which may reveal, directly, or indirectly, the Company’s business plans. The Company considers the AAP to be exempt from disclosure, reproduction, and distribution under the Illinois Freedom of Information Act, 5 ILCS 140/1 *et seq.*, and the Illinois State Records Act, 5 ILCS 160/1, *et seq.* If the IGB, the government of the State of Illinois, or any agency or subdivision thereof, is considering a request for release of this program, request is hereby made that the President of the Company be immediately notified of any and all requests received or any other contemplated release of this program which relates to information obtained by the IGB or the government from the Company. The Company further requests that anyone who has any contact with this AAP, or its supporting appendices, documents and other data, treat such information as totally confidential and that such information not be released to any person whatsoever.

Program Terminology

The terms “utilization analysis”, “underutilization” and “problem area” appearing in this AAP are used in order to reflect terminology typical to equal employment opportunity and affirmative action programs. These terms have no independent legal or factual significance whatsoever. We will use terms in total good faith in connection with the AAP. However, such usage does not necessarily signify that the Company agrees that these terms have any particular significance in connection with any particular factual situation.

Reliance on Equal Employment Opportunity Commission’s Guidelines on Affirmative Action

The Company has in good faith developed this AAP along the lines of, in conformity with, and in reliance on the Equal Employment Opportunity Commission’s Guidelines on Affirmative Action, 29 C.F.R. § 1608.1-12.

IMPLEMENTATION OF THE
AFFIRMATIVE ACTION PROGRAM

I. Policy Statement

This document establishes the Company's Affirmative Action Program with regard to equal employment opportunity. It has been designed to provide guidance and assurance for implementation of and commitment to our equal employment opportunity policy consistent with the voluntary nature of the employment relationship. The Company is committed to equal employment opportunity and affirmative action as stated in the notice to employees, which is issued annually and attached as **Exhibit A**. The Company's policy includes the following commitments:

(A) To provide equal employment opportunity to all qualified, available, and interested persons, and an affirmation of our commitment to recruit, advertise for employment, hire, upgrade, transfer, promote, lay off, terminate, pay and select for training, persons in all job classifications without regard to race, color, religion, sex, national origin, or legally protected disability or age status.

(B) To identify and analyze all areas of employment so as to further the principle of affirmative action for minorities and females. The Company is committed to apply result-oriented employment policies and practices in good faith efforts to achieve prompt and full utilization of qualified, available, and interested persons regardless of race, color, religion, sex, national origin, or legally protected disability or age status. All employment decisions will be based accordingly, as follows:

(1) Recruitment and Selection - the Company will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, national origin, or protected disability or age status.

(2) Employment Decisions - the Company will base employment decisions so as to further the principle of equal employment opportunity.

(3) Promotions - the Company will ensure that promotion decisions are in accordance with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.

(4) Personnel Actions - the Company will ensure that all personnel actions such as compensation, benefits, transfers, lay-offs, returns from lay-offs, company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religion, sex, national origin or protected disability or age status.

(5) The Vice President of Human Resources is designated as the property EEO and Affirmative Action Officer and overall Affirmative Action Program responsibility is assigned to that position.

(6) The property EEO and AA Officer will require that managers and supervisors report to him or her on the performance of EEO and AA responsibilities on a regular basis and shall monitor the procedures for implementation of this AA plan.

(7) This AAP shall be reviewed, analyzed, reaffirmed and re-issued annually.

II. Internal and External Dissemination of Policy

(A) Internal Dissemination - it is the Company's policy to periodically bring its policies of equal employment opportunity and affirmative action to the attention of all its employees. Necessary steps will be taken to assure that the Company personnel, both supervisory and otherwise, are fully apprised of the Company's equal employment opportunity policy and its affirmative action commitment. The following methods of dissemination will be utilized:

(1) A copy of the Company's equal employment opportunity policy will be included in the Employee Handbook.

(2) Meetings will be conducted with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation of the affirmative action commitment.

(3) The Company shall conduct periodic reviews of the effectiveness of this program in which its supervisory and other involved personnel participate.

(4) Company publications, if any, will contain articles covering equal employment opportunity programs, including promotions of minority and female employees.

(5) The equal employment opportunity policy statement will be posted on Company diversity boards (see **Exhibit A**).

(6) In order that new employees will be apprised of the Company's equal employment opportunity policy and commitment to affirmative action, both will be discussed during the Company's orientation process and management training programs.

(7) Including non-discrimination clauses in all union agreements and reviewing all contractual provisions to ensure they are non-discriminatory.

(8) Picturing both minority and non-minority men and women in publications in which employees are featured.

(9) Making current employees aware of the existence of the Company's AAP and the benefits available to them.

(B) External Dissemination - The Company will promote its community posture as an equal opportunity and affirmative action employer. Specific external actions shall include:

(1) Recruitment advertising, if any, will clearly show that the Company is an equal opportunity and affirmative action employer.

III. Responsibility for Implementation of the Affirmative Action Program

The Company's General Manager has the overall responsibility to implement the Company's Equal Employment Opportunity Policy and Affirmative Action Plan. The Company, with the full support of executive management, has assigned the Vice President of Human Resources to act as EEO Officer with responsibility for implementing and monitoring overall facility performance and ensuring attainment of full compliance with the Company's policy for nondiscrimination in employment. The responsibilities of the EEO Officer include, without limitation, the following:

(A) Developing an effective Affirmative Action Program and maintaining such program in compliance with Company policy including both internal and external communication techniques.

(B) Designing and implementing review and reporting systems to ensure awareness of the Affirmative Action Program and its benefits, as well as:

- (1) Measuring the Program's effectiveness
- (2) Determining the degree to which the Company's objectives have been attained.
- (3) Indicating any need for remedial action.

(C) Serving as the Company's representative in its dealing with federal, state and local enforcement agencies.

(D) Keeping department managers and supervisors informed of the latest developments in the entire equal employment opportunity area.

(E) Serving as liaison between the Company and minority organizations, women's organizations, and community action groups concerned with employment opportunities of minorities and women.

(F) Regularly communicating with managers, supervisors and employees to be certain that EEO policies are being followed.

