



# ILLINOIS GAMING BOARD

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

160 North LaSalle ♠ Suite 300 ♣ Chicago, Illinois 60601 ♥ tel 312/814-4700 ♦ fax 312/814-4602

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January 20, 2022

To the Honorable Members of the Illinois General Assembly

Greetings,

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; and
- 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, and inclusion 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 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



December 31, 2021

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

Re: 2021 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, 2018:

Madison County Minority Population: 12.4%

Argosy Casino Alton Minority Population: 17.3%

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.

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.

### **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.**

	<b>Total MWDBE Spend 2021</b>	<b>Total # of MWDBEs</b>	<b>2021 Utilization of Total Spend</b>
<b>MBE</b>	\$90,392.03	9	2.4%
<b>WBE</b>	\$325,435.47	22	8.7%
<b>DBE</b>	\$13,120.75	3	0.4%
<b>VBE</b>	\$17,533.69	2	0.5%

(Note: the casino was closed from January 1-22, 2021 due to COVID-19.)

**(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 National Gaming 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 National Gaming 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 National Gaming 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 National Gaming 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.

Diversity Supplier Resources

- Argosy Casino Alton’s diversity vendor database;
- Penn National Gaming’s diversity vendor database;
- Penn National Gaming’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](https://cms.diversitycompliance.com))
  - City of Chicago ([chicago.mwdbe.com](https://chicago.mwdbe.com))
  - Bi-State Development Supplier Diversity Vendor Database ([metrostlouis.dbesystem.com](https://metrostlouis.dbesystem.com))
  - Veteran Owned Business ([veteranownedbusiness.com](https://veteranownedbusiness.com))



## 2021 ANNUAL DIVERSITY REPORT

The 2021 Annual Diversity Report, per 230ILCS 10/7.11, submitted by DraftKings at Casino Queen includes the following:

- 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 a disability during the year.
- The outreach efforts 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 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

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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.

## **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 in 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
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 upon 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.

### **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 with respect to protected classes, with the goal of increasing 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 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

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maintain communications to assure 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.

- 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 assure that the DraftKings at Casino Queen's Affirmative Action Plan is being followed.

- Review the qualifications of all employees to assure 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 with the specifics of the Affirmative Action goals and objectives and identify areas where they are not being met.

- Insure 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.



2. 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 1.1.21 to 12.31.21.

Value of MBE Purchase Orders plus written contracts awarded	\$ 7,531,524.53
Value of WBE Purchase Orders plus written contracts awarded-	\$ 341,242.72
Value of DBE Purchase Orders plus written contracts awarded-	\$ 30,553.22
Value of VBE Purchase Orders plus written contracts awarded-	\$ 36,397.22
<b>TOTAL CONTRACTS AWARDED IN 2021</b>	<b>\$ 7,939,717.69</b>

3. The total number of businesses owned by minority person (MBE), women (WBE), persons with disabilities (DBE), and veterans (VBE) that were utilized from 1.1.21 to 12.31.21.

	# OF VENDORS	% OF TOTAL VENDORS USED
<b>MBE</b>	<b>13</b>	<b>3.22%</b>
<b>WBE</b>	<b>29</b>	<b>7.18%</b>
<b>DBE</b>	<b>2</b>	<b>0.50%</b>
<b>VBE</b>	<b>3</b>	<b>0.74%</b>
<b>TOTAL WBE, WBE, DBE, VBE</b>	<b>47</b>	<b>11.63%</b>

**OVERALL TOTAL VENDORS USED IN 2021                          404**



**4. The utilization of businesses owned by minority persons (MBE), women (WBE), persons with disabilities (DBE), and Veterans (VBE) from 1.1.21 to 12.31.21.**

	<u><b>% OF TOTAL SPEND - NO EXEMPTIONS</b></u>
<b>MBE</b>	<b>18.25%</b>
<b>WBE</b>	<b>2.58%</b>
<b>DBE</b>	<b>0.17%</b>
<b>VBE</b>	<b>0.21%</b>
<b>Total Spend 1.1.21 TO 12.31.2021</b>	
<b>MBE</b>	<b>\$3,294,029.26</b>
<b>WBE</b>	<b>\$466,291.44</b>
<b>DBE</b>	<b>\$ 30,744.09</b>
<b>VBE</b>	<b>\$ 37,663.09</b>
<b>TOTAL SPEND FOR 2021 MBE, DBE, WBE, VBE</b>	<b>\$3,828,727.88</b>
<b>OVERALL SPEND FOR 2021 - NO EXEMPTIONS</b>	<b>\$ 18,046,163.81</b>



**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) outlined below:**

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

<p><b>Vendor Information</b></p> <p>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.</p>
<p><b>Draftkings at Casino Queen's Diversity Statement</b></p> <p>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.</p> <p>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.</p>

- DraftKings at Casino Queen maintains a Website link for Vendors to see our products/ services going out for bid throughout the year. **Website is updated every quarter.**



- DraftKings at Casino Queen reviews and recruits from the following web sites and excel database each time the company goes out to bid on a product/ service.

<a href="https://cms.diversitycompliance.com/">State of IL https://cms.diversitycompliance.com/ - which identifies diverse vendors</a>			
<a href="http://www.mgc.dps.mo.gov/MbeWbe/mw_main.html">MO Gaming Commission - http://www.mgc.dps.mo.gov/MbeWbe/ mw_main.html - which identifies diverse vendors</a>			
<a href="https://govtribe.com/vendor">Federal (Native American) Diversity https://govtribe.com/vendor</a>			
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. With COVID affecting all events over the past year, DraftKings at Casino Queen will again participate in these events when they are offered.

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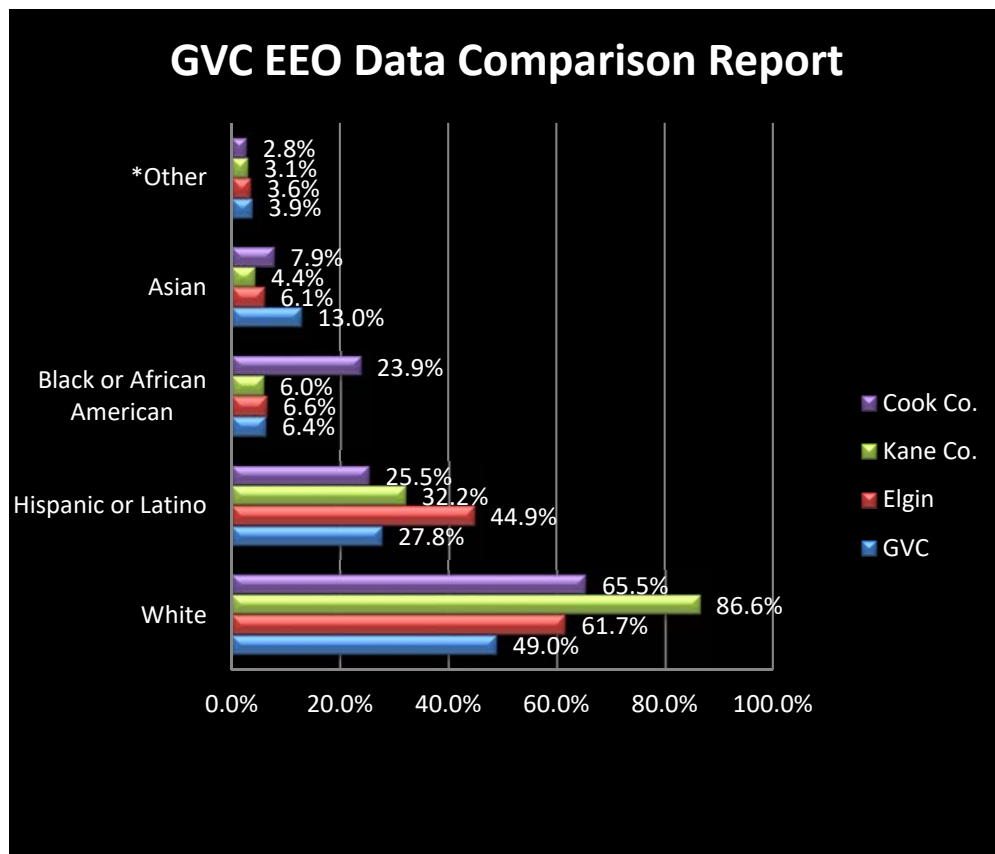
**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

