

# Illinois Gaming Board

## 2024 Casino Owner Licensees Annual Diversity Report

State of Illinois  
JB Pritzker, Governor

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

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## ILLINOIS GAMING BOARD

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

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

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January 27, 2025

Honorable Members of the Illinois General Assembly,

The Illinois Gambling Act (230 ILCS 10/7.11) requires the Illinois Gaming Board (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.

Illinois is home to 16 licensed casinos, operating in: Alton, Aurora, Carterville, Chicago, Danville, Des Plaines, East Hazel Crest/Homewood, East Peoria, East St. Louis, Elgin, Joliet (2), Metropolis, Rockford, Rock Island, and Waukegan.

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 2024 Casino Annual Report on Diversity, 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, 2024

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

Re: 2024 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: 27.3%

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. **Diversity Training-** All members of management attend a two-part diversity training program which focuses on the importance of diversity, inclusion, and equity. The in-person sessions allow for open discussion while providing a deeper understanding of the many benefits of an inclusive culture within the workplace.
5. **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.
6. **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	72.1%
Black/African American	21.5%
Asian/Hispanic/Other	6.4%
Female	50%
Illinois Residents	94.2%

### 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 MWPBE Spend 2024</b>	<b>Total # of MWPBEs</b>	<b>2024 Utilization of Total Spend</b>
<b>MBE</b>	\$184,963.21	11	11.6%
<b>WBE</b>	\$309,218.75	18	19.5%
<b>PBE</b>	\$57,962.45	1	3.7%
<b>VBE</b>	\$53,745.89	2	3.4%

**(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 PBE, 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;
- 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 2024
  - NMSDC Business Connection Matchmaker
  - St Louis Supply Diversity Business Opportunity Fair
  - 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](https://cms.diversitycompliance.com))
  - City of Chicago ([chicago.mwdbe.com](https://chicago.mwdbe.com))
  - Bi-State Development Supplier Diversity Vendor Database ([metroslouis.dbesystem.com](https://metroslouis.dbesystem.com))
  - Veteran Owned Business ([veteranownedbusiness.com](https://veteranownedbusiness.com))



December 31, 2024

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

Ms. Shelby:

Pursuant to 230 ILCS 10/7.11, below is the Annual Report on Diversity for Bally's Chicago Operating Company, LLC., for the year ending 12-31-2024.

**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, Linked In, 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.

<b>Total Operations Workforce</b>	<b>655</b>
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<b>Minority (Target - 60%)</b>		
American Indian/Alaskan Native	2	0%
Asian	76	12%
Black or African American	244	37%
Hispanic Or Latino	164	25%
Native Hawaiian or Other Pacific Islander	0	0%
Not specified	21	3%
Two or more races	28	4%
<b>Total</b>	<b>535</b>	<b>82%</b>

<b>Women (Target 45%)</b>		
Women American Indian / Alaskan Native Participation	1	0%
Women Asian Participation	24	4%
Women Black or African American Participation	153	23%
Women Hispanic or Latino Participation	68	10%
Women Not Specified	9	1%
Women Two or More Races	15	2%
Women Caucasian Participation	39	6%
<b>Total</b>	<b>309</b>	<b>47%</b>

<b>Veterans (Target 5%)</b>		
Veteran African American Participation	3	0%
Veteran Hispanic Participation	4	1%
Veteran Not Specified	1	0%
Veteran Two or More Races	0	0%
Women Caucasian Participation	4	1%
<b>Total</b>	<b>12</b>	<b>2%</b>

<b>Persons with a Disability (Target 5%)</b>		
Persons w/a Disability American Indian / Alaskan Native Participation	1	0%
Persons w/a Disability Asian Participation	3	0%
Persons w/a Disability Black or African American Participation	16	2%
Persons w/a Disability Hispanic or Latino Participation	20	3%
Persons w/a Disability Not Specified	2	0%
Persons w/a Disability Two or More Races	3	0%
Persons w/a Disability Caucasian Participation	14	2%
<b>Total</b>	<b>59</b>	<b>9%</b>

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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).

2024 Operational Diverse Spend	
Category	Total Spend
Minority (MBE)	944,306
Women (WBE)	3,382,400
Veteran (VBE)	6,923,280
Disabled (BEPD)	30,645
<b>Total</b>	<b>11,280,631</b>

2024 Design & Construction Diverse Spend	
Category	Total Spend
Minority (MBE)	211,285
Women (WBE)	76,543
Veteran (VBE)	-
Disabled (BEPD)	-
<b>Total</b>	<b>287,828</b>

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

2024 Operational Diverse Vendors	
Category	Total Vendors
Minority (MBE)	17
Women (WBE)	19
Veteran (VBE)	2
Disabled (BEPD)	1
<b>Total</b>	<b>39</b>

2024 Design & Construction Diverse Vendors	
Category	Total Vendors
Minority (MBE)	3
Women (WBE)	1
Veteran (VBE)	-
Disabled (BEPD)	-
<b>Total</b>	<b>4</b>

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.

Please let me know if you have any questions  
Thank you

*Michael K. Morgan*

Michael K. Morgan  
Vice President of Finance Bally's Chicago  
mmorgan@ballyschicago.com



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

12/31/2024

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 12-31-2024.

**(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 unique identifiers, eliminating pre-disposition and discrimination. Periodically, we

**777 Bally Blvd., Rock Island, IL 61201**

**[www.ballysquadcities.com](http://www.ballysquadcities.com)**

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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
F	181	54.0%
M	154	46.0%
<b>Grand Total</b>	<b>335</b>	<b>100.0%</b>

Row Labels	# of Employees	% of Total
American Indian/Alaskan Native	1	0.3%
Asian	24	7.2%
Black or African American	43	12.8%
Hispanic or Latino	33	9.9%
Two or more races	16	4.8%
Not Specified	8	2.4%
White	210	62.7%
<b>Grand Total</b>	<b>335</b>	<b>100.0%</b>

Row Labels	# of Employees	% of Total
<b>Frontline</b>	<b>232</b>	<b>69.3%</b>
<b>Professional</b>	<b>26</b>	<b>7.8%</b>
F	13	50.0%
M	13	50.0%
<b>Supervisor</b>	<b>45</b>	<b>13.4%</b>
F	21	46.7%
M	24	53.3%
<b>Manager</b>	<b>21</b>	<b>6.3%</b>
F	9	42.9%
M	12	57.1%
<b>Director</b>	<b>11</b>	<b>3.3%</b>
F	3	27.3%
M	8	72.7%
<b>Grand Total</b>	<b>335</b>	<b>100.0%</b>

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Row Labels	# of Employees	% of Total
<b>Frontline</b>	<b>232</b>	<b>69.3%</b>
<b>Professional</b>	<b>26</b>	<b>7.8%</b>
White	23	88.5%
Asian	1	3.8%
Hispanic or Latino	2	7.7%
<b>Supervisor</b>	<b>45</b>	<b>13.4%</b>
White	36	80.0%
Hispanic or Latino	4	8.9%
Black or African American	4	8.9%
Asian	1	2.2%
<b>Manager</b>	<b>21</b>	<b>6.3%</b>
Asian	1	4.8%
White	16	76.2%
Hispanic or Latino	2	9.5%
Black or African American	2	9.5%
<b>Director</b>	<b>11</b>	<b>3.3%</b>
White	9	81.8%
Hispanic or Latino	1	9.1%
Not Specified	1	9.1%
<b>Grand Total</b>	<b>335</b>	<b>100.0%</b>

Row Labels	# of Employees	Average Length of Service (YRS)	% of Total
<b>Manager</b>	<b>21</b>	<b>12.40</b>	<b>65.63%</b>
F	9	12.18	42.86%
M	12	12.57	57.14%
<b>Director</b>	<b>11</b>	<b>9.96</b>	<b>34.38%</b>
F	3	6.86	27.27%
M	8	11.13	72.73%
<b>Grand Total</b>	<b>32</b>	<b>11.32</b>	<b>100.00%</b>

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(ii) The Dollar Amount of Contracts awarded to businesses owned by minority persons, women, and persons with disability in 2024 (Actual Jan-Dec (unaudited)):

a.