(G) Reviewing the qualifications of employees to ensure that minorities and females are given full opportunities for transfers and promotions.

(H) Ensuring compliance in areas such as properly displayed posters, non-segregated facilities, comparable facilities for both sexes and full participation by minority and female employees in all Company-sponsored educational, training, recreational and social activities, if any.

(I) Making department managers and supervisors aware that their work performance is being evaluated on the basis of their equal employment opportunity and affirmative action efforts and results as well as other criteria.

(J) Ensuring that managers and supervisors take action to prevent harassment of or discrimination against any employee on the basis of his or her race, color, religion, national origin, sex, or protected disability or age status.

(K) Ensuring that the Company's job descriptions accurately set forth actual job duties and, in particular, the essential functions of the job.

(L) Monitoring the results of all scored testing to assure that the tests do not adversely impact minorities and females as compared to non-minorities and males.

IV. Development and Execution of Additional Action Oriented Programs

The Company has developed the following action-oriented programs tailored in such a manner that their proper execution will result in either an increase in the number of qualified minority and/or female applicants for any vacancies which occur, or documentation of the Company's good faith efforts to increase the number of qualified minority and/or female applicants for any vacancies which may occur.

(A) Job classifications shall be periodically reviewed, evaluated and, where necessary, updated to ensure that employees within various classifications are rated in relationship to the requirements and essential functions of the job using, where appropriate, objective factors such as relative skill, ability and experience. In addition, the Company shall ensure that job classifications are consistent for the same or related jobs.

(B) The Company will ensure that any worker specifications shall be job-related and review thereof shall include considerations of any academic experience or skill requirements to ensure that they are necessary and do not inadvertently screen out minorities or females. Where appropriate, modifications will be made in worker specifications to promote the purposes of equal employment opportunity.

(C) Any job descriptions or worker specifications used shall be made available to all members of management involved in the recruiting, screening, selection and promotion process. All personnel involved in recruiting, screening, selection, promotion, disciplinary and related processes will be carefully selected and trained to ensure that they are not biased in their personnel actions.

(D) The Company will continue to evaluate the entire selection process and will endeavor to be particularly sensitive in recruiting and hiring, especially at the entry level, to select candidates according to ability and qualifications. In its recruiting efforts, the Company shall endeavor to obtain qualified applicants including minorities and females. No department, job category or title at the Company shall be limited or closed to minorities or females.

(E) Contacts with all sources of minority and female applicants will reflect the Company's posture and emphasis on equal employment opportunity. The Company will encourage employees to refer minority and female applicants. The Company will also place help-wanted advertisements in publications directed to minorities and females. The Company is committed to contacting minority and women's organizations for referral of prospective applicants for openings which may occur. The Company has explained and will continue to explain its commitment to equal employment opportunity to representatives of recruitment sources. These explanations provide clear and concise descriptions of current and future job openings, as well as a description of the Company's selection process. The Company has made position descriptions, worker specifications and recruiting literature available to these representatives. The Company has also made arrangements with these recruiting sources for referral of applicants and feedback on the hiring status of applicants referred by these sources.

(F) The Company shall review its promotion criteria and procedures to ensure that minorities and females are given equal consideration for promotion.

(G) All Company facilities and Company-sponsored social and recreational activities, if any, are not segregated and the Company actively encourages all employees to participate in all Company-sponsored events.

(H) The company will make reasonable efforts to modify job duties or working conditions to accommodate the employment of persons with physical or mental disabilities.

(I) See **Exhibit B** for a listing of action steps that have been taken to promote diversity in the workplace.

V. Internal Audit and Reporting Requirements

As stated previously, the EEO Officer is responsible to implement the auditing and reporting system. The auditing and reporting system will be reviewed on an annual basis. The following procedures will be utilized to measure the effectiveness of the total program:

- (A) Review records of referrals, placements, transfers, promotions and terminations by department and major job groups to ensure nondiscriminatory policies are carried out.
- (B) Have a system that will measure the Company's commitments to equal employment opportunity.
- (C) Where needed, the EEO Officer will submit recommendations to improve performance to the Company's General Manager.
- (D) Review all selection, promotional, and training procedures to ensure that they are non-discriminatory.
- (E) Inform top management on a regular basis of the effectiveness of the policy and make recommendations for improvements as necessary.

In addition to the internal audit provisions set forth above, the EEO Officer will maintain records of the affirmative action efforts which include memoranda, publications and both informal and formal action-oriented steps that have been taken during the Affirmative Action Plan year not otherwise reported.

VI. Guidelines Prohibiting Sex Discrimination

The Company shall comply with the sex discrimination guidelines as follows:

- (A) Advertisements in newspapers and other media, if any, shall not express a preference for members of a particular sex.
- (B) An employee of either sex shall have an equal opportunity to fill any available job that he or she is qualified to perform.
- (C) The Company shall not make any distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment.
- (D) The Company shall not deny any female employee the right to any job that she is qualified to perform in reliance upon state “protective” laws.
- (E) Females shall not be penalized in any term or condition of employment and/or benefit of employment because they require time away from work for pregnancy or childbearing.
- (F) Maternity disability leave is the same as any other disability leave.
- (G) The Company will not specify any differences for male and female employees regarding either mandatory or optional retirement age.
- (H) The Company shall not discriminatorily restrict one sex to certain job classifications.
- (I) The Company will maintain a sexual discrimination policy that defines unacceptable behavior on the part of its employees and will include procedures for the reporting and investigation of sexual harassment claims.

All levels of management shall be made aware of the above rules and informed that adherence to them will be considered a part of acceptable job performance. These guidelines will be part of the Company’s ongoing policies.

VII. Support of Community Action Programs

(A) Where possible, the Company will attempt to identify minority and female suppliers and contractors and will consider the utilization of their goods and services on an equal basis with others.

(B) The Company encourages all of its employees, particularly its executive and supervisory personnel, to be actively involved in community service organizations, particularly those that support the employment of minorities and females.

VIII. Consideration of Minorities and Females Not Currently in the Workforce

(A) Minorities and females not in the workforce who have requisite skills will be considered whenever suitable openings are available. Positive attempts will be made to recruit minorities and females through the Illinois Department of Employment Security, minority and women's organizations, publications which have a minority and female audience, and other resources utilizing appropriate recruiting techniques.