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 2020 Employer Information Report submitted for Equal Employment Opportunity). The total number of minority in management at GVC accounts for 28% of all employees. The total number of female & minority in management at GVC accounts for 57% of all 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.



Source: U.S. Census Bureau, Census 2019 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, 2010 Census figures



**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

**Equal Employment Opportunity 2020 Employer Information Report:**

COMPID = HK65686  
UNITID = T007920

**EQUAL EMPLOYMENT OPPORTUNITY  
2020 EMPLOYER INFORMATION REPORT EEO-1  
50 and Over Employees Report**

**SECTION B – COMPANY IDENTIFICATION**

1. Caesars Entertainment, Inc  
100 WEST LIBERTY STREET  
12th Floor  
RENO, NV 89501

2.a. ELGIN RIVERBOAT RESORT-RIVERBOAT CA  
250 S GROVE AVE  
ELGIN, IL 60120

c. EIN= 363918332

**SECTION C – TEST FOR FILING REQUIREMENT**

1-Y 2-Y 3-N DUNS=

**SECTION E – ESTABLISHMENT INFORMATION**  
NAICS: 713210 - Casinos (except Casino Hotels)

**SECTION D – EMPLOYMENT DATA**

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals		
	Male	Female	***** Male *****						***** Female *****							
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native		Two or More Races	
Exec/Sr. Officials & Mgrs	1		8						3							12
First/Mid Officials & Mgrs	5	2	12	1					11	3		1				35
Professionals	2		8		1	1			2			3				17
Technicians	3		8	1		1										13
Sales Workers																0
Administrative Support	4	9	4	2		2			11	5		7			3	47
Craft Workers																0
Operatives		1	6						3	1						11
Laborers & Helpers	6	22	12	4		2		1	2	1		1				51
Service Workers	31	24	57	8		22		4	40	6		16			2	210
Total	52	58	115	16	1	28	0	5	72	16	0	28	0	5		396
Previous Year Total	78	94	169	18	3	43	0	11	132	23	1	44	0	10		626

**SECTION F – REMARKS**

Pandemic related reductions

**Employee Education Plan**

Grand Victoria Casino 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 staff, 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.

In addition to our own specialized programs, Grand Victoria Casino strives to develop a better educated and more highly skilled work force by providing up to \$3,000.00 per year in educational assistance. We also offer advance payment for *English as a Second Language* courses offered at off-site locations.

In the past year, due to COVID closures, only three employees have utilized or are currently utilizing our Tuition Reimbursement Program. Of those individuals, two were of a minority status. This included Females, Hispanics, Blacks/African Americans, Asian and Two or More Races.

**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

Grand Victoria Casino'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. Grand Victoria Casino provides the following training for our current 418 (approximate) employees:

**Training Course Descriptions - All Employees**

**Orientation**

This is a 5-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 on the 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
- Riverboat Gambling Act
- Illinois Gaming Board
- Licensing process, requirements, and obligations
- Conduct and ethics
- Title 31 (CTR and SAR)
- Players Club 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)
- Security contact-4357 (HELP)
- Security awareness
- Responsible and underage gaming
- IGB statewide voluntary self-exclusion program
- Property Policies and Procedures
- Alcoholic Beverage Control Policy
- Diversity and Harassment
- Employee Programs
- Property Tour

**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. These online programs are to remind current employees about Company policies and procedures, regulatory obligations, and safety practices and procedures. This program is mandatory for all employees and is required annually. Topics include:

- 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, etc.)

**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

Compulsive and underage Gaming  
Statewide Voluntary Self - Exclusion Program  
Anti-Harassment and Diversity

**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**

Grand Victoria Casino 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.

**Supplier Diversity Strategy Plan**

GVC strives to increase business participation with disadvantage, minority and female owned businesses, as well as locally owned businesses. GVC’s success is due to its commitment to develop a strong working relationship with many local vendors. GVC has been very active in promoting and pursuing diversity vendors.

**2021 Goals and Plans for Achievement**

		CASINO 2022 GOALS				2022 IGB GOALS				
DBE	MBE	WBE	VBE	TOTAL	DBE	MBE	WBE	VBE	TOTAL	
2%	11%	7%	3%	23%	2%	11%	7%	3%	23%	

**2021 (through 12/15/2021)**

\$1,764,695                      Total dollar amount of contracts that were awarded to businesses owned by minority persons, women and persons with a disability.

**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

34 The total number of businesses owned by minority persons, women, and persons with a disability that were utilized by Grand Victoria Casino.

23% (of total spend) The utilization of businesses owned by minority persons, women, and persons with disabilities during the preceding year.

**Outreach Efforts Businesses**

- Provide access to potential suppliers on the GVC website in the gaming supplier portal with instructions on how to become a vendor. In this portal there is also a list of upcoming opportunities and contact information for the Procurement Team.
- Place an ad in the official State of Illinois Newspaper informing potential bidders about the opportunities available for upcoming contracts.
- Communicate with other IL casinos to network and share potential qualified DBE, MBE & WBE vendors.
- The Purchasing Director is on the Board of Directors for the Chicago Minority Supplier Development Council. As a board member the Purchasing Director is able to assist potential suppliers with certification. In addition, the Purchasing Director is able to network with other business leaders that specialize in supplier diversity.
- The Purchasing Buyer for GVC is on the Board of Directors for the Quad County African American Chamber of Commerce. In this capacity she is able to utilize her position to network with additional resources to help identify potential new diverse suppliers.

**SPECIFIC VENDOR OPPORTUNITIES**

- GVC is part of Caesars Entertainment. Vendor information will be shared across all Caesars properties allowing for more opportunity for Illinois based suppliers.
- GVC will contact Chicago and surrounding Veteran Affairs groups to invite their members and encourage business owners to attend our vendor fair. We will also be providing assistance to these groups to get them certified at the fair.

**SPECIFIC OUTREACH EVENTS**

- GVC is a member of, and will continue to support and attend events hosted by, the Chicago Minority Business Development Council, Illinois Hispanic Chamber of Commerce, Illinois State Black Chamber of Commerce, Quad County African American Chamber of Commerce and the Elgin Area Chamber of Commerce.
- GVC will sponsor and host a booth at the Chicago Business Opportunity Fair in April 2022.