2024	Category	Actual Spend	% of Total Non- Exempt
	Disabled (PBE)	621,045	4.5%
	Minority (MBE)	2,704,620	19.4%
	Women (WBE)	1,572,584	11.3%
	Veteran (VBE)	1,607,852	11.5%
		6,506,100	46.7%

(iii) Total Number of Business owned by minority persons, women, and persons with disability utilized in 2024:

a.

2024	Category	Total Vendors
	Disabled (PBE)	5
	Minority (MBE)	10
	Women (WBE)	20
	Veteran (VBE)	5
		40

(iv) Total Number of Businesses owned by minority persons, women, and persons with disability utilized in prior year 2023:

a.

2023	Category	Total Vendors
	Disabled (PBE)	3
	Minority (MBE)	11
	Women (WBE)	24
	Veteran (VBE)	2
		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.

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- c. Communicate with other Bally's purchasing departments to share vendor lists. To date, 1 new minority vendor has been identified.
- d. Attended the Veteran Business Owners and Persons with Disabilities Vendor Fair in Des Plaines, IL in June 2024.
- e. Attended the Diversity Vendor Fair in Chicago, IL in June 2024.
- 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 2024) towards soliciting further vendor diversity.

Please let me know if you have any questions.

Thank you,

A handwritten signature in black ink, appearing to read "RC", followed by the number "24C118161".

Ryan Coppola

Vice President/General Manager

Bally's Quad Cities Casino & Hotel

(309)756-4619

[rcoppola@ballysquadcities.com](mailto:rcoppola@ballysquadcities.com)

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## 2024 ANNUAL DIVERSITY REPORT

The 2024 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

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

[www.casinoqueen.com](http://www.casinoqueen.com) · 618-874-5000

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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

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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

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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

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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.

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- Disseminate the Affirmative Action Plan to affected departmental managers and 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 in 2024 to businesses owned by minority persons (MBE), women (WBE), persons with disabilities (PBE), and Veterans (VBE) are as follows from 1.1.24 to 12.31.24.

Value of MBE Purchase Orders plus written contracts awarded	\$287,786.11
Value of WBE Purchase Orders plus written contracts awarded-	\$1,127,983.23
Value of PBE Purchase Orders plus written contracts awarded-	\$2,013.26
Value of VBE Purchase Orders plus written contracts awarded-	\$2,249.89
<b>TOTAL CONTRACTS AWARDED IN 2024</b>	<b>\$8,672,051.31</b>

3. The total number of businesses owned by minority person (MBE), women (WBE), persons with disabilities (PBE), and veterans (VBE) that were utilized from 1.1.24 to 12.31.24. INCLUDES TIER II VENDORS.

	<u># OF VENDORS</u>	<u>% OF TOTAL VENDORS USED</u>
<b>MBE</b>	<b>70</b>	<b>15%</b>
<b>WBE</b>	<b>39</b>	<b>9%</b>
<b>PBE</b>	<b>8</b>	<b>2%</b>
<b>VBE</b>	<b>14</b>	<b>3%</b>
<b>TOTAL WBE, WBE, PBE, VBE</b>	<b>131</b>	<b>29%</b>

**OVERALL TOTAL VENDORS USED IN 2024**

**457**

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**4. The utilization of businesses owned by minority persons (MBE), women (WBE), persons with disabilities (PBE), and Veterans (VBE) from 1.1.24 to 12.31.24. NO EXEMPTIONS.**

	<b>% OF TOTAL SPEND - NO EXEMPTIONS</b>	
<b>MBE</b>	<b>2%</b>	
<b>WBE</b>	<b>8%</b>	
<b>PBE</b>	<b>0.21%</b>	
<b>VBE</b>	<b>0.02%</b>	
<b>TOTAL DIVERSE SPEND AS % OF TOTAL SPEND</b>	<b>12.08%</b>	
<b>Total Spend 1.1.24 TO 12.31.2024</b>		
<b>MBE</b>	<b>\$301,721.92</b>	
<b>WBE</b>	<b>\$1,322,273.43</b>	
<b>PBE</b>	<b>\$ 2013.26</b>	
<b>VBE</b>	<b>\$ 35,759.84</b>	
<b>TOTAL SPEND FOR 2024 MBE, PBE, WBE, VBE – NO EXEMPTIONS</b>	<b>\$1,661,768.45</b>	
<b>OVERALL SPEND FOR 2024 - NO EXEMPTIONS</b>	<b>\$ 16,867,635.40</b>	

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**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 (PBE), 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>

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- 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/</a> - which identifies diverse vendors			
<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</a> - which identifies diverse vendors			
<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, PBE, 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 River City Casino Diversity Fair in St. Louis, Mo.

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December 30, 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,

Please let this letter serve as an overview of Golden Nugget Casino Danville's diversity status and affirmative action plan.

## **INTRODUCTION**

Golden Nugget Casino is committed to fostering an inclusive and diverse workplace and vendor ecosystem. Our approach recognizes that diversity in hiring and purchasing enhances innovation, reflects our community, and drives business success. This plan outlines our strategic approach to achieving diversity in hiring and purchasing, aligning with corporate goals and state requirements.

### **DIVERSE HIRING STRATEGY:**

Our 2025 diversity hiring initiatives will focus on strategic outreach, targeted recruitment, and ongoing education to ensure equitable hiring practices. Below is a summary of our strategy:

#### **Targeted Advertising and Social Media Platforms**

We will leverage data-driven, targeted advertising on platforms like LinkedIn, Facebook, and Indeed to reach a diverse audience of qualified candidates. These platforms will allow us to highlight our inclusive workplace culture and promote open positions to underrepresented groups in our region.

#### **Professional Associations and Community Partner Outreach**

We will partner with organizations such as minority chambers of commerce, veterans' associations, LGBTQ+ organizations, and women's business networks to expand our recruitment reach. Community partners, including local nonprofits, will provide valuable connections to diverse talent pools.

#### **Team Member Referrals**

Our team member referral program will be enhanced to encourage current employees to recommend diverse candidates. Team members are incentivized for successful referrals, resulting in broader and more inclusive applicant pools.

### Diversity and Inclusion (D&I) Committee

The Diversity and Inclusion Committee will continue to play an integral role in guiding recruitment strategies and ensuring alignment with our DEI objectives. The committee will provide an ongoing review of hiring metrics and provide actionable recommendations to enhance the inclusivity of our hiring practices.

### Diversity, Equality, and Inclusion Training

All hiring managers and recruiters will complete annual DEI training to mitigate unconscious bias and promote equitable decision-making during the hiring process. This training will emphasize inclusive interview techniques and equitable evaluation of qualifications.

### Communication and Outreach

We will continue to emphasize clear, inclusive communication in job postings and recruitment materials, showcasing Golden Nugget Casino as a workplace that values diversity and promotes equity.

We will participate in local and regional job fairs, prioritizing events focused on diversity recruitment. These fairs will allow us to connect with a broad range of candidates, including veterans, minorities, and individuals with disabilities. In addition, we will host an annual **Opportunity Showcase** at the Golden Nugget Casino facility, creating a welcoming environment for local and diverse candidates to engage with hiring managers, explore career opportunities, and learn about our inclusive culture.