IX. Guidelines Prohibiting Religious and National Origin Discrimination

The Company will not discriminate against any employee or applicant for employment because of religion or national origin and will take affirmative action to ensure that qualified minority and female individuals, regardless of religion and/or national origin are encouraged to apply for any openings which may occur and that employees are treated during employment without regard to religion or national origin. These policies apply to all aspects of the employment relationship, including, but not limited to, the following: hiring, promotion, demotion, discipline, transfer, recruiting, advertising, layoff, discharge, rate of pay and selection for training.

To ensure non-discrimination with regard to religion and/or national origin, the Company is involved in the following outreach and recruitment activities:

- (A) The Company communicates its obligation to provide equal employment opportunity without regard to religion or national origin to all employees, including executives, managers and supervisors.
- (B) Internal procedures exist at the Company to implement equal employment opportunity without regard to religion or national origin.
- (C) The Company periodically informs all employees of its commitment to equal employment opportunity without regard to religion or national origin.
- (D) Contacts are made with religious and ethnic organizations for education, assistance and referral of potential employees.

The Company will make reasonable accommodations to the religious observances and practices of employees or prospective employees, provided such accommodations can be made without hardship to the Company or its other employees. The extent of our obligation is determined by considering business necessity, financial costs and expenses, and resulting personnel problems.

In implementing its EEO policy regarding non-discrimination because of religion or national origin, the Company does not discriminate against any qualified employee or applicant for employment because of race, color, religion, sex, national origin, disability status, age, or any other protected status.

X. Guidelines Prohibiting Disability Discrimination

The Company does not discriminate against any qualified individual with a disability, a perceived disability, or a record of a disability in accordance with state and federal law prohibiting discrimination on these grounds. The Company does the following to ensure that all applicants and employees are not discriminated against because of a disability, as defined above:

1. The Company communicates its obligation to provide equal employment opportunity without regard to disability status to all employees, including executives, managers and supervisors.
2. Internal procedures exist at the Company to implement equal employment opportunity without regard to disability status.
3. The Company accurately develops and regularly reviews all job descriptions, specifically validating the essential functions of each job, in order to open as many jobs as possible to qualified individuals with a disability.
4. The Company periodically informs all employees of its commitment to equal employment opportunity without regard to disability status.
5. Recruitment sources are used to provide equal employment opportunity without regard to disability status.
6. The Company reviews employment records to determine the availability of promotable and transferable disabled employees.

The Company reasonably accommodates qualified individuals with a disability except where such accommodation causes undue hardship on the conduct of the Company's business. The extent of the Company's obligation is determined by considering business necessity, financial costs and expenses and resulting personnel problems.

In implementing its EEO policy regarding non-discrimination because of an individual's disability, the Company does not discriminate against any qualified employee or applicant for employment because of race, color, religion, sex, national origin, disability status, age, or other protected basis.

XI. Workforce Analysis

Labor Market statistics are provided by the Illinois Department of Employment Security based upon the US Census Bureau, 2020 American Community Survey and 2016-2020 American Community Survey. A copy of these statistics for the relevant recruitment area which is, Will County compared to the Company is attached as **Exhibit C**. It is pertinent to note that the external availability information does not reflect the availability of minorities and females in the jobs specific to the gaming industry, but is broadly categorized. Therefore, it is not possible to determine with any precision the nature of the skills or abilities possessed by those minority and female persons in the workforce. This makes it difficult to determine whether the statistics reflect candidates for positions with similar content, wage rates and opportunities to the positions in the Company. The Company's analysis of availability is thus necessarily inexact.

XII. Utilization Analysis

Utilization will be reviewed annually to evaluate the continuing effectiveness of the Company's affirmative action process. The Company will consider the placement results that can reasonably be expected from putting forth every good faith effort to make the overall program work. Minority and female employees and applicants will be treated equally in all matters of consideration. Qualifications for employment or promotion will be the overriding consideration. A copy of the Utilization Analysis is attached as **Exhibit C**.

All department managers and supervisors will be made aware of the Company's objectives, and with the annual review of their EEO efforts, minority and female placement will be properly studied.



EAST PEORIA, ILLINOIS

December 14, 2023

Illinois Gaming Board
Financial and Audit Unit
801 S. 7th Street, Suite 400S
Springfield, IL 62703

Re: Annual Report on Diversity

Par-A-Dice Gaming Corporation, owned and operated by Boyd Gaming Corporation is a leading diversified owner and operator of gaming entertainment properties. We embrace diversity in every aspect of our business from our team members to our procurement, philanthropic efforts and our customers.

In response to your request for the properties annual report on diversity, please see results below.

- ❖ **A good faith affirmative action plan to recruit, train, and upgrade minority persons, women and persons with disability in all employment classifications;**

To ensure that its workforce reflects its commitment to recruit, hire and train minorities, the Par-A-Dice employs a variety of programs which have proven to be successful.

Recruitment

To ensure the recruitment of women and minorities, Par-A-Dice has implemented the following programs:

- Par-A-Dice works with local community groups and governmental agencies, so that women and minorities are recruited for all open job categories.
- All employment advertisements specifically state that Par-A-Dice is an equal opportunity employer.
- Employment advertisements are run in minority papers, local newspapers and radio as well as social media.
- A property evaluation of the team member population is completed biannually using a process that parallels approved affirmative action programs. The results are evaluated to establish areas

where women and/or minorities may be under utilized and an action plan is created when warranted.

Hiring

Only selected department recruiters are permitted to conduct employment interviews after receiving training. Each recruiter is required to develop a standard set of questions for each position. Their selection interview criteria is based upon the applicable job description and all inquiries are job-related and non-discriminatory. All recruiters are specifically instructed that it is illegal to discriminate against an applicant based on the applicant's race, national origin, sex, marital status, parental status or any other protected status.