**Grand Victoria Casino  
2021 Annual Report on Diversity (230 ILCS 10/7.11)**

CORPORATE PROCUREMENT

- Caesars has instituted an internal National Committee on Supplier Diversity. The purpose of this committee is to cross-pollenate diversity supplier ideas, processes and vendors.
- Suppliers will now be given opportunities with Caesars Properties across the country.

INTERNAL PROCUREMENT PROCESS/IDENTIFYING DIVERSE VENDORS

- GVC aggressively targets MWDBE in our bid process.
- GVC utilizes state and private organization websites to search for diverse suppliers. (i.e., CMSDC vendor database, BEP Certification portal).

OTHER

- GVC is requiring its major suppliers to share their diversity initiatives with us and align their goals with ours.
- Major suppliers are being asked to report diversity spend with business related to the GVC so that we can better identify tier 2 spend.
- GVC will reach out to Kane County to see if they have programs or measures that will assist us.

## 2021 FORECASTED ANNUAL REPORT – HARRAH’S JOLIET VENDOR DIVERSITY

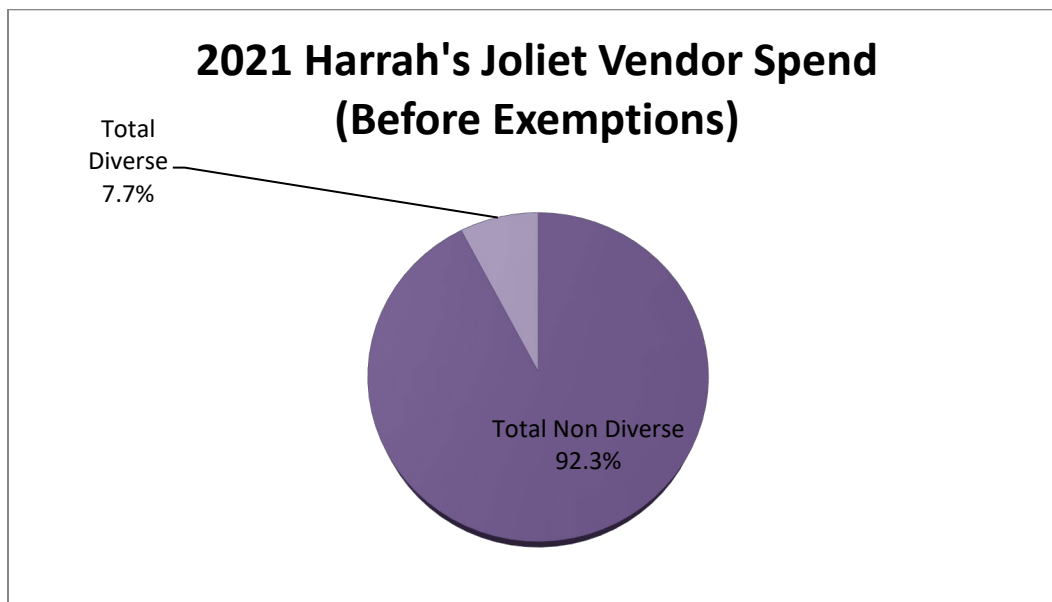
### **Overview**

The aggregate percentages of diversity vendor spend compared to total expenditures in 2021 was 7.7% based on actual expenditures through December 15, 2021 and the remainder of the year forecasted. 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.

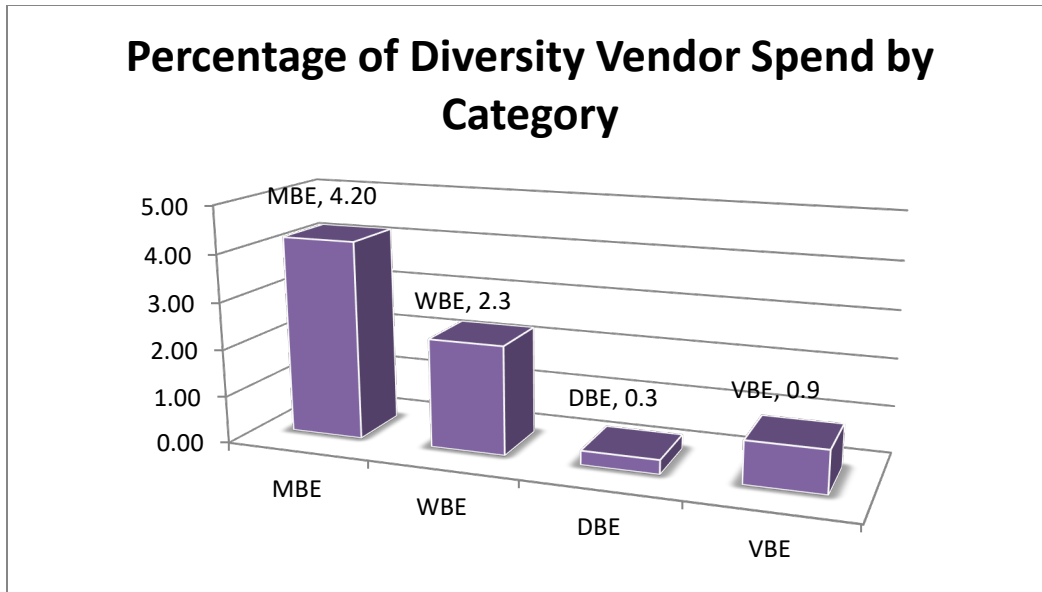
### **Diversity Statement**

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.

### **2021 Vendor Diversity Results**



Spend with diversity vendors at Harrah’s Joliet were 7.7% of total spend in 2021.



Our percentages of diversity spend by category is as follows: Minority-owned businesses (MBE) spend represents 4.2%, Woman-owned businesses (WBE) spend represents 2.3%, Disabled-owned businesses (DBE) spend represents 0.3%, and Veteran-owned businesses (VBE) represents 0.9% of the total 2021 spend. Due to the current pandemic, Harrah's Joliet total spend continues to be less than pre-pandemic years. The property was closed at the beginning of this year and did not reopen until 01/22/21 which added to decreased spend.

### **Outreach**

Through outreach efforts in 2021 and partnering with certifying organizations Harrah's Joliet is committed to working with more diverse vendors to assist in increasing our diverse spend.

Below is a listing of the 2021 events for which Caesars and Its properties attended or hosted on a local, regional and national level:

<u>Dates</u>	<u>Event Title</u>	<u>Location</u>
March 24	Chicago MSDC Spring Matchmaker	Virtual
May 17	NaVOBA Marching Monday Presentation	Virtual
July 12-15	Disability: IN	Virtual
June 23-24	Chicago MSDC	Virtual
September 28	USHCC: United States Hispanic Chamber of Commerce	Virtual
September 14	Illinois Black Chamber of Commerce Matchmaker	Virtual

### ***Looking Forward***

We are excited to work on increasing diversity spend percentages in 2022 and beyond. We will continue to attend outreach events virtually, and partnering with organizations like CMSDC, WBENC, Disability: IN, and NaVOBA. With these partnerships we can identify more suppliers who can provide products or services for Harrah's Joliet.