Below are Golden Nugget Danville's team member statistics for the current rolling 12 months:

<b><i>Race/Ethnicity</i></b>		
White	158	69.60%
Black or African American	36	15.86%
Hispanic or Latino	16	7.05%
Two or More Races	13	5.73%
Asian	3	1.32%
Native Hawaiian or Other Pacific Islander	1	.44%

<b><i>Age</i></b>		
18-24	46	21.10%
25-34	65	29.82%
35-44	37	16.97%
45-54	39	17.89%
55-64	23	10.55%
Over 64	8	3.67%

<b><i>Gender</i></b>		
F - Woman/Female	124	54.63%
M - Man/Male	100	44.05%
Unknown	2	.88%
Prefer not to say	1	.44%

## **DIVERSE PROCUREMENT STRATEGY:**

At Golden Nugget Casino, we remain steadfast in our commitment to fostering diversity, equity, and inclusion within our procurement practices. Our 2025 Diversity Purchasing Plan underscores our continued dedication to supporting local and diverse businesses while meeting and exceeding our commitments to the City of Danville and State of Illinois. Below is a summary of our strategy:

### **Local Purchasing Efforts**

Building on our pre-opening commitments to the City of Danville, we have continued to prioritize local purchasing. By sourcing goods and services from local vendors, we support the regional economy, create jobs, and contribute to the prosperity of our community.

### **Vendor Resource Fair**

This year, we will host an on-site Vendor Resource Fair in collaboration with the Vermillion Advantage Chamber of Commerce and the City of Danville. This event will provide local and diverse vendors with the opportunity to connect directly with our procurement team, learn about upcoming opportunities, and receive information about state certification and business development.

### **Development of Diverse Vendors**

We will enhance our deliberate efforts to assist in the development of diverse vendors by providing educational resources, mentorship, and guidance on obtaining state certification. These initiatives empower underrepresented businesses to become eligible for public and private contracts, fostering growth and sustainability.

### **Focus on Supplier Relationships and Expanding the Vendor Pool**

As Golden Nugget Danville strives to improve and expand its operations, we continue to focus on developing meaningful supplier relationships. As our vendor pool grows, we place a significant emphasis on identifying and retaining women-owned (WBE), minority-owned (MBE), veteran-owned (VBE), and businesses owned by persons with disabilities (PBE). These efforts align with our commitment to fostering equitable opportunities and ensuring that our procurement practices reflect the diversity of the communities we serve.

### **Utilization of State Vendor Lists**

To broaden our network of diverse suppliers, we actively seek vendors listed on the state's current roster of certified diverse vendors. This deliberate outreach expands our pool of qualified suppliers while ensuring alignment with state diversity goals.

### **Automated Procurement Tracking**

We will implement improvements in our automated systems to better track non-exempt procurements, monitor vendor certification progress, and ensure compliance with diversity purchasing targets. This enhanced tracking system allows for greater transparency and accountability in meeting our goals.

Below is a breakdown of the total 2024 projected amounts of contractual vendor spend awarded to businesses owned by minority persons (MBE), women (WBE), persons with a disability (PBE) and Veterans (VBE), along with the number of vendors utilized for the 2023 projection.

<b>Total Estimated 2024 Property Spend - less Construction &amp; Exempt Expenditures</b>	<b>\$7,142,738.22</b>
--	-----------------------

<b>Category (Vendor Count)</b>	<b>Total Amount</b>	<b>% of Total Spend</b>
MBE Tier 1 (1)	\$45,000.00	0.63%
WBE Tier 1 (2)	\$151,986.46	2.13%
MBE Tier 2 (3)	\$320,896.35	4.49%
WBE Tier 2 (3)	\$133,042.45	1.86%
VBE (0)	\$0.00	0.00%
PBE (0)	\$0.00	0.00%
<b>Total (9)</b>	<b>\$650,925.26</b>	<b>9.11%</b>

**CONCLUSION**

Through these hiring and procurement initiatives, Golden Nugget Casino continues to make significant progress. Our deliberate actions in supporting local and diverse vendors reflect our unwavering commitment to creating equitable economic opportunities in our region.

In 2025, we will reinforce our role as a leader in inclusive hiring and procurement practices, leveraging partnerships, innovation, and community engagement to foster sustainable growth for all stakeholders. These efforts demonstrate our dedication to diversity, equity, and inclusion while driving economic impact in the Danville area.

Thank you for the opportunity to present these comprehensive plans and projections. At Golden Nugget Danville, we will continue to refine and expand our programs to meet our goals. Should you require additional details, clarification, or further insights into our initiatives, I would be pleased to assist. Please don't hesitate to reach out to me directly at 765-639-1521. Your support and collaboration are invaluable as we work together to achieve meaningful progress.

My Best,

*Jahnae Erpenbach*

Jahnae Erpenbach,  
General Manager - 0005801  
Golden Nugget Danville

CC:

- Tanessa Stinebaker, IGB - Gaming Operations Supervisor Central Region
- Eric Caho, IGB - Shift Supervisor
- Jimmy Wilmot, Wilmorite Management Group - President of Casino Development
- Tyler French, Wilmorite Construction - Vice President of Finance & Gaming
- Rachel McDermott, Golden Nugget - Director of Compliance
- Julie Wise, Golden Nugget - Controller

**GRAND VICTORIA CASINO**  
**2024 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.

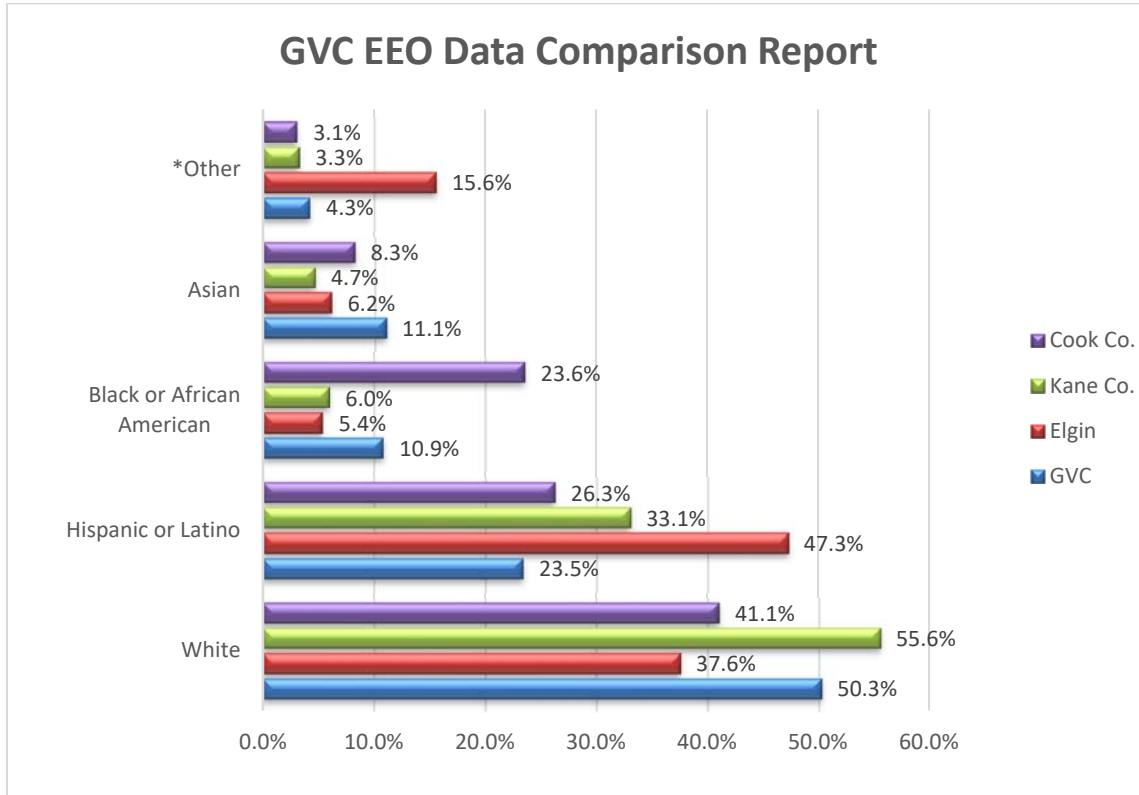
Grand Victoria Casino (GVC) is committed to serve its host community and the region in its capacity as a contributing corporate citizen and an equal opportunity employer. GVC is actively engaged in the following social investment areas:

**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  
2024 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**  
**2024 Annual Report on Diversity (230 ILCS 10/7.11)**

Equal Employment Opportunity 2020 Employer Information Report:

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT ESTABLISHMENT-LEVEL REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID HK65686			EMPLOYER NAME Caesars Entertainment Inc												
ADDRESS 100 WEST LIBERTY STREET, 12th Floor						CITY/TOWN RENO			STATE NV		ZIP CODE 89501				
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														
	Hispanic or Latino		Not Hispanic or Latino												Row Total
			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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	4	3	15	1	1	0	0	3	11	2	1	0	0	0	42
Professionals	0	1	2	0	1	0	0	1	1	0	0	0	0	0	6
Technicians	3	1	10	1	0	0	0	1	1	0	0	0	0	0	17
Sales Workers	2	5	1	1	1	0	0	1	5	0	1	0	0	0	17
Administrative Support Workers	4	4	2	2	1	0	0	0	5	0	0	0	0	0	18
Craft Workers	2	0	5	1	0	0	0	1	0	0	0	0	0	0	9
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	39	45	127	22	32	0	0	11	58	23	30	0	0	4	391
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>55</b>	<b>59</b>	<b>162</b>	<b>28</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>81</b>	<b>25</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>501</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>55</b>	<b>55</b>	<b>153</b>	<b>25</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>15</b>	<b>83</b>	<b>26</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>469</b>

**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.



**GRAND VICTORIA CASINO**  
**2024 Annual Report on Diversity (230 ILCS 10/7.11)**

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.

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 employees:

**Training Course Descriptions - All Employees**

Annual training is completed through the Caesars Entertainment "e-learning portal", or through the completion of a slideshow presentation and test. Topics include:

- *Fire Safety & Prevention Training - Employees gain an understanding of the elements required for a fire to start and learn ways to prevent fires in the workplace. Employees learn how to respond, including how to evacuate the premises, if there's a fire in our workplace. Employees also learn how to select and use a fire extinguisher.*
- *Preventing Workplace Harassment - Managers and supervisors have a responsibility to both their employees and their company to know their role in preventing and responding to all forms of workplace harassment and discrimination, including sexual harassment. This course is intended to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addresses federal anti-discrimination and anti-harassment law.*
- *Conscious Inclusion - After completing this course, employees are able to: Define Diversity, Equity and Inclusion (DEI), Understand how DEI affects businesses, Recognize how unconscious bias can occur in the workplace, Identify ways to correct unconscious bias in the workplace, Identify ways that the employee can help improve DEI at Caesars Entertainment.*
- *Active Shooter Training - Active shooter situations have become more common, in public places and at work premises. This course helps employees prepare to respond to an active shooter situation. The employees learn about typical characteristics of active shooter incidents, ways employees can prepare now, and expert recommendations on how best to react when an attack is in progress.*

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*Employees also learn what to expect and how to react when law enforcement arrives.*

- *Emergency Response Plan – Who/are responsibilities of the Emergency Response Team, Incident Command Center, Evacuations, Types of Threats & post emergency procedures.*
- *Cybersecurity Awareness - This course covers key best practices so that employees can prevent, detect, and respond to information security incidents, whether or not he/she have access to Caesars' network or systems.*
- *Responsible Gaming (RG) Training – Promoting responsible gaming is part of the heritage and culture of our company and is at the heart of everything we do. It is the foundation of our Code of Commitment, and we take great pride in our history as an industry leader in responsible gaming efforts.*
- *Anti-Money Laundering (AML) Core/Basic - AML compliance is a top priority for Caesars. Caesars is committed to full compliance with legal and regulatory requirements and to preventing and detecting money laundering and other crimes through our gaming operation. In addition, we are committed to maintaining a robust program that does not put the interests of revenue ahead of our compliance responsibilities.*
- *Anti-Money Laundering (AML) Supplemental - This training is supplemental to the Annual Mandatory Online Training AML requirement and highlights any changes to the existing policies and procedures.*

## **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 2024 was 31.0% based on actual expenditures through December 15, 2024, and 30.8% with forecasted expenditures through December 31, 2024.

#### **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 2024 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. Utilize database for potential new vendors.
- Women's Business Development Council (WBDC) - Membership and utilize database for potential new vendors.
- Disability: IN - Attend Annual International Event and utilize database for potential new vendors.
- 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.
- Illinois Black Chamber of Commerce - Membership and attend annual event.

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**2024 Diversity Spend**

Below are details on actual and forecasted expenditures for 2024.

	Actual Expenditures			
	Jan 1 2024 - Dec 15 2024			
	TOTAL		GOAL	Total Number of Businesses
<b>Total Expenditures</b>	15,113,316			
<b>Total Exempt Expenditures</b>	9,805,844			
<b>Total Non-Exempt Expenditures</b>	5,307,472			
PBE of Non-Exempt Expenditures	70,774	1.3%	2%	2
MBE of Non-Exempt Expenditures	878,725	16.6%	13%	13
WBE of Non-Exempt Expenditures	431,958	8.1%	10%	19
VBE of Non-Exempt Expenditures	265,482	5.0%	3%	3
<b>Total Diverse Expenditures</b>	<b>1,646,939</b>	<b>31.0%</b>	28%	37
	Jan 1 2024 - Dec 15 2024			
<b>UTILIZATION</b>	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming			5,843	
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0</b>	<b>0</b>	<b>5,843</b>	<b>0</b>
Equipment - Non Gaming				
Supplies - Non Gaming	278,882	53,107	4,157	20,135
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>	<b>278,882</b>	<b>53,107</b>	<b>4,157</b>	<b>20,135</b>
Entertainment				
Professional Services	240,509			
Transportation				
Marketing	43,003	188,845	30,136	59,613
Other Services	84,250	10,111		
<b>Total Services &amp; Contractual</b>	<b>367,762</b>	<b>198,956</b>	<b>30,136</b>	<b>59,613</b>
<b>Food &amp; Beverage</b>		76		
<b>Other</b>		2,329		
<b>Property Improvements &amp; Capital Maintenance</b>	<b>232,081</b>	<b>177,490</b>	<b>36,481</b>	<b>179,891</b>
<b>Total</b>	<b>878,725</b>	<b>431,958</b>	<b>76,617</b>	<b>259,639</b>

GRAND VICTORIA CASINO  
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Including December Forecasts			
(Additional Invoices that should be paid by end of year)			
<b>TOTAL</b>		<b>Grand Total</b>	
<b>Total Expenditures</b>	16,800,000		
<b>Total Exempt Expenditures</b>	10,920,000		
<b>Total Non-Exempt Expenditures</b>	5,880,000		
	<b>Dec Forecast</b>	<b>Jan - Dec</b>	
PBE of Non-Exempt Expenditures	-	70,774	1.2%
MBE of Non-Exempt Expenditures	3,910	882,635	15.0%
WBE of Non-Exempt Expenditures	161,293	593,251	10.1%
VBE of Non-Exempt Expenditures	-	265,482	4.5%
<b>Total Diverse Expenditures</b>	<b>165,203</b>	<b>1,812,142</b>	<b>30.8%</b>
	<b>Forecast Dec 16 2023 - Dec 31 2023</b>		
<b>UTILIZATION</b>	<b>MBE Vendor</b>	<b>WBE Vendor</b>	<b>PBE Vendor</b>
Equipment - Gaming			
Supplies - Gaming			
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0</b>	<b>0</b>	<b>0</b>
Equipment - Non Gaming			
Supplies - Non Gaming	455		
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>	<b>455</b>	<b>0</b>	<b>0</b>
Entertainment			
Professional Services			
Transportation			
Marketing	3,455	14,227	
Other Services		8,200	
<b>Total Services &amp; Contractual</b>	<b>3,455</b>	<b>22,427</b>	<b>0</b>
<b>Food &amp; Beverage</b>			
<b>Other</b>		130,000	
<b>Property Improvements &amp; Capital Maintenance</b>		8,866	
<b>Total</b>	<b>3,910</b>	<b>161,293</b>	<b>0</b>