Training

Par-A-Dice offers a wide variety of training programs with women and minorities being provided equal access to all programs. Annually, Managers and Supervisors receive on-going training to enhance their work and improve their knowledge of policies and procedures. Front-line team member training is focused on activities in their respective departments. In addition to property-wide training, each department provides specialized training concerning its individual operations. In addition, technical instruction is provided on a departmental and position specific basis. All newly hired team members are provided instruction, which includes training of employment policies, benefits, safety, guest service and orientation of Par-A-Dice's Internal Controls.

Current Demographics

Information about the Tri-County (Tazewell, Peoria and Woodford Counties) was obtained from data.census.gov. The following chart shows the demographics of the Tri-County MSA. The demographics do not include Sangamon County.

2023	Par-A-Dice	Peoria, Tazewell & Woodford County
Male	52.64%	49.66%
Female	47.36%	50.34%
Total	100%	100%
Caucasian	76.09%	78.59%
African American	9.20%	10.10%
Asian	9.43%	2.57%
Hispanic	2.07%	3.98%
Native American	0.92%	0.19%
Other Races	2.29%	4.57%
Total	100%	100%

- ❖ **The total dollar amount of contracts that were awarded to businesses owned by minority persons, women, persons with disability and veteran owned;**

Minority Owned/Minority Woman Owned = \$665.3K

Woman Owned = \$700.6K

Disabled Owned = \$33.7K

Veteran Owned = \$4.8K

- ❖ **The total number of businesses owned by minority persons, women, and persons with a disability and veteran owned that were utilized by the licensee;**

Minority Owned/Minority Woman Owned = 28

Woman Owned = 33

Disabled Owned = 2

Veteran Owned = 3

- ❖ **The utilization of businesses owned by minority persons, women, and persons with disabilities and veteran owned during the preceding year;**

Minority Owned/Minority Woman Owned = 13.795%

Woman Owned = 14.53%

Disabled Owned = .70%

Veteran Owned = .10%

- ❖ **The outreach efforts used by the licensee to attract investors and businesses consisting of minority persons, women, persons with a disability and veteran owned;**

1. Updated the 'Vendor Opportunities' section of the PAD website to include: Bid opportunities for Contracts, Bulk Purchases and Services. In addition, instructions on 'How to Become a Vendor' through the Supplier Portal Application and contact information for property procurement team have been added to the site.
2. Placed an Ad in the State Newspaper.
3. Procurement reached out to businesses that successfully register on the Boyd Gaming Supplier Portal, in addition to reaching out to businesses that have begun the registration process and may have questions.
4. Communicated the importance of increasing the utilization of WBE, MBE, DBE and VBE businesses with our Procurement team, our Leadership team as well as Corporate Procurement.
5. Joined forces with Corporate Procurement as well as the Corporate Design & Construction team to intensify the pursuit of WBE, MBE, DBE and VBE businesses for capital projects.

6. Held Diversity meetings with property Team Leaders in an effort of keeping communication open related to diverse procurement, hiring and charitable giving efforts.
7. The PAD Compliance Manager communicates with other IL Casino's to network and share potential WBE, MBE, DBE and VBE businesses newly acquired.
8. The property utilizes an internal Special Preference form to award a WBE, MBE, DBE or VBE vendor with an opportunity, though they may not have been the lowest bidder.
9. The Procurement team regularly searches the internet for database lists of WBE, MBE, DBE and VBE businesses through: IL Department of Central Management Services, Minority Supplier Development Council, Local Chamber of Commerce organizations
10. The property maintains memberships and relationships with local Chamber of Commerce organizations to continually network and encounter fellow business owners in our community and surrounding area.
11. Bid requests include an opportunity to at least one MBE, WBE, DBE or VBE when available.
12. The property met in person through an onsite visit with DEI Program Manager, discussing challenges and opportunities for growing diversity spend.

Our commitment to diversity strengthens our company, our communities and our people. We are committed to recruiting, training and upgrading minorities, women and persons with disabilities in all employment classifications. In addition, we are dedicated to increasing the utilization of minority owned businesses, female owned businesses and businesses owned by persons with disabilities in the coming years.

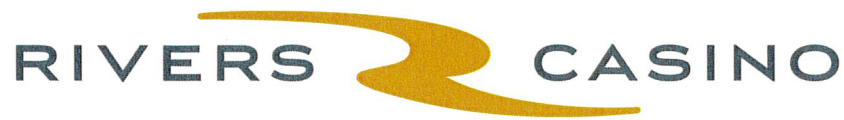
Please contact me if you are in need of further information.

Respectfully,

092011


Cori Rutherford

V.P. & General Manager



December 20, 2023

Tammy Compton
Acting Deputy Administrator
Financial and Audit Unit
Illinois Gaming Board
801 South Seventh Street
Suite 400 – South
Springfield, IL 62703

RE: Annual Diversity Reporting – 230 ILCS 10/7.11

Dear Ms. Compton,

This letter is to address the Annual Diversity Reporting requirements pursuant to 230 ILCS 10/7.11.

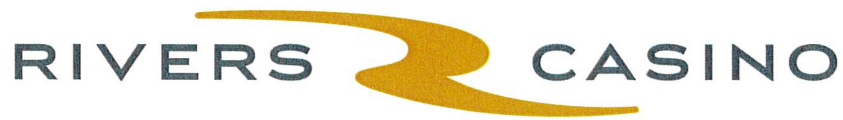
Employment Diversity:

Rivers Casino is committed to employ, in its best judgment, the best qualified candidates for approved Company positions while engaging in recruitment and selection practices that are in compliance with all applicable employment laws. It is the policy of the Company to provide equal employment opportunity for all applicants and Team Members.

Rivers Casino's employment strategy is to attract, recruit, and retain a diverse workforce that is best in class that will support the success of their departments and Company as a whole. This is done through the use of targeted advertising, building of and sustaining relationships with our community outreach partners, and celebrating the River's Team diversity in support of the Company's overall employment branding campaign as a Top Workplace in Chicagoland. Hiring managers are trained in both interviewing skills and selection process to achieve these goals.

River's recruiting team directly communicates active job openings on a regular basis to over 25 local workforce partners including:

- **RefugeeOne:** RefugeeOne resettles hundreds of refugees every year and assists refugees in learning English and preparing for the American workforce. Since opening the casino in 2011, Rivers has made over \$400,000 in grants to this organization.