### ***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. 2021 has been another challenging year for all, but we were still able to allocate 7.7% of our spend to diverse vendors and we are hopeful that 2022 spend will reach the levels of previous years prior to the pandemic.



Actual Expenditures  
Jan 1 2021 - Dec 15 2021

TOTAL		GOAL	Total Number of Businesses
10,467,760			
DBE of Total Expenditures	27,534	0.3%	0.5%
MBE of Total Expenditures	430,832	4.1%	25%
WBE of Total Expenditures	237,952	2.3%	5%
VBE of Total Expenditures	94,399	0.9%	1%
<b>Total Diverse Expenditures</b>	<b>790,717</b>	<b>7.6%</b>	<b>37</b>

**Total Expenditures**

DBE of Total Expenditures  
MBE of Total Expenditures  
WBE of Total Expenditures  
VBE of Total Expenditures

**Total Diverse Expenditures**

**UTILIZATION**

Equipment - Gaming  
Supplies - Gaming  
**Total Gaming Related Supplies & Equipment**  
Equipment - Non Gaming  
Supplies - Non Gaming  
**Total Non-Gaming Related Supplies & Equipment**  
Entertainment  
Professional Services  
Transportation  
Marketing  
Other Services  
**Total Services & Contractual**  
Food & Beverage  
Other  
Property Improvements & Capital Maintenance  
Total

	Jan 1 2021 - Dec 15 2021			
	MBE Vendor	WBE Vendor	DBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming		22,485		
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0</b>	<b>22,485</b>	<b>0</b>	<b>0</b>
Equipment - Non Gaming				
Supplies - Non Gaming	70,501	62,442		
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>	<b>70,501</b>	<b>62,442</b>	<b>0</b>	<b>0</b>
Entertainment		2,000		
Professional Services	117,925			
Transportation				
Marketing	180,132	146,548	24,655	94,399
Other Services	51,331	903	661	
<b>Total Services &amp; Contractual</b>	<b>349,388</b>	<b>149,451</b>	<b>25,316</b>	<b>94,399</b>
Food & Beverage	6,075	866		
Other		2,708		
Property Improvements & Capital Maintenance	4,868		2,217	
<b>Total</b>	<b>430,832</b>	<b>237,952</b>	<b>27,533</b>	<b>94,399</b>

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

TOTAL		Grand Total	
<b>Total Expenditures</b>	10,917,760		
	Dec Forecast	Jan - Dec	
DBE of Total Expenditures	-	27,534	0.3%
MBE of Total Expenditures	31,776	462,608	4.2%
WBE of Total Expenditures	13,212	251,164	2.3%
VBE of Total Expenditures	7,425	101,824	0.9%
<b>Total Diverse Expenditures</b>	<b>52,413</b>	<b>843,130</b>	<b>7.7%</b>

	Forecast Dec 16 2021 - Dec 31 2021			
	MBE Vendor	WBE Vendor	DBE Vendor	VBE Vendor
		4,878		
	<b>0</b>	<b>4,878</b>	<b>0</b>	<b>0</b>
	3,228	587		
	<b>3,228</b>	<b>587</b>	<b>0</b>	<b>0</b>
	18,550			
	9,998	7,747		7,425
	<b>28,548</b>	<b>7,747</b>	<b>0</b>	<b>7,425</b>
	<b>31,776</b>	<b>13,211</b>	<b>0</b>	<b>7,425</b>



December 31, 2021

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

Re: 2021 Annual Report on Diversity

Dear Administrator Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Aurora submits the following information for its 2021 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 as required to the IGB. A copy of the latest report submitted by Hollywood Casino Joliet 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.**

	1/1/21 - 12/31/21	Total # of MWDVBEs	2021 Utilization
<b>MBE</b>	\$119,133.91	8	.82%
<b>WBE</b>	\$937,210.85	26	6.43%
<b>DBE</b>	\$12,175.35	4	.08%
<b>VBE</b>	\$858,586.48	3	5.89%
<b>Total</b>	<b>\$1,927,106.59</b>	<b>41</b>	<b>13.23%</b>

**(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 2021:

- Purchasing Manager, Michael Paschen, became an active member of the Penn National Gaming (PNG) Diversity team responsible to ensure increased supplier diversity via contracting goals.
- Attended the NMSDC Virtual Business Opportunity Conference October 26<sup>th</sup> & 27<sup>th</sup>, 2021
- Diversity leadership spearheaded by Purchasing leadership planned and hosted a virtual Diversity Vendor Meet and Greet which had representation from both Hollywood Joliet and Aurora casinos and registered over 40 participants.
- Hollywood Joliet and Aurora Purchasing leadership participated in and maintained a booth at the first in-person Chicago MSDC sponsored event “Access to Capital & Procurement Opportunity”
- We have strengthened relationships with MBE/DBE/WBE/VBE agencies including:
  - National Minority Supplier Development Council (MSDC)
  - Chicago MSDC

Hollywood Casino Aurora and Penn will 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**

- 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 contact to explore procurement opportunities as well as 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.
- Communication with other Illinois casinos to network and share potential qualified DBE, MBE, WBE, & VBE vendors.
- Communication with Quad County African American Chamber of Commerce, as we seek to expand our vendor base.

**Specific Outreach Events Attended**

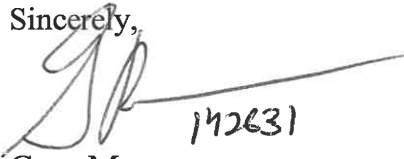
- Hollywood Casino Joliet & Aurora organized and hosted a Diverse Vendor Meet & Greet virtual presentation of opportunities in December 2021.
- Hollywood Joliet & Aurora Casinos were represented at NMSDC Virtual Business Opportunity Conference October 26<sup>th</sup> & 27<sup>th</sup>, 2021, in St Louis MO.
- Purchasing leadership was present and participated in the first in-person event sponsored by the Chicago MSDC networking event in December 2021.

### 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 National Gaming, Inc. corporate procurement to consolidate planned purchases from other Penn properties with the objective of increasing the total spend with specific diversity vendors.
- Monitor, and respond to e-mail [PNGmidwestprocurement@pngaming.com](mailto:PNGmidwestprocurement@pngaming.com) for procurement activity.

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

Sincerely,

A handwritten signature in black ink, appearing to be 'GM', with a long horizontal line extending to the right. Below the signature, the number '142631' is handwritten.