**GRAND VICTORIA CASINO**  
**2024 Annual Report on Diversity (230 ILCS 10/7.11)**

**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
<b>Total Diverse Expenditures</b>	<b>1,484,578</b>	<b>33.3%</b>		<b>20</b>

**Jan 1 2023 - Dec 15 2023**

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



**GRAND VICTORIA CASINO**  
**2024 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	
<b>Total Expenditures</b>	13,554,513		
<b>Total Exempt Expenditures</b>	8,708,742		
<b>Total Non-Exempt Expenditures</b>	4,845,770		
	<b>Dec Forecast</b>	<b>Jan - Dec</b>	
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%
<b>Total Diverse Expenditures</b>	<b>162,726</b>	<b>1,647,304</b>	<b>34.0%</b>

**Forecast Dec 16 2023 - Dec 31 2023**

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

**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 2025 spend.



ROCKFORD

December 31, 2024

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

2024 Annual Diversity Reporting

#### Human Resources

1. In response to part b sec. 7.10, Hard Rock Casino Rockford (HRCR) remains committed to complying with Equal Employment Opportunity Commission regulations to create a well-diversified working environment. This report outlines Hard Rock Casino Rockford's efforts and strategies in promoting diversity hiring and workforce development for the year 2024.
2. HRCR's recruitment strategy for 2024 aimed to identify talent to staff over 600 new positions. This required a concerted effort to engage multiple communities, and partners within those communities. HRCR established new partnerships with various agencies within Rockford and the Northern Illinois/Southwestern Wisconsin area through community networking events focused on the following areas based on proximity and population:
  - a. Rockford, IL
  - b. Belvidere, IL
  - c. Beloit/Janesville, WIHRCR invited over 130 representatives of organizations to attend networking events hosted by HRCR who have a focus on workforce development to engage them in our recruitment strategy. Many of those organizations had a focus in areas that aligned with our hiring goals such as Rockford residents, women, minority, disabled, veterans, etc.
3. HRCR offered multiple workforce development workshops to those community partners, including local non-profits and educational institutions. These workshops exposed diverse community members to the opportunities available as part of our expansion and provided in-depth training on best-practices for interviewing techniques and mock-interviews.
4. HRCR increased the number of positions for 18–20-year-old candidates from 8 to approximately 45, aiming to attract local diverse talent entering the workforce. This initiative contributed to the creation of approximately 230 new positions in 2024.
5. HRCR continues to leverage the partnerships established within Rockford and the surrounding areas 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
6. HRCR and Diversity, Equity, and Inclusion (D.E.&I.) team provided an additional 1.5 hours of training to property management. This training focused on leading inclusive teams, to further ensure fair and ethical hiring and training practices.

Our 2024 Data is presented below in response to part c sec. 7.10,

Ethnicities	2024	HR%	City %
White (Not Hispanic or Latino)	647	52.3040%	55.50%
Black or African American	213	17.2191%	21.80%
Hispanic or Latino	204	16.4915%	20.60%
Two or more races-not Hispanic	61	4.9313%	11.00%
Not Disclosed	52	4.2037%	
Asian/Indian Subcontinent	40	3.2336%	3.70%
Native American/Alaska Native	13	1.0509%	0.80%
Native Hawaiian/Pacific Island	4	0.3236%	0.10%
Middle Eastern/North African	2	0.1617%	
Amer Indigenous/Alaska Indig	1	0.0808%	0.80%
<b>Grand Total</b>	<b>1237</b>	<b>100.0000%</b>	

Gender	2024	%
Female	667	53.92%
Male	547	44.22%
Other	15	1.21%
2	4	0.32%
N	4	0.32%
<b>Grand Total</b>	<b>1237</b>	

## Purchasing

For 2024 HRCR utilized the products and services of 80 different MBE, WBE, DBE and VBE businesses accounting for over \$6.1 million in spending.

Vendor name	Class	Sum of Expensed amt - BCUR
OSCEOLA GROUP MARKETING, LLC	MBE	1,397,291.22
PURELY GOURMET MEAT CO. LLC	MBE	683,996.05
STUDIO-AT INC	MBE	544,705.50
REDLINE MEDIA GROUP, LLC	MBE	493,145.09
COTTONIMAGES.COM	MBE	352,403.17
SEMINOLE SALT COMPANY INC	MBE	344,210.00
DANIEL FINE ART SERVICES INC	WBE	257,160.00
PRADERE MANUFACTURING CORP.	MBE	255,837.19
MINBURN TECHNOLOGY GROUP LLC	VBE	209,974.79
NOVA KLEEN INC	MBE	208,983.22
MIMO LLC	WBE	148,823.77
PTTW INC	WBE	140,000.00
OSCEOLA GROUP PRODUCTS LLC	MBE	110,178.91
GLOBAL CONSULTING SOLUTIONS LL	MBE	89,712.80
SECURCASH PRODUCTS, LLC	WBE	85,574.40
MUECKE-SOBIE UPHOLSTERY LEATHE	MBE	79,722.70
C.O.W.M. INC	MBE	77,080.48
ROCKFORD RIDES LLC	VBE	41,368.00
MAJESTIC MIRROR & FRAME, LLC	WBE	39,388.24
ABBOTT CONNECTION	MBE	38,267.15
MAXIMUM BUSINESS SOLUTIONS INC	MBE	37,729.07
JJ GIVEAWAYS LLC	WBE	37,488.96
LOOK WALLS & INTERIOR	WBE	34,937.50
KENNETH JUNEAU	MBE	29,178.98
ANHINGA ENTERTAINMENT SERVICES	MBE	28,024.00
EHS MANAGEMENT GROUP OF FL INC	PBE	27,360.00
NDN PROMOTIONS, INC	MBE	24,590.36
SERVICE CENTRAL INC.	MBE	23,689.28
UNIFORMS BY CLASS ACT	WBE	23,040.58
TLCPR LLC	WBE	22,647.15
LA BLG HOLDING LLC	PBE	21,573.00
WESTLUND FREEMAN LLC	WBE	16,602.78
FLORIDA SEATING IN C	WBE	13,982.71
ABF FREIGHT SYSTEM, INC	PBE	13,810.14
ABLE ENGRAVERS INC	WBE	13,774.64
THE WORKPLACE INC	WBE	12,800.00
GARY GAND MUSIC INC	WBE	11,495.00
PEPPER CREEK	WBE	10,654.98
FAMILY PEACE CENTER NFP	WBE	10,000.00
SOAR ASSEMBLY	MBE	10,000.00
WESLEY WILLOWS	PBE	10,000.00
ADDISON ALL SPORTS COMPANY INC	WBE	9,780.00
CAROUSEL INDUSTRIES OF NORTH A	PBE	9,607.64
MICHAEL C. LESKO	MBE	9,000.00
BEHRAD EMAMI	MBE	8,781.77
CRAVE LLC	WBE	7,500.00
WHITAKER BROTHERS BUSINESS MAC	VBE	7,340.09
MARY FRANCES ACCESSORIES	WBE	6,476.40
MONTEL TECHNOLOGIES LLC	MBE	5,484.86
BLACKHAWK AREA COUNCIL OF BOY	PBE	5,000.00
BRAINSTORM LOGISTICS LLC	WBE	3,903.76
CREATIVE RESOURCES AGENCY LLC	WBE	3,564.80
SARENE ALSHARIF	MBE	3,543.80
THE LIAM FOUNDATION	WBE	3,000.00
NOTIFII LLC	MBE	2,560.88
U.S. CASINO RENTALS LLC	MBE	2,550.00
GREGORY TAYLOR JR	MBE	2,430.33
ANDREA BAEZ	MBE	2,000.00
SHANNON MACDONALD	WBE	2,000.00
UPSHOW, INC	PBE	1,681.98