- **CARA:** Since 1991, Cara has helped people affected by poverty to obtain and keep quality jobs. Since opening the casino in 2011, Rivers has made over \$240,000 in grants to this organization.
- **Search Inc:** Search empowers people with intellectual and developmental disabilities to achieve their full potential, accept a valued role in their community and lead rich, rewarding lives.
- **Heartland Human Care Services, Inc:** Heartland provides comprehensive services and advocates for systems change to advance social, economic, and racial justice to those who have been denied it.
- **Des Plaines Chamber of Commerce's Veteran's Back to Work Bootcamp:** The Back to Work Bootcamp directly supports local veterans entering into the workforce by providing a 10 week long educational course. Rivers has been the lead sponsor of this program since 2017 by donating approximately \$600,000 in direct grants. Along with the monetary donations from Rivers in support of this program, several employees of Rivers also volunteer in order to support the efforts of providing education and mentorship to veterans as they enter the local workforce.

Below is River’s December 2023 employee population compilation:

Ethnicity	Count	% of Total
African American	209	11.6%
American Indian/Alaskan	5	0.3%
Asian	463	25.6%
Caucasian	631	34.9%
Declined to Provide	19	1.1%
Hawaiian/Pacific Islander	14	0.8%
Hispanic or Latino	418	23.1%
Other	3	0.2%
Two or More/Not Hispanic	44	2.4%
Total	1,806	

Gender	Count	% of Total
Female	784	43.4%
Male	1022	56.6%
Total	1,806	



Procurement Diversity:

Rivers Casino is committed to develop and maintains a strong working relationship with all of its suppliers. Rivers Casino strives to increase its vendor pool with minority-owned businesses, female-owned businesses, veteran-owned businesses, and businesses owned by persons with disabilities as well as local suppliers. The chart below shows Rivers Casino’s estimated operational spend with diversified vendors for 2023.

Total Estimated 2023 Property Spend	\$ 21,398,984
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Category	2023 Estimated Spend	Estimated % of Total Property Spend
MBE	\$ 3,204,609	15.0%
WBE	\$ 4,331,784	20.2%
VBE	\$ 696,794	3.3%
PBE	\$ 7,762	0.0%
Total	\$ 8,240,950	38.5%

Outreach initiatives that Rivers completed over the course of 2023 to help expand its vendor pool of certified M/W/P/VBE vendors included:

- **Memberships:** Rivers maintained memberships with the following groups during 2023 in effort to establish additional resources in identifying M/W/P/VBE certified vendors:
 - **Chicagoland Business Leadership Network (CBLN):** This network is identified as an organization focused on disability inclusion. Rivers continues to be a member of this organization.
 - **Illinois Black Chamber of Commerce (ILBCC):** As an ongoing initiative, Rivers continues to contact ILBCC to seek opportunities to identify MBE vendors to include during the purchasing process.
 - **Illinois Hispanic Chamber of Commerce (IHCC):** As an ongoing partnership, Rivers continues to reach out to IHCC to identify opportunities to expand River’s MBE vendor pool.
 - **Chicago Minority Supplier Diversity Council (MSDC):** Rivers has exhibited at their annual event every year since the casino opened in 2011.
- **Rivers Hosted Vendor Event:** In May 2023, Rivers hosted an inaugural event at River’s new event center space that focused on targeting suppliers within the Veteran (V) &/or Persons with Disabilities (P) Business classifications. Rivers Casino invited the Chicagoland and Northwest Indiana area casinos, as well as various government and non-profit community organizations to participate, exhibit, and network with attendees. Over 400 invitations were sent to current and prospective suppliers within the V/PBE supplier



communities. Over 100 suppliers registered and approx. 60 suppliers attended the event. As a result of this event, Rivers Casino has established working relationships with two new suppliers. The contact information for the registered suppliers has been provided to the participating casinos for reference and follow up.

- **Advertising:** In effort to continue to attract diversified vendors in 2023, Rivers advertised in the official State newspaper, The Breeze Courier; Negocios Now, a publication targeting the Hispanic community; The Chicago Defender and The Chicago Crusader, publications targeting the African American community; and with Chicago Latina Magazine, a publication targeting Hispanic Women Business owners.
- **Attendance at Targeted Events:**
 - **IHCC: Make the Connection** – October 2023 - Rivers attended this in-person event as well as sponsored an exhibitor’s booth in the general session. Rivers also met with targeted vendors during scheduled one-on-one vendor discussions.
 - **ILBCC Annual Conference** – August 2023 - Rivers attended this in-person event as well as sponsored an exhibitor’s booth in the general session. Rivers also met with targeted vendors during scheduled one-on-one vendor discussions.
 - **Abilities Expo** – June 2023 - Rivers attended this in-person event targeting the Persons with Disabilities community.
 - **Disabilities: IN** – April and August 2023 - Rivers attended virtual networking events that target the Persons with Disabilities community.

Due to the specific nature of many casino-orientated expenses, Rivers faces the challenge of utilizing diverse vendors within specific categories. Many of the exclusions which Rivers includes on its annual report are driven by specialized-source vendors related to software, gaming equipment, financial services, and legal services. In addition, services in which there are larger pools of diverse vendors available are generally performed in-house by River’s employees. This eliminates the need to contract with vendors in categories such as facilities-related and IT-related services. Additionally, with the entrants of new competition into the Chicagoland casino market, Rivers business volumes and related spending levels have been impacted.

Diversity and Inclusion Taskforce

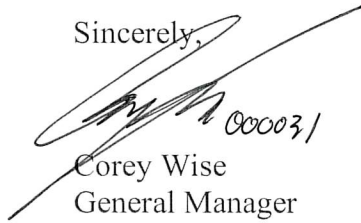
River’s Diversity and Inclusion Taskforce was created to assist in the oversight and execution of River’s mission to promote and foster a collaborative work environment. In 2023, Rivers celebrated the diversity of our Team Members, guests and community throughout the year through the company newsletter, fun Team Member trivia events and prizes, and community partnerships. We believe that the more we acknowledge and embrace the differences among us, the more unified we become. For example, Rivers Casino partnered with organizations such as the Dusable Museum in February, Autism Speaks in March, and Casa Central Social Services in September to promote Black History month, disability awareness, and Hispanic Heritage

RIVERS CASINO

month. During these months, Rivers donated a portion of its food and beverage sales to these organizations in an effort to support their community programming.