Greg Moore  
Vice President and General Manager

cc: Tammy Compton - IGB Financial Analysis Unit  
Carrie Carroll - IGB Casino Field Office Supervisor  
Sgt. Darin Cygan - IGB  
Jeremy Howland – HCA VP of Finance



December 31, 2021

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

Re: 2021 Annual Report on Diversity

Dear Administrator Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Joliet submits the following information for its 2021 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 Joliet submits its good faith affirmative action plan as required to the IGB. A copy of the latest report submitted by Hollywood Casino Joliet 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.**

	1/1/21 - 12/31/21	Total # of MWDVBEs	2021 Utilization
<b>MBE</b>	\$398,046.01	15	2.28%
<b>WBE</b>	\$705,416.73	26	4.05%
<b>DBE</b>	\$4,423.07	2	0.03%
<b>VBE</b>	\$1,273,591.74	2	7.31%
<b>Total</b>	<b>\$2,381,477.55</b>	<b>45</b>	<b>13.66%</b>

**(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 2021:

- GM, Lydia Garvey, continued as an active member of the Penn National Gaming (PNG) Diversity Committee as well as a member of its Procurement Subcommittee.
- Purchasing Manager, Michael Paschen, became an active member of the PNG Supplier Diversity team responsible for ensuring increased supplier diversity via contracting goals.
- Attended the NMSDC Virtual Business Opportunity Conference October 26<sup>th</sup> & 27<sup>th</sup>, 2021
- Diversity leadership spearheaded by our GM and Purchasing leadership planned and hosted a virtual Diversity Vendor Meet and Greet which had representation from both Hollywood Joliet and Aurora casinos and registered over 40 participants.
- Hollywood Joliet and Aurora Purchasing leadership participated in and maintained a booth at the first in-person Chicago MSDC sponsored event “Access to Capital & Procurement Opportunity”
- We have strengthened relationships with MBE/DBE/WBE/VBE agencies including:
  - National Minority Supplier Development Council (MSDC)
  - Chicago MSDC

Hollywood Casino Joliet and Penn National Gaming will 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**

- 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 contact to explore procurement opportunities as well as 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.
- Communication with other Illinois casinos to network and share potential qualified DBE, MBE, WBE, & VBE vendors.

**Specific Outreach Events Attended**

- Hollywood Casino Joliet & Aurora organized and hosted a Diverse Vendor Meet & Greet virtual presentation of opportunities in December 2021.
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- Purchasing leadership was present and participated in the first in-person event sponsored by the Chicago MSDC networking event in December 2021.

### 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 National Gaming, Inc. corporate procurement to consolidate planned purchases from other Penn properties with the objective of increasing the total spend with specific diversity vendors.
- Monitor, and respond to e-mail [PNGmidwestprocurement@pngaming.com](mailto:PNGmidwestprocurement@pngaming.com) for procurement activity.

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

Sincerely,



Lydia Garvey  
Vice President and General Manager

cc: Tammy Compton – IGB Financial Analysis Unit  
Jeff Cartwright – IGB Casino Field Office Supervisor  
Willie Curry - IGB Shift Supervisor  
Jeremy Howland – HCJ VP of Finance

## 2021 YTD ANNUAL REPORT - HARRAH'S METROPOLIS VENDOR DIVERSITY

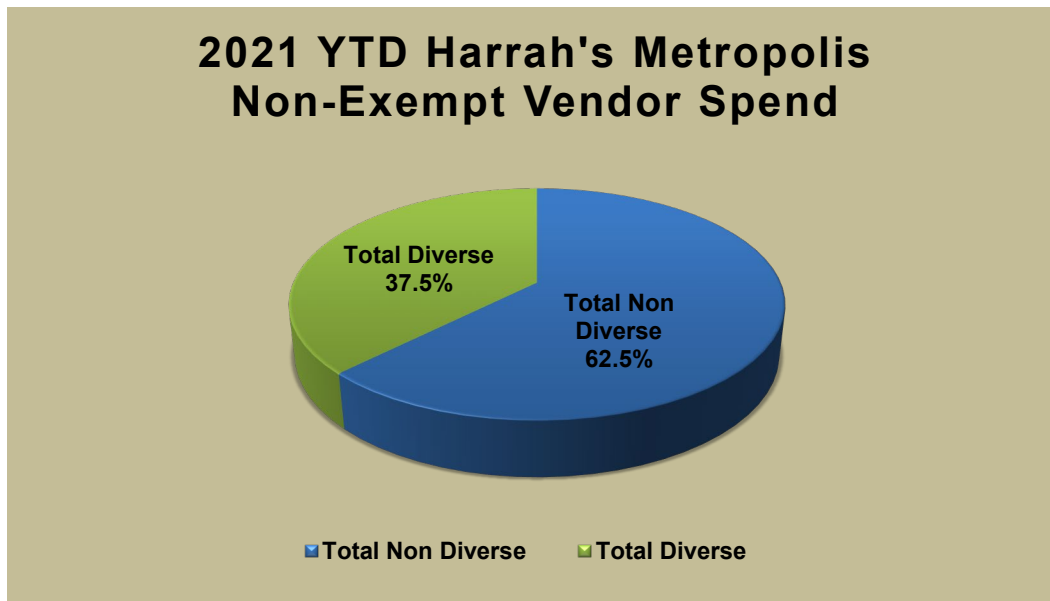
### **Overview**

Harrah's Metropolis Casino is pleased to report that the aggregate percentages of diversity vendor spend compared to total non-exempt expenditures as of 12/15/2021 is 37.5%. Diverse vendor inclusion is a high priority for Harrah's Metropolis and 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.

### **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.

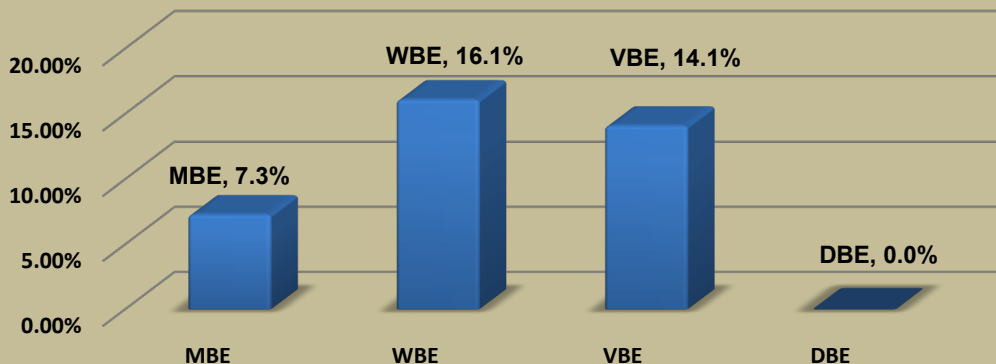
### **2021 YTD Non-Exempt Vendor Diversity Results (as of 12/15/21)**



Harrah's Metropolis total non-exempt spend with diverse vendors as of 12/15/2021 was 37.5%, surpassing our aggregate target non-exempt diversity spend of 34%. Total vendor spend for 2021 continues to be significantly impacted as a result of the COVID-19 pandemic. Typically, a large portion of Harrah's Metropolis diverse spend is obtained through promotional gifts. These expenditures were decreased in 2021 as there was a surplus of gifts left over from 2020 which could not be utilized due to Harrah's Metropolis being closed. The property continues to make every effort to maximize spend with diverse vendors and this has resulted in us being able to reach and exceed our overall projected target percentage goal.