DEBORAH A LEZON	WBE	1,500.00
CABAY & CO INC	WBE	1,458.89
ZNL WINDOW COVERINGS INC	WBE	1,431.92
CHERRY BOWL	VBE	1,378.51
DA PACK, LLC	WBE	1,085.88
MARINE TOYS FOR TOTS FOUNDATIO	VBE	1,000.00
MARSHMALLOW'S HOPE NONPROFIT O	MBE	1,000.00
SOUTHERN CHURN	WBE	968.51
SUSAN L PITKIN	WBE	940.50
FLYING PIG LLC	WBE	844.10
OLIVO TACOS INC	MBE	813.00
GAIL AMBROSIUS CHOCOLATIER - M	WBE	771.25
WOLF AUTO LLC	PBE	750.00
OUTSIDER CONSULTING, LLC	PBE	748.00
YES WE CAN KITCHEN LLC	WBE	736.80
LOU BACHRODT CHEVROLET	WBE	477.38
MICHAEL ERICKSON	PBE	300.00
MARK BRIC INC	WBE	286.59
MRS. FISHER'S INC	MBE	286.56
LORI A HART-PIPER	WBE	160.00
<b>Grand Total</b>		<b>6,144,346.01</b>

Efforts to secure vendors with minority ownership resulted in 62 businesses identified as owned by minorities, women, and persons with disabilities, being registered with HRCR in 2024

- 18 MBE (of which 7 are also identified as WBE, 1 is WBE & DBE)
- 42 WBE (of which 7 are also identified as MBE, 1 is WBE & DBE, 1 is VBE)
- 9 DBE (of which 1 is also identified as WBE & MBE)
- 4 VBE (of which 1 is also identified as WBE)

At present, HRCR has 123 vendors registered that are identified as MBE, WBE, DBE, and or VBE which HRCR plans to do business with.

In addition to searching the Illinois State BEP website and their certified vendor directory, HRCR actively continues to identify and register minority vendors through HRCR's website. The Purchasing manager will continue to seek out and attend vendor diversity fairs.

## Vendor Opportunities

Vendors who are interested in doing business with Hard Rock Casino Rockford are welcomed to reach out to us. "All is One" is one of Hard Rock's mottos, and we encourage all businesses, minority-owned, veteran-owned, women-owned, and businesses owned by persons with disabilities, to become a vendor with us.

Hard Rock Casino Rockford welcomes you to view our anticipated list of projects and services. Interested vendors, please complete the [online vendor interest form](#). Your information will be kept on file for future consideration. Our list of opportunities and anticipated review for contracts are below:

For more information on becoming a vendor or bid opportunities, please contact:

Christine Braconier, Purchasing Manager

[Christine.Braconier@hrcrockford.com](mailto:Christine.Braconier@hrcrockford.com)

(779) 368-7278

Source: <https://casino.hardrock.com/rockford/vendors>

Sincerely,

A handwritten signature in black ink, appearing to read 'Wendy Alsteen', written over the printed name.

Wendy Alsteen

VP of Finance

Hard Rock Casino Rockford

## **2024 ANNUAL REPORT (FORECASTED) – HARRAH’S JOLIET 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 2024 was 39.9% based on actual expenditures through December 15, 2024, and 40.1% with forecasted expenditures through December 31, 2024.

### ***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 to 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. Caesars Entertainment also 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. In 2024, 54% of our promotions were comprised of minority team members. We know a diverse team fosters an inclusive environment that creates energy, new ideas and success.

## **Outreach**

Through outreach efforts in 2024 and partnering with certifying organizations, Harrah's Joliet is committed to working with diverse vendors to assist in increasing our diverse spending. 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. Utilize database for potential new vendors.
- Women's Business Development Council (WBDC) – Membership and utilize database for potential new vendors.
- Disability: IN – Attend Annual International Event and utilize database for potential new vendors.
- 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.
- Illinois Black Chamber of Commerce – Membership and attend annual event.

## 2024 Vendor Diversity Results

Below are details on actual and forecasted expenditures for 2024.

### Actual Expenditures Jan 1 2024 - Dec 15 2024

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	16,030,765			
Total Exempt Expenditures	9,466,888			
Total Non-Exempt Expenditures	6,563,877			
PBE of Non-Exempt Expenditures	83,019	1.3%	2%	5
MBE of Non-Exempt Expenditures	1,107,198	16.9%	13%	22
WBE of Non-Exempt Expenditures	841,438	12.8%	13%	21
VBE of Non-Exempt Expenditures	586,473	8.9%	10%	2
Total Diverse Expenditures	2,618,128	39.9%	38%	50

### Jan 1 2024 - Dec 15 2024

UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				5,445
Total Gaming Related Supplies & Equipment	0	0	0	5,445
Equipment - Non Gaming				
Supplies - Non Gaming	534,783	486,798	1,731	152,396
Total Non-Gaming Related Supplies & Equipment	534,783	486,798	1,731	152,396
Entertainment		16,500		
Professional Services	28,005			
Transportation				
Marketing	123,296	124,133	63,562	-
Other Services	65,268			
Total Services & Contractual	216,569	140,633	63,562	0
Food & Beverage		588		
Other		2,121		
Property Improvements & Capital Maintenance	355,846	211,299	17,726	428,632
Total	1,107,198	841,439	83,019	586,473

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

TOTAL			
Total Expenditures	17,400,000		
Total Exempt Expenditures	10,400,000		
Total Non-Exempt Expenditures	7,000,000		
	Dec Forecast	Jan - Dec	
PBE of Non-Exempt Expenditures	-	83,019	1.2%
MBE of Non-Exempt Expenditures	7,383	1,114,581	15.9%
WBE of Non-Exempt Expenditures	153,231	994,669	14.2%
VBE of Non-Exempt Expenditures	25,506	611,979	8.7%
<b>Total Diverse Expenditures</b>	<b>186,120</b>	<b>2,804,248</b>	<b>40.1%</b>

Forecast Dec 16 2024 - Dec 31 2024				
UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				495
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>495</b>
Equipment - Non Gaming				
Supplies - Non Gaming	1,860	151,611		25,011
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>	<b>1,860</b>	<b>151,611</b>	<b>0</b>	<b>25,011</b>
Entertainment				
Professional Services				
Transportation				
Marketing	5,523	433		
Other Services				
<b>Total Services &amp; Contractual</b>	<b>5,523</b>	<b>433</b>	<b>0</b>	<b>0</b>
Food & Beverage		1,186		
Other				
Property Improvements & Capital Maintenance				
<b>Total</b>	<b>7,383</b>	<b>153,231</b>	<b>0</b>	<b>25,506</b>

**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 2025 spend.



## 2024 ANNUAL REPORT (FORECASTED) – HARRAH’S METROPOLIS VENDOR DIVERSITY

### ***Overview***

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. The aggregate percentages of diversity vendor spend compared to non-expenditures in 2024 was 57.5% based on actual expenditures through December 15, 2024, and 52.6% with forecasted expenditures through December 31, 2024.

### ***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 2024 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. Utilize database for potential new vendors.
- Women’s Business Development Council (WBDC) – Membership and utilize database for potential new vendors.
- Disability: IN – Attend Annual International Event and utilize database for potential new vendors.

- 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.
- Illinois Black Chamber of Commerce – Membership and attend annual event.

### 2024 Vendor Diversity Results

Below are details on actual and forecasted expenditures for 2024.