Please contact me if you have any questions and/or concerns regarding this report at 847-768-5211.

Sincerely,


000031
Corey Wise
General Manager
Rivers Casino – Des Plaines

CC: Mike Hopkins, IGB
Jillian Wilcox
Stephanie Budnyk
James Bader



December 29, 2023

Mr. Marcus Fruchter, Administrator
Illinois Gaming Board
160 N. LaSalle, Suite 300
Chicago, IL 60601

RE: 2023 Annual Report on Diversity per 230 ILCS 10/7.11

Dear Mr. Fruchter:

Pursuant to 230 ILCS 10/7.11, below is the 2023 Annual Diversity Report for FHR-Illinois, LLC d/b/a American Place Casino:

American Place Casino - Employment Diversity

- (i) A good faith affirmative action plan to recruit, train, and upgrade minority persons, women, and persons with a disability in all employment classifications.

American Place Casino is a committed Equal Opportunity Employer. Employment at American Place Casino is based upon personal capabilities, experiences, and qualifications without discrimination because of race, color, gender, pregnancy, national origin, sex, sexual orientation, ancestry, age, religion, disability, or any other protected characteristic as established by law. We apply the principles of Equal Employment Opportunity to all our policies and procedures, including, but not limited to, recruiting, hiring, and training.

American Place Casino's recruitment strategy is to attract, recruit, and retain a diverse labor force that is best in class supporting the success of each internal department and the Company as a whole. This strategy employs varied sourcing methods, connecting with multicultural organizations, and engaging with different communities through events to access a wider pool of candidates. We also ensure inclusivity in our job descriptions, utilizing bias-free language to encourage applications from all. At American Place Casino, our commitment lies in skill-based hiring, prioritizing candidates based on their skills and experience rather than solely on their educational background.

American Place Casino's recruiting team directly communicates job openings on a bi-weekly basis internally to all team members via our communication board and online job portal and externally with our local workforce partners from whom we have successfully hired team members in the past including:

- **Hispanic American Community Education and Services (HACES)**. HACES, a community leader in providing services to immigrants, is dedicated to building a just and prosperous

society where equal opportunity and representation are accessible to all. Collaborating with HACES has involved informing their caseworkers about our job openings, and these caseworkers, in turn, sharing the information with clients seeking employment. HACES also refers potential team member candidates to us. Strengthening our relationship with HACES, we have participated in HACES team meetings to discuss our hiring process, and HACES aids our hiring initiatives by distributing our marketing materials within their network. Additionally, HACES extends free services to our team members interested in pursuing U.S. citizenship or requiring assistance with medical needs.

- **Illinois Department of Human Services / Division of Rehabilitation Services (IDHS)**. We have attended IDHS job fairs, and we expect to participate in their upcoming career fairs and other events. Additionally, they have committed to actively highlighting our open positions across their social media channels, further amplifying our reach and impact.

Below is American Place Casino’s December 2023 team member population:

Category Statistics:

December 2023		
<u>Category</u>	<u>% Of Staff</u>	<u>Headcount</u>
Women	50.3%	269
Minority	67.1%	359
Veteran	2.4%	13
Disability	11.2%	60
<u>Residence</u>	<u>% Of Staff</u>	<u>Headcount</u>
Waukegan	27.9%	149
Lake County	73.3%	392
Illinois	85.8%	459

* 535 Employees as of 12/12/23

Gender Statistics:

<u>Gender</u>	<u>Count</u>	<u>%</u>
Male	266	49.7%
Female	269	50.3%
	535	100.0%

Ethnicity Statistics:

Ethnicity	Count	%
White	175	32.7%
Hispanic or Latino	159	29.7%
Black or African American	127	23.7%
Asian	39	7.3%
Two or more races	25	4.7%
American Indian/Alaskan Native	6	1.1%
Native Hawaiian or Other Pacific Islander	3	0.6%
Not Specified	1	0.2%
	535	100.0%

American Place Casino – Procurement Diversity

- (ii) The total dollar amount of contracts that were awarded to businesses owned by minority persons, women, and persons with a disability.
- (iii) The total number of businesses owned by minority persons, women, and persons with a disability that were utilized by the licensee.
- (iv) The utilization of businesses owned by minority persons, women, and persons with a disability during the year.

Diversity Category	Total MPVWE Spend 2023	Total # of MPVWEs	2023 Non-Exempt Expenditures
MBE	\$ 11,435,643	34	41.1%
PBE	\$ 2,309	2	0.0%
VBE	\$ 575,854	7	2.1%
WBE	\$ 1,519,302	23	5.5%

(1) Outreach strategy for the next year to increase participation:

Our plans to increase diverse business participation include continued communication between the American Place Casino procurement team and local, state, and national diverse vendors. To identify potential diverse suppliers, we will actively engage by becoming members of or participants in the National Minority Supplier Development Council and The Casino Business Enterprise Program (BEP). Additionally, we will attend events both at the local and national level to identify prospective diverse suppliers. Further, we will communicate with other Illinois casinos to share potential qualified PBE, MBE, WBE, and VBE vendors.

(2) Clarification of the plan to increase the goals:

We expect our ability to increase minority spend will become easier as we continue to grow our internal database of qualified MBE, PBE, WBE, and VBE vendors. Our procurement process will begin by referencing our database for bidding opportunities as they arise. We will leverage our ability to work closely with local, state, and national agencies that support diverse businesses by:

- Disseminating information on bidding opportunities to local, MBE, PBE, WBE and VBE professionals, contractors, subcontractors, suppliers, and vendors through websites, general media, minority-focused media, emails, and other standard communication methods; and
- Inviting local and state, MBE, PBE, WBE, and VBE professionals, contractors, subcontractors, suppliers, and vendors to attend in-person and virtual outreach sessions advertised through general and special purpose media defined above; said sessions will be hosted in partnership with the Lake County Workforce Development.