## 2021 YTD Percentage of Non-Exempt Diversity Vendor Spend by Category



Diversity spend by category YTD as of 12/15/2021 are as follows:

- Minority-owned businesses (MBE) spend represents 7.3%
- Woman-owned businesses (WBE) spend represents 16.1%
- Disabled-owned businesses (DBE) spend represents 0%
- Veteran-owned businesses (VBE) spend represents 14.1%

### Outreach

Through outreach efforts in 2021, and partnering with certifying organizations, Harrah's Metropolis is committed to working with more diverse vendors to assist in increasing our diverse spend. Below is a listing of some of the 2021 events for which Caesars and its properties attended, either virtually or in person, on a local, regional, and national level:

Date	Event
January 29th, 2021	Economic Equity Tour (Caesars sponsored)
February 4th, 2021	NAVOBA Onboarding
February 25th, 2021	Chicago MSDC Workshops
March 24th, 2021	Chicago MSDC Spring Matchmaker
April 1st, 2021	Chicago MSDC CBOF Workshops
April 23rd, 2021	USPAACC Business Round Table
May 17th, 2021	NABOBA Marching Monday Presentation
May 25th, 2021	Western Region MSDC Supplier Diversity Virtual Forum
June 23rd, 2021	Chicago MSDC CBOF Trade Fair (exhibit)
July 12th, 2021	Disability:IN National Conference & Matchmaker
July 19th-22nd, 2021	NACAID National Conference & Matchmaker
August 23rd, 2021	NGLCC Marketing & related services Matchmaker
September 28th, 2021	USHCC Conference
October 7th, 2021	Indianapolis Department of Supplier Diversity
October 13th-14th, 2021	Caddo Parish (Louisiana) Diverse Procurement Summit
November 9th, 2021	Louisiana Gaming Diverse Business Forum
November 15th & 16th, 2021	NGLCC Back to Basics Summit & Matchmaker
December 7th-9th, 2021	WBEC West Procurement Strategic Conference

As a result of these outreaches, we have successfully been introduced to the following new vendors in 2021 and anticipate growing our diversity spend with them as categories and opportunities arise.

<b>Diversity Vendor Name</b>	<b>Product/Service</b>
World Wide Web Distribution	Hotel Amenities
Moxi Promo	Promo
Connect the Dots	Promo
Alpha Prime	2 Way Radio
Key Foods	F & B
Anderson & Shah	Roofing

### ***Looking Forward***

We are excited to work on increasing diversity spend percentages in 2022 and beyond. We will continue to attend virtual events, and partner with organizations like CMSDC, NMSDC, WBENC, DISABILITY:IN, and NaVOBA. These partnerships will assist us in identifying diverse suppliers who can provide products or services for Harrah's Metropolis.

We are targeting 2022 diversity spend as a percentage of total non-exempt spend at 36%. A large portion of our diversity spend is for marketing promotional give-away items. With the current state of affairs and uncertainty of future promotional giveaways, we feel this goal is still ambitious. The category breakdown for 2022 diversity spend targets as a percent of non-exempt spend is:

MBE: 12%
WBE: 17%
DBE: 2%
VBE: 5%
<hr/>
TOTAL: 36%

### ***Conclusion***

Harrah's Metropolis, and its parent, Caesars Entertainment, are firmly committed to making continuous improvements in finding and utilizing diverse vendors. Our property-specific internal procurement processes and corporate diverse vendor strategic initiatives allows diverse vendors a great opportunity to grow their businesses and prosper. We are pleased with our results for 2021 (1/1/2021-12/15/2021). While we fell short on some of our individual target goals, we were able to surpass our overall percentage target and we are confident we will continue to see great results in 2022.

Harrah's Metropolis

Actual Expenditures

Jan 1st 2021 - Dec 15th, 2021

Jan 1st 2021- Dec 15th 2021

TOTAL	GOAL	Total Number of Businesses
6,397,927	100.0%	
-	0.0%	2.0%
71,603	1.1%	14%
157,414	2.5%	15%
138,028	2.2%	3%
<b>367,045</b>	<b>5.7%</b>	<b>34.0%</b>
		27

Total Expenditures

DBE of Total Expenditures  
 MBE of Total Expenditures  
 WBE of Total Expenditures  
 VBE of Total Expenditures

Total Diverse Expenditures

UTILIZATION

Equipment - Gaming  
 Supplies - Gaming  
**Total Gaming Related Supplies & Equipment**  
 Equipment - Non Gaming  
 Supplies - Non Gaming  
**Total Non-Gaming Related Supplies & Equipment**  
 Entertainment  
 Professional Services  
 Transportation  
 Marketing  
 Other Services  
**Total Services & Contractual**  
**Food & Beverage**  
**Other**  
**Property Improvements & Capital Maintenance**  
**Total**

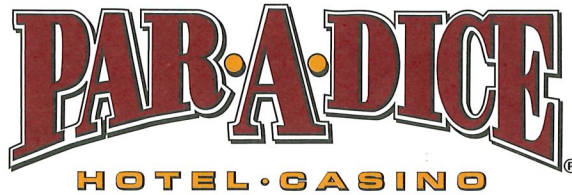
	MBE Vendor	WBE Vendor	DBE Vendor	VBE Vendor
Equipment - Gaming	0.00	0.00	0.00	0.00
Supplies - Gaming	0.00	20,644.00	0.00	0.00
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0.00</b>	<b>20,644.00</b>	<b>0.00</b>	<b>0.00</b>
Equipment - Non Gaming	0.00	0.00	0.00	0.00
Supplies - Non Gaming	21,866.00	44,794.00	0.00	140.00
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>	<b>21,866.00</b>	<b>44,794.00</b>	<b>0.00</b>	<b>140.00</b>
Entertainment	0.00	0.00	0.00	0.00
Professional Services	0.00	0.00	0.00	0.00
Transportation	0.00	0.00	0.00	0.00
Marketing	5,542.00	76,292.00	0.00	137,887.00
Other Services	21,731.00	1,155.00	0.00	0.00
<b>Total Services &amp; Contractual</b>	<b>27,273.00</b>	<b>77,447.00</b>	<b>0.00</b>	<b>137,887.00</b>
<b>Food &amp; Beverage</b>	0.00	0.00	0.00	0.00
<b>Other</b>	0.00	2,282.00	0.00	0.00
<b>Property Improvements &amp; Capital Maintenance</b>	22,464.00	12,248.00	0.00	0.00
<b>Total</b>	<b>71,603.00</b>	<b>157,415.00</b>	<b>0.00</b>	<b>138,027.00</b>

Including December Forecasts

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

TOTAL	Grand Total
<b>Total Expenditures</b>	<b>6,800,000</b>
DBE of Total Expenditures	-
MBE of Total Expenditures	7,100
WBE of Total Expenditures	35,200
VBE of Total Expenditures	61,000
<b>Total Diverse Expenditures</b>	<b>103,300</b>
	<b>Jan - Dec</b>
	-
	78,703
	192,614
	199,028
	<b>470,345</b>
	<b>6.9%</b>

	MBE Vendor	WBE Vendor	DBE Vendor	VBE Vendor
\$0.00	-	-	-	-
-	-	-	-	-
<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
600	-	-	-	-
-	700	-	-	-
<b>600</b>	<b>700</b>	<b>0</b>	<b>0</b>	<b>0</b>
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
6,500	14,500	-	61,000	-
-	-	-	-	-
<b>6,500</b>	<b>14,500</b>	<b>0</b>	<b>61,000</b>	<b>0</b>
-	-	-	-	-
-	20,000	-	-	-
7,100.00	35,200.00	0.00	61,000.00	



EAST PEORIA, ILLINOIS

December 22, 2021

Illinois Gaming Board  
Financial and Audit Unit  
801 S. 7<sup>th</sup> 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 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 the Census 2019 from the Tri-County Regional Planning Commission Office in Peoria, IL. The following chart shows the demographics of the Tri-County MSA. The demographics do not include Sangamon County.