		Actual Expenditures Jan 1 2024 - Dec 15 2024			
		TOTAL		GOAL	Total Number of Businesses
Total Expenditures		8,300,093			
Total Exempt Expenditures		6,726,137			
Total Non-Exempt Expenditures		1,573,956			
PBE of Non-Exempt Expenditures		56,148	3.6%	2%	1
MBE of Non-Exempt Expenditures		374,992	23.8%	17%	11
WBE of Non-Exempt Expenditures		295,357	18.8%	10%	16
VBE of Non-Exempt Expenditures		177,810	11.3%	15%	2
<b>Total Non-Exempt Diverse Expenditures</b>		<b>904,307</b>	<b>57.5%</b>	<b>44%</b>	<b>30</b>
		Jan 1 2024 - Dec 15 2024			
<b>UTILIZATION</b>		<b>MBE Vendor</b>	<b>WBE Vendor</b>	<b>PBE Vendor</b>	<b>VBE Vendor</b>
Equipment - Gaming					
Supplies - Gaming			2,435		4,950
<b>Total Gaming Related Supplies &amp; Equipment</b>		<b>0</b>	<b>2,435</b>	<b>0</b>	<b>4,950</b>
Equipment - Non Gaming					
Supplies - Non Gaming		60,560	33,360		
<b>Total Non-Gaming Related Supplies &amp; Equipment</b>		<b>60,560</b>	<b>33,360</b>	<b>0</b>	<b>0</b>
Entertainment					
Professional Services					
Transportation					
Marketing		279,721	199,211	56,148	172,860
Other Services		670	21,337		
<b>Total Services &amp; Contractual</b>		<b>280,391</b>	<b>220,548</b>	<b>56,148</b>	<b>172,860</b>
Food & Beverage		1,259	164		
<b>Other</b>			<b>2,548</b>		
Property Improvements & Capital Maintenance		32,782	36,303		
<b>Total</b>		<b>374,992</b>	<b>295,358</b>	<b>56,148</b>	<b>177,810</b>

Including December Forecasts				
(Additional Invoices that should be paid by end of year)				
TOTAL	Grand Total			
Total Expenditures	9,100,000			
Total Exempt Expenditures	7,200,000			
Total Non-Exempt Expenditures	1,900,000			
	Dec Forecast	Jan - Dec		
PBE of Non-Exempt Expenditures	-	56,148	3.0%	
MBE of Non-Exempt Expenditures	361	375,353	19.8%	
WBE of Non-Exempt Expenditures	95,000	390,357	20.5%	
VBE of Non-Exempt Expenditures	495	178,305	9.4%	
<b>Total Diverse Expenditures</b>	<b>95,856</b>	<b>1,000,163</b>	<b>52.6%</b>	
Forecast Dec 16 2024 - Dec 31 2024				
UTILIZATION	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				495
<b>Total Gaming Related Supplies &amp; Equipment</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>495</b>
Equipment - Non Gaming				
Supplies - Non Gaming	162			
<b>Total Non-Gaming Related Supplies</b>	<b>162</b>	<b>0</b>	<b>0</b>	<b>0</b>
Entertainment				
Professional Services				
Transportation				
Marketing		95,000		
Other Services				
<b>Total Services &amp; Contractual</b>	<b>0</b>	<b>95,000</b>	<b>0</b>	<b>0</b>
Food & Beverage	200			
Other				
Property Improvements & Capital Maintenance				
<b>Total</b>	<b>361</b>	<b>95,000</b>	<b>0</b>	<b>495</b>

**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 2025 spending.



December 30, 2024

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

Re: 2024 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 2024 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.**

	1/1/24 - 12/23/24	Total # of MWDVBEs	2024 Utilization
<b>MBE</b>	\$1,335,287.83	13	1.56%
<b>WBE</b>	\$1,876,069.82	22	2.19%
<b>PBE</b>	\$360,866.88	3	0.42%
<b>VBE</b>	\$368,957.00	3	0.43%
<b>Total</b>	<b>\$3,941,181.53</b>	<b>41</b>	<b>4.61%</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 2024:

- Purchasing Director, James Zubay, and property Purchasing Manager Julia Masenthin have been active members of the PNG Supplier Diversity team responsible for ensuring increased supplier diversity via contracting goals.
- Mr. Zubay and Mrs. Masenthin consistently utilize 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.
- James Zubay Regional Director of Procurement-Penn attended the US Pacific Asian American Chamber of Commerce (USPAACC) Conference on May 29th – 31st
- James Zubay and Mike Kavanaugh participated in the Veterans Business Owners and Persons with Disabilities Business Owners Vendor Fair at Rivers Casino on June 26th
- James Zubay and Mike Kavanaugh-Buyer Hollywood Aurora/Joliet attended the Casino Suppliers Opportunity Day hosted by Ameristar East Chicago Casino and Penn Entertainment on July 24th
- James Zubay and Julia Masenthin attended the WBDC 2024 Midwest Business Conference on September 12th
- James Zubay and Julia Masenthin led the Aurora Vendor Opportunity Day hosted by Hollywood Casino Aurora/Joliet on November 14th
- 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/PBE/WBE/VBE agencies including:
  - National Minority Supplier Development Council
  - Penn Entertainment sponsorship of the Women’s Business Enterprise National 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 PBE/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 PBE, MBE, WBE, & VBE vendors

### **Specific Outreach Events Attended**

- James Zubay Regional Director of Procurement-Penn attended the US Pacific Asian American Chamber of Commerce (USPAACC) Conference on May 29th – 31st
- James Zubay and Mike Kavanaugh participated in the Veterans Business Owners and Persons with Disabilities Business Owners Vendor Fair at Rivers Casino on June 26th
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- James Zubay and Julia Masenthin led the Aurora Vendor Opportunity Day hosted by Hollywood Casino Aurora/Joliet on November 14th

### **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/PBE/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



777 Hollywood Blvd ★ Joliet, IL 60436

December 30, 2024

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

Re: 2024 Annual Report on Diversity

Dear Administrator, Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Joliet submits the following information for its 2024 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 to the IGB each year during its annual license update. A copy of the report submitted by Hollywood Casino Joliet 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.**

	1/1/24 - 12/23/24	Total # of MWDVBEs	2024 Utilization
<b>MBE</b>	\$10,593,548.45	29	9.85%
<b>WBE</b>	\$7,026,121.68	26	6.53%
<b>PBE</b>	\$1,343,347.25	7	1.25%
<b>VBE</b>	\$1,830,056.35	7	1.70%
<b>Total</b>	<b>\$20,793,073.73</b>	<b>69</b>	<b>19.33%</b>

888.436.7737 ★ hollywoodcasinojoliet.com



**(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 occurred during the calendar year 2024:

- Purchasing Director, James Zubay, and property Purchasing Manager Julia Masenthin have been active members of the PNG Supplier Diversity team responsible for ensuring increased supplier diversity via contracting goals.
- Mr. Zubay and Mrs. Masenthin consistently utilize the Illinois BCP Certification portal and MSDC websites to identify diverse suppliers.
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  - Penn Entertainment sponsorship of the Women’s Business Enterprise National Council
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  - Minority Business Development Center, IL
  - Elite SDVOSB, veteran agency

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

**Outreach Efforts Currently in Place**

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- 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.

888.436.7737 ★ [hollywoodcasinojoliet.com](http://hollywoodcasinojoliet.com)

- 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 PBE, MBE, WBE, & VBE vendors

### **Specific Outreach Events Attended**

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### **Internal Procurement Processes**

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- 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

888.436.7737 ★ [hollywoodcasinojoliet.com](http://hollywoodcasinojoliet.com)

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

888.436.7737 ★ [hollywoodcasinojoliet.com](http://hollywoodcasinojoliet.com)

Must be 21. 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).



EAST PEORIA, ILLINOIS

December 27, 2024

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 underutilized, 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 are 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.

<b>2024</b>	<b>Par-A-Dice</b>	<b>Peoria, Tazewell &amp; Woodford County</b>
Male	54.38%	53.40%
Female	45.62%	46.60%
Total	100%	100%
Caucasian	71.66%	70.53%
African American	9.91%	10.57%
Asian	11.52%	11.84%
Hispanic	1.84%	2.02%
Native American	1.38%	1.51%
Other Races	3.69%	3.53%
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 = \$823K

Woman Owned = \$585K

Disabled Owned = \$72K

Veteran Owned = \$7K

- ❖ **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 = 29

Woman Owned = 36

Disabled Owned = 3

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 = 13.5%

Woman Owned = 9.6%

Disabled Owned = 1.2%

Veteran Owned = .1%

- ❖ **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. Communicate via email 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.

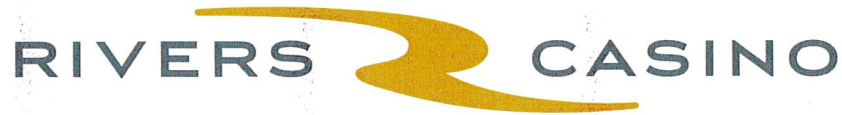
Please contact me if you are in need of further information.