In 2024, we expect to participate in the following vendor fairs:

1 ST HALF OF THE YEAR	STARTING	ENDING	2 ND HALF OF THE YEAR	STARTING	ENDING
JANUARY 10 TH – PBE & VBE VENDOR FAIR  	12:00 PM	1:30 PM	JULY 9 TH @ LAKE COUNTY 	12:00 PM	1:00 PM
FEBRUARY 7 TH – GOOGLE MEET ONLINE 	12:00 PM	1:00 PM	AUGUST 13 TH @ LAKE COUNTY 	12:00 PM	1:00 PM
MARCH 13 TH – GOOGLE MEET ONLINE 	12:00 PM	1:00 PM	SEPTEMBER 10 TH @ LAKE COUNTY 	12:00 PM	1:00 PM
APRIL 10 TH – GOOGLE MEET ONLINE 	12:00 PM	1:00 PM	OCTOBER 8 TH @ LAKE COUNTY 	12:00 PM	1:00 PM
MAY 10 TH – GOOGLE MEET ONLINE 	12:00 PM	1:00 PM	NOVEMBER 13 TH – PBE & VBE VENDOR FAIR   	12:00 PM	1:30 PM
JUNE 12 TH – PBE & VBE VENDOR FAIR   	12:00 PM	1:30 PM	DECEMBER 11 TH @ LAKE COUNTY 	12:00 PM	1:00 PM

Of these 12 vendor fairs, 3 are PBE & VBE targeted and 6 have the option for virtual participation.

- (v) The outreach efforts used by the licensee to attract businesses consisting of person with a disability - PBE, minority owned - MBE, woman owned - WBE, and veteran owned - VBE.

American Place Casino continuously looks for new ways and opportunities to identify and establish relationships with new diversity suppliers. Ongoing efforts include:

- Maintaining a database of qualified diverse vendors that we purchase from regularly.
- Reviewing our supplier portal for newly registered businesses and following up with them as well as working with businesses in the process of becoming registered.



- Communicating with other Illinois casinos to share potential qualified PBE, MBE, WBE, and Veteran-owned businesses.
- Updating the “Vendor Opportunities” section of American Place Casino’s website quarterly for bid opportunities, bulk purchases, and services.
- Semi-annually inviting members of the Illinois Department of Central Management Services Business Enterprise Program (BEP) and Veterans Business Program (VBP) to participate in the casino’s supplier diversity program and providing a link to the vendor page on our website.
- Updating the vendor portal with instructions on how to become a vendor, as well as providing direct contact information for the procurement team at American Place Casino.
- Attending and/or co-hosting supplier diversity events.
- To the extent possible, awarding contracts to diverse vendors, even if they are not the lowest bidder.
- Participating in diversity networking events. In 2023, we participated in the following:
 - U.S. Minority Contractors Association - 32nd Annual Millennium Builders & Scholarship Awards Ceremony
 - November 16th, 2023, 1401 Nordic Rd, Itasca, IL 60143
 - Rivers Casino Veteran Business Owners and Persons with Disabilities Business Owners Vendor Fair
 - May 17th, 2023, 3000 S. River Road, Des Plaines, IL 60018

Point of contact for any potential vendor who wishes to do business with American Place Casino, outlining the process for any vendor to enroll with APC as a business owned by women, minorities, veterans or persons with disabilities.

Wilson Giraldo – Purchasing Manager, wgiraldo@americanplace.com

Teresa Castillejos – Buyer, tcastillejos@americanplace.com

Jie Zheng – Buyer, jzheng@americanplace.com

APC Vendor Email - vendor.packet@americanplace.com

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jeff Babinski', is written over a large, stylized blue circular mark.

Jeff Babinski
Vice President & General Manager
American Place Casino



2023 Annual Report on Diversity

Pursuant to 230 ILCS 10 Sec. 7.11(a), please find Walker's Bluff Casino Resort, LLC 2023 annual report on diversity.

Good Faith Affirmative Action Plan

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Walker's Bluff Casino Resort, LLC. (WBCR) will be based on merit, qualifications, abilities and performance.

WBCR does not discriminate in employment opportunities or practices on the basis of: race, national origin, color, creed, religion, sex, sexual orientation, gender, gender identity, age, disability, genetic information, or any other characteristic protected by applicable local, state, or federal law.

WBCR will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship to the company.

It is WBCR's policy to treat employees in accordance with their gender identity. Accordingly, WBCR employees and visitors will be permitted to use the restroom that corresponds with their gender identity.

The Human Resources Director will ensure all selection processes (hire, transfers and promotions) adhere to the Company's Affirmative Action Plan. This policy governs all aspects of employment including, but not limited to, selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Current Demographics – Walker's Bluff Casino Resort resides within Williamson County and neighbors Jackson County. (April 1, 2020 Census statistics below)

	White	Black or African American	American Indian and Alaska Native	Asian	Native Hawaiian and Other Pacific Islander	Two or More Races	Hispanic or Latino
Williamson County	91.1%	5%	0.5%	1.4%	0%	2.0%	3%
Jackson County	77%	15.7%	0.6%	3.5%	0.1%	3.1%	4.8%
Walker's Bluff Casino Resort	78%	14.2%	0%	0.6%	0.6%	3.3%	3%

Recruitment – Walker’s Bluff Casino Resort will continue to recruit diverse populations. WBCR will participate in a variety of Career Fairs within the area to increase our visibility to diverse populations. WBCR has implemented a Referral Program for high-demand positions to encourage employees to refer their friends/family. Job descriptions are periodically reviewed to ensure the qualifications and requirements match the position job duties. For example, not requiring a High School Diploma or Secondary Degree if not required to complete the required tasks.

Training – Leadership Training will be ongoing for all Supervisors, Managers and Directors to ensure they understand and embrace diversity within their teams. Training topics will include, but not limited to hiring, unconscious bias, generation and gender identity.

WBCR is a committed Equal Opportunity Employer. WBCR is focused on maintaining and celebrating diversity in the workplace in compliance with applicable federal and state of Illinois regulations.