<b>2021</b>	<b>Par-A-Dice</b>	<b>Peoria County</b>	<b>Tazewell County</b>	<b>Woodford County</b>
Male	51.57%	48.39%	49.28%	49.40%
Female	48.43%	51.61%	50.2%	50.60%
Total	100%	100%	100%	100%
Caucasian	75.31%	74.43%	96.18%	97.36%
African American	10.65%	17.71%	1.01%	0.48%
Asian	8.23%	3.14%	0.74%	0.55%
Native American	0.73%	0.28%	0.27%	0.19%
Other Races Alone	2.66%	1.62%	0.53%	0.33%
Two or More Races	2.42%	2.82%	1.27%	1.09%
Total	100%	100%	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 = \$537K

Woman Owned = \$442K

Disabled Owned = \$60K

Veteran Owned = \$15K

❖ **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 = 42

Disabled Owned = 4

Veteran Owned = 2

❖ **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 = 10.3%

Woman Owned = 8.4%

Disabled Owned = 1.2%

Veteran Owned = .3%

❖ **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 as well as Corporate Diversity mentors 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.

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



Amber Crowley  
Illinois Gaming Board  
160 N LaSalle, Ste. 300  
Chicago IL 60601

12/31/2021

Ms. Crowley:

Pursuant to 230 ILCS 10/7.11, below is the Annual Report on Diversity for Bally's Quad Cities Casino & Hotel, f/n/a Jumer's Casino & Hotel, for year ending 12-31-2021.

(i) **Affirmative Action Plan**

- a. 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, female and disabled individuals 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., Ourquadcityjobs.com, Glassdoor, Monster.com, LinkedIn, Google Jobs, Zip 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 colleges. Through these various resources, we recruit locally, greater than 90% of all position openings at Bally's Quad Cities. 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 recruitment firms or national industry publications.
- 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 many local, regional and national entities to post and recruit all of 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 call our Human Resource Department





and discuss the opportunity and decide to discuss this potential employee further, if appropriate. Although we utilize these sources to seek out the best applicants, we prefer to hire and promote from within the Company. This demonstrates to our employees, most of whom are local, Illinois residents, that Bally's Quad Cities believes in succession planning, and upward mobility from within the organization. Bally Corporation, our parent company, has several properties and is growing rapidly, globally as well.

Bally Corporation will let us know when there are opportunities available within the company. This allows us the ability to hire another local candidate to fill a vacated position or promote another employee from within the Company.

- (ii) **The Dollar Amount of Contracts awarded to businesses owned by minority persons, women, and persons with disability in 2021 (Actual Jan-Nov + Projected Dec):**
  - a.

2021	Category	Actual Spend	% of Total Non-Exempt
	Disabled (DBE)	\$ 191,044.96	4.0%
	Minority (MBE)	\$ 1,292,933.52	26.9%
	Women (WBE)	\$ 636,816.76	13.3%
	Veteran (VBE)	\$ 23,183.47	0.5%
	<b>Total</b>	<b>\$2,143,978.71</b>	<b>44.7%</b>

- (iii) **Total Number of Business owned by minority persons, women, and persons with disability utilized in 2021:**
  - a.

2021	Category	Total Vendors
	Disabled (DBE)	4
	Minority (MBE)	8
	Women (WBE)	18
	Veteran (VBE)	3
	<b>Total</b>	<b>33</b>



**(iv) Total Number of Businesses owned by minority persons, women, and persons with disability utilized in 2020:**

a.

2020	Category	Total Vendors
	Disabled (DBE)	2
	Minority (MBE)	1
	Women (WBE)	6
	Veteran (VBE)	19
	<b>Total</b>	<b>28</b>

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

- a. Documented and shared a nationwide listing, sorted by State, of over 3,500 DBA/Veteran owned vendors for potential review/consideration.
- b. Reviewed Illinois Department of Central Management Services website and identified vendors registered as Persons with Disability Business Enterprise (PBE), and Persons with Disability Business Enterprise (PBE).
- c. Updated Bally's Quad Cities website to accommodate easy access of Bally's Purchasing Department contact.
- d. Advertise in the official State of Illinois Newspaper-Breeze Courier (November 2021) towards soliciting further vendor diversity.
- e. Communicated with other Illinois Casinos to share vendor lists/best practices. To date, 1 new veteran vendor was identified.

Please let me know if you have any questions.

Thank you,

Travis Hankins  
 Vice President/General Manager  
 Bally's Quad Cities Casino & Hotel  
 (309)756-4619  
[thankins@ballysquadcities.com](mailto:thankins@ballysquadcities.com)



December 30, 2021

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 recruitment 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 strategy is executed through the use of targeted advertising, building of and sustaining relationships with our community outreach partners, proper interviewing skills and selection process, and River's overall employment branding campaign. Hiring managers will be trained through our "Best in Class" initiative in both interviewing skills and selection process to be successful.

River's recruiting team directly communicates active job openings on a monthly 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.
- **CARA:** Since 1991, Cara has helped people affected by poverty to obtain and keep quality jobs.



- **Search, Inc:** Search empowers individuals with intellectual disabilities to achieve their full potential and provides support through adult learning & employment programs.
- **Silver Fork:** Silver Fork offers a culinary arts & job readiness program hosted by the Center on Halsted, the Midwest's most comprehensive community center dedicated to advancing community and securing the health and well-being of the LGBTQ people of Chicagoland.
- **Asian Human Services:** AHS focuses on culturally comprehensive human services that help people become employed using comprehensive job-related services that place hundreds of job-seekers into full-time and part-time employment every year.
- **Des Plaines Chamber of Commerce's Veteran's Back to Work Bootcamp:** Rivers is the lead sponsor of this program that supports local veterans with education and mentorship as they enter the local workforce.
- Additionally, Rivers actively participates in various other Veteran Programs including Jesse Brown VA, Recruit Military, and Veteran Affairs.

In addition to these various partnerships, in 2021, Rivers held local job fairs in both the Chinatown and Argyle neighborhoods of Chicago to directly target prospective team members to further diversify the Rivers team. Below is River's December 2021 employee population compilation:

Ethnicity	Count	% of Total
African American	193	13.4%
Asian	337	23.4%
Caucasian	542	37.6%
Hispanic	318	22.1%
Other	50	3.5%
<b>Total</b>	<b>1440</b>	

Gender	Count	% of Total
Female	649	45.1%
Male	791	54.9%
<b>Total</b>	<b>1440</b>	

**Procurement Diversity:**

Rivers Casino is committed to develop and maintain 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. In March 2021, Rivers began construction on an expansion project which



will add approximately 78,000 square feet to the casino. The expansion project is expected to be completed in June 2022. Below is a breakdown of the total 2021 estimated amounts of contractual vendor spend awarded to businesses owned by minority persons (MBE), women (WBE), persons with a disability (DBE), and veterans, collectively M/W/D/VBE, along with the number of vendors utilized in each category for 2021 projection. The chart below is inclusive of the expansion project construction-related spend completed in 2021.