Vendor Diversity – MBE/WBE/DBE/VBE

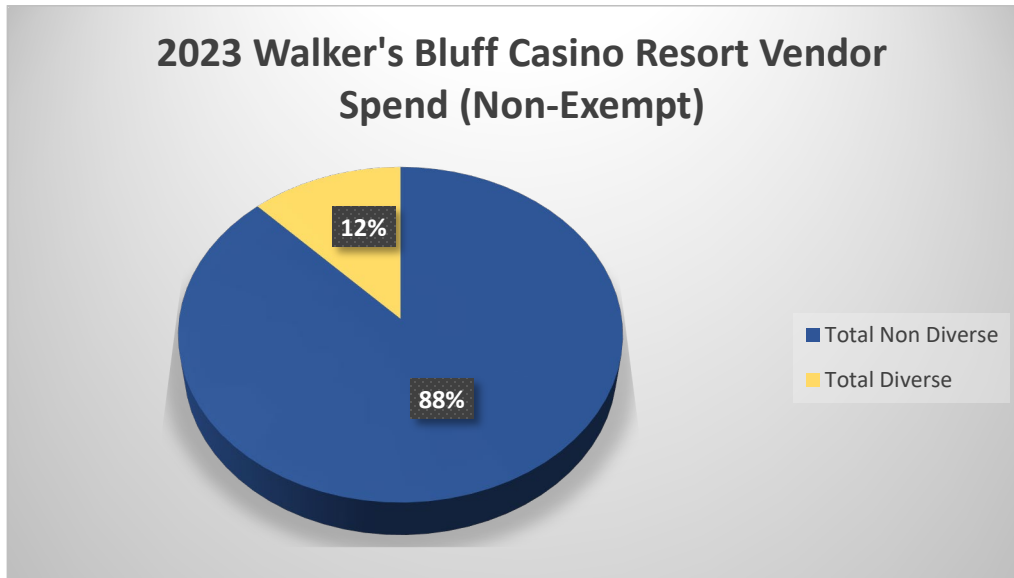
Overview

Elite Casino Resorts, LLC and WBCR strive to maximize diversity within our company through utilization of diverse vendors and suppliers. Diversity in employment, marketing, community involvement and procurement through suppliers compliments each other to continuously improve and maximize the company’s diversity outreach and impact.

Diversity Statement

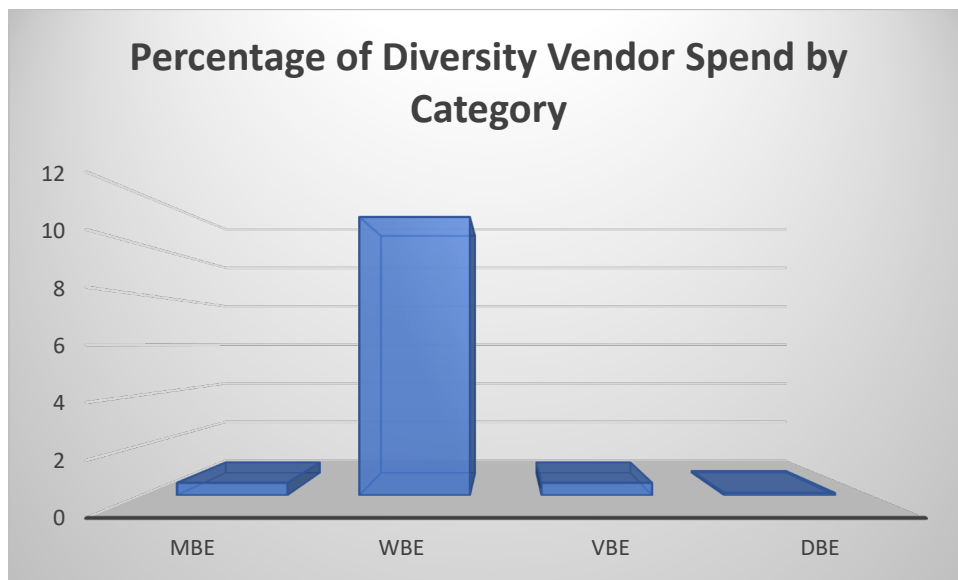
We are dedicated to building enduring partnerships, prioritize a diverse supplier base, actively seeking partnerships with minority, women, veteran and disabled-owned businesses, alongside local suppliers. Actively engaged with regional tourism boards and local Chamber of Commerce, Walker’s Bluff Casino Resort proactively seeks out potential vendors and participates in events that foster outreach opportunities.

2023 Vendor Diversity Results



Spend with MBE/WBE/VBE/DBE diversity vendors at WBCR was 11.9% of total non-exempt spend in 2023. Our percentages of diversity spend by category is as follows:

- Minority – owned businesses (MBE) – \$2,611.57 - 0.1%
- Woman – owned businesses (WBE) – \$175,448.18 - 9.9%
- Veteran – owned businesses (VBE) – \$34,475.00 - 1.9%
- Disabled – owned businesses (DBE) – 0.0%



WBCR continues to grow and build relationships with diverse vendors. Since the opening of the WBCR facility on August 25, 2023, WBCR has made purchases with a total of 10 diverse vendors:

- MBE – 1
- WBE – 8
- VBE – 1
- DBE – 0

Outreach Efforts

Walker's Bluff Casino Resort, LLC and Elite Casino Resorts, LLC continually seek out opportunities to obtain, grow and maximize relationships with diverse suppliers. Being a newly opened property, WBCR continues to nurture existing known diverse vendor relationships, but also to find new additional supplier prospects.

WBCR vendor diversity efforts include, but may not be limited to, the following:

- Attending available diversity events for networking and growing supplier contacts.
- Exploring future opportunity to host a diversity event in the property's events center.
- Communication with other Illinois casinos and business contacts to share and identify potential diverse vendors for utilization.
- Maintain a utilized and available database list of qualified diverse vendors.
- Additional evaluation and consideration to the extent possible for awarding spend to a diverse vendor that may not be the lowest bidder, with documentation identifying reason chosen.
- Providing and updating vendor opportunity information on the Illinois Gaming Board vendor opportunity website page, as well as on the Walker's Bluff Casino Resort property website.
- To the extent possible, provide assistance and information to non-certified diverse vendors to become a certified diverse vendor.