<b>Total Estimated 2021 Property Spend</b>		<b>\$ 48,420,978</b>				
Category (Vendor Count)	Tier 1	% of Total Property Spend	Tier 2 (Subcontracted)	% of Total Property Spend	Total Tier 1 & 2	% of Total Property Spend
MBE (19)	\$ 2,470,803	5.1%	\$ 3,203,021	6.6%	\$ 5,673,824	11.7%
WBE (28)	\$ 3,340,994	6.9%	\$ 2,043,051	4.2%	\$ 5,384,045	11.1%
DBE (1)	\$ 3,826	0.0%	\$ -	0.0%	\$ 3,826	0.0%
VBE (1)	\$ 376,275	0.8%	\$ -	0.0%	\$ 376,275	0.8%
<b>Total 2021 Estimated M/W/D/VBE Spend</b>	<b>\$ 6,191,898</b>	<b>12.8%</b>	<b>\$ 5,246,071</b>	<b>10.8%</b>	<b>\$ 11,437,969</b>	<b>23.6%</b>

The chart below removes the construction related spend in order to show River’s “normalized” operational spend with diversified vendors.

<b>Total Estimated 2021 Property Spend - less General Contractor Construction Spend</b>		<b>\$ 15,124,876</b>	
Category	Tier 1	% of Total Property Spend	
MBE (19)	\$ 2,470,803	16.3%	
WBE (28)	\$ 3,340,994	22.1%	
DBE (1)	\$ 3,826	0.0%	
VBE (1)	\$ 376,275	2.5%	
<b>Total 2021 Estimated M/W/D/VBE Spend</b>	<b>\$ 6,191,898</b>	<b>40.9%</b>	

Outreach initiatives that Rivers took over the course of 2021 to help expand its vendor pool of certified M/W/D/VBE vendors included:

- **Memberships:** Rivers maintained its memberships of the following groups during 2021 in effort to establish additional resources in identifying M/W/D/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):** Rivers continues to be a member of this organization. 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):** Rivers continues to be a member of this organization. As an ongoing initiative, Rivers continues to contact IHCC to seek opportunities to expand River's MBE vendor pool.
- **Chicago Minority Supplier Diversity Council (MSDC):** Rivers continues to be a member of this organization. Rivers has exhibited at their annual event every year since the casino opened in 2011. Rivers attended virtually in 2021.
- **Vendor Partnerships:** In 2021, Rivers outreach to increase and identify potential suppliers included – Disabilities: IN (DBE); Black Contractors United (MBE); Abilities Expo (DBE); Service-Disabled Veteran Owned Small Business (D/VBE). As a result of partnerships such as these, Rivers spent approximately \$177K with diverse companies related to the procurement of personal protective equipment or PPE in 2021.
- **Advertising:** In effort to continue to attract diversified vendors in 2021, Rivers advertised in the official State newspaper, The Breeze Courier, as well as Negocios Now, a publication targeting the Hispanic community and with The Chicago Defender and The Chicago Crusader, publications targeting the African American community.
- **Attendance at Targeted Events:**
  - **Chicago Business Opportunity Fair 54 (CBOF54)** – This was a virtual event in which Rivers participated in the general sessions as well as targeted one-on-one vendor discussions. Rivers has begun utilizing a new MBE/WBE supplier for operating supplies and as a result of attending this fair.
- **Live Stream Event:** On March 16, 2021, Rivers hosted a vendor fair via a live-streaming event that specifically targeted M/W/D/VBE vendors to participate in the River's expansion project. Attached is the link for vendors to make inquiries regarding the expansion project: <https://www.riverscasino.com/desplaines/vendor-fair-registration>

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 vendor resources 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.

### **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 2021, Rivers celebrated the diversity of our Team Members, guests and community throughout the year through educational series, special food offerings and other fun Team Member and community outreach events. We believe that the more we acknowledge and embrace the differences among



us, the more unified we become. Some of the recent training Rivers has offered its Team Members include LGBTQ 101 (where Team Members learned about the history of the LGBTQ movement, foundations of terminology, the importance of pronouns, and aspects of allyship) and our Celebrations series in February and March honoring the groundbreaking contributions and accomplishments of people of color and women throughout American history.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Corey Wise", with a date "0000 31" written to the right of the signature.

Corey Wise  
General Manager  
Rivers Casino – Des Plaines

CC: Fernando Cepeda, IGB  
Jill Wilcox  
Stephanie Budnyk  
James Bader



ROCKFORD

January 15, 2022

via email to [IGB.FAU@illinois.gov](mailto:IGB.FAU@illinois.gov)

2021 Annual Diversity Reporting

Human Resources

Hard Rock Rockford is committed to recruiting candidates throughout the Rockford area, partnering with organizations such as the Rockford Housing Authority, Workforce Center, Northwest Community Center and many others. In building our Band, we hosted pop-up hiring events at identified locations suggested by individuals such as Representative West. Hiring event locations included the UW Health Sports Complex, NW Community Center, Hoffman House, Workforce Center and the Nordlof Center in order to ensure we touched on a variety of areas. We are proud of our ongoing commitment to the community to offer rewarding careers and employment opportunities for those throughout the Rockford community and in doing so, build a Band rich with diversity, equity and inclusion.

**JOIN THE BAND**  
HIRING FOR ALL POSITIONS  
**APPLY NOW**  
**ROCKFORD CASINO**  
A HARD ROCK OPENING ACT

**JOIN THE BAND**  
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**APPLY NOW**  
**ROCKFORD CASINO**  
A HARD ROCK OPENING ACT

**Workforce Connection**  
An Illinois workNET Center  
A proud partner of the AmericanJobCenter network

**Get Connected to Employment!**  
Thursday, September 23, 2021  
1PM to 5pm  
Lou Bachrodt Auto Mall  
7070 Cherryvale North Boulevard, Rockford

Are you looking for employees? Join us for a Hiring Event to share your openings and opportunities!

For more information or to sign up, click here:  
<https://www.surveymonkey.com/r/KDSZDHK>

Questions?  
Call Jessica at The Workforce Connection at (815) 847-7590 or email [info@theworkforceconnection.org](mailto:info@theworkforceconnection.org).

**DAVE VELLA**  
State Representative | District 58th

**THE PARKS**  
CHAMBER OF COMMERCE  
EDWARDS PARK & WACKERSLEY PARK

**ROCKFORD**  
Chamber of Commerce

**BELVIDERE AREA**  
Chamber of Commerce

The Workforce Connection, an Illinois WorkNet Center and partner in the American Job Center network. This program is funded by The Workforce Connection, Inc., U.S. Department of Commerce & Economic Opportunity, and the U.S. Department of Labor. The Workforce Connection is an equal opportunity employer/organizer. Available jobs and services are available upon request to individuals with disabilities. All state telephone numbers on the website may be reached by persons using TTY/TDD equipment by calling TTY (800) 520-0944 or 711. Contact the Equal Opportunity Officer at (815) 395-6626. This program is subject to the provisions of the "Job for Veterans Act" Public Law 103-238, which provides priority of services to veterans and spouses of certain veterans.

Purchasing

Spend for 2021 of \$314,537.70 was placed with 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 in 2021 totaled 9

Minority, women and persons with a disability accounted for 4.8% of the number of businesses utilized during 2021.



Sincerely,

Wendy Kasche  
VP of Finance  
Hard Rock Casino Rockford

**610 N. Bell School Road • Rockford, IL 61107 • 779-269-9010 • [www.hardrockcasinorockford.com](http://www.hardrockcasinorockford.com)**