Respectfully,



Cori Rutherford

V.P. & General Manager



December 13, 2024

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 and donations to this organization.

# RIVERS CASINO

- **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 \$250,000 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. Rivers recently made \$15,000 in grants to this organization.
- **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 over \$700,000 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 2024 employee population compilation:

Ethnicity	Count	% of Total
African American	183	9.8%
American Indian/Alaskan	3	0.2%
Asian	503	27.0%
Caucasian	624	33.5%
Declined to Provide	39	2.1%
Hawaiian/Pacific Islander	12	0.6%
Hispanic or Latino	450	24.2%
Two or More/Not Hispanic	46	2.5%
<b>Total</b>	<b>1,860</b>	

Gender	Count	% of Total
Female	816	43.9%
Male	1044	56.1%
<b>Total</b>	<b>1,860</b>	





**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 2024.

<b>Total Estimated 2024 Property Spend</b>	<b>\$ 26,608,702</b>
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Category	Tier 1 Expenditures	Tier 2 Expenditures under General Contractor	Total Tier 1 and Tier 2	% of Non-Exempt Expenditures
MBE	\$ 3,107,251	\$ 91,684	\$ 3,198,935	12.0%
WBE	\$ 4,395,764	\$ 867,531	\$ 5,263,295	19.8%
PBE	\$ 29,604	\$ -	\$ 29,604	0.1%
VBE	\$ 1,182,922	\$ -	\$ 1,182,922	4.4%
<b>Total 2022 M/W/P/VBE Spend</b>	<b>\$ 8,715,541</b>	<b>\$ 959,215</b>	<b>\$ 9,674,756</b>	<b>36.4%</b>

In the second quarter of 2023, Rivers commenced construction of the remodel of its existing café-style marketplace restaurant space to a mid-scale sit-down dining experience. As part of this project, the existing attached VIP lounge was also refreshed. The chart below removes the construction spend in 2024 associated with the project to provide estimated normalized expenditures for operational activity for the year.

<b>Total Estimated 2024 Property Spend - less General Contractor Construction Spend</b>	<b>\$ 21,404,557</b>
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Category	Tier 1 Expenditures	% of Non-Exempt Expenditures
MBE	\$ 3,107,251	14.5%
WBE	\$ 4,395,764	20.5%
PBE	\$ 29,604	0.1%
VBE	\$ 1,182,922	5.5%
<b>Total 2022 M/W/P/VBE Spend</b>	<b>\$ 8,715,541</b>	<b>40.7%</b>

Outreach initiatives that Rivers completed over the course of 2024 to help expand its vendor pool of certified M/W/P/VBE vendors included:

- **Memberships:** Rivers maintained memberships with the following groups during 2024 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 State Black Chamber of Commerce (ISBCC):** As an ongoing initiative, Rivers continues to contact ILBCC to seek opportunities to identify MBE vendors to include during the purchasing process.
- **Illinois Black Chamber of Commerce (ILBCC):** Rivers became a member of this organization in October 2024 in order to seek opportunities to identify MBE vendors to include during the purchasing process.
- **Illinois Hispanic Chamber of Commerce (IHCC):** 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 has exhibited at their annual event every year since the casino opened in 2011.
- **Vendor Partnerships:** In June 2024, Rivers outreach initiatives to increase and identify potential suppliers included hosting an event focused on targeting suppliers within the Veteran (V) &/or Persons with Disabilities (P) Business classifications. River Casino invited the Chicagoland / 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. As a result, Rivers Casino identified and has begun working with one new supplier. The contact information for the registered suppliers has been provide to the participating casinos for reference and follow up.
- **Advertising:** In effort to continue to attract diversified vendors in 2024, Rivers advertised in the official State newspaper, The Breeze Courier; Negocios Now, a publication targeting the Hispanic community; and The Chicago Crusader, a publication targeting the African American community.
- **Attendance at Targeted Events:**
  - **IHCC: Make the Connection** – October 2024 - 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 2024 - 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 2024 - Rivers attended this in-person event targeting the Persons with Disabilities community.
  - **Disabilities: IN** –August 2024 - Rivers attended and exhibited at the Chicago networking event, which target the Persons with Disabilities community.
  - **Ameristar East Chicago – Casino Suppliers Opportunity Day** – July 2024 – Rivers attended and exhibited at this in person event targeting MWVPBE suppliers in eastern Illinois and northwest Indiana.
  - **City of Chicago Procurement Symposium** – September 2024 - Rivers attended this in person event targeting MWVPBE suppliers in Illinois.



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**

Rivers' 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 2024, 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 the Dusable Museum in February to promote Black History month and Honor Flight Chicago in November to recognize our nation's senior war veterans. Rivers donated a portion of its food and beverage sales to support each organization's community programming. Additionally, Rivers celebrated Women's History Month by highlighting numerous female managers throughout the month of March.

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", is written over a faint, light-colored background.

Corey Wise  
General Manager  
Rivers Casino – Des Plaines

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



December 31, 2024

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

Dear Administrator Fruchter:

Pursuant to 230 ILCS 10/7.11, below is our 2024 Annual Diversity Reporting for FHR-Illinois, LLC d/b/a American Place Casino:

- (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 where employment 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. The company applies the principles of Equal Employment Opportunity to all policies and procedures, including but not limited to recruitment, 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 department and Company as a whole. This strategy utilizes diverse sourcing strategies to each broader range of candidates by networking with multicultural organizations as well as showcasing commitment by joining different communities and attending events. Further, we construct inclusive and accessible job descriptions by using bias-free language in an effort to not discourage anyone from applying. American Place Casino is committed to skill-based hiring which involves hiring candidates based on their skills and experience, rather just their educational background.

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

**Mano a Mano:**

Mano a Mano has been an invaluable partner in supporting our recruitment efforts within the community. We had the privilege of meeting with their Career & Education Coach, where we discussed our hiring process and provided an overview of the career opportunities we offer. They have consistently delivered highly qualified candidates and have generously invited us to participate in their job fairs. We are grateful for their ongoing engagement in upcoming events and their continued support.

**YouthBuild:**

YouthBuild has proven to be an outstanding partner over the past year. Our recruitment team collaborated with the YouthBuild Business Engagement Manager to share our career opportunities and explain our hiring procedures. We also participated in their annual job fair, showcasing our openings to their network. Additionally, YouthBuild has been actively referring candidates for various roles within our organization. They remain dedicated to promoting our job opportunities to their extensive network and alumni association and have kindly offered to feature our openings on their career page.



**Build to Empower:**

Build to Empower, a newly established nonprofit organization based in Waukegan, Illinois, has been an essential partner in referring candidates for our job opportunities. They have also provided invaluable support, assisting candidates with birth certificate translations and guiding them through the application process, especially for those facing language barriers. Their efforts have significantly contributed to our recruitment efforts, and we appreciate their partnership.

Below is American Place Casino’s December 2024 team member population:

**Category Statistics:**

December 2024		
Category	% of Staff	Headcount
Women	47.0%	285
Minority	66.2%	402
Veteran	3.1%	19
Disability	11.9%	72
Residence	% of Staff	Headcount
Waukegan	29.0%	176
Lake County	74.8%	454
Illinois	88.0%	534

\* 607 Employees as of 12/10/2024

**Ethnicity Statistics:**

EEO Category	Count	%%
Service workers	437	72.0%
First/Mid-Level Officials and Managers	77	12.7%
Laborers and helpers	35	5.8%
Administrative Support Workers	27	4.4%
Technicians	11	1.8%
Operatives	11	1.8%
Executive/Senior-Level Officials and N	5	0.8%
Professionals	4	0.7%
<b>607</b>	<b>100.0%</b>	

**Gender Statistics:**

Gender	Count	%%
Male	322	53.0%
Female	285	47.0%
<b>607</b>	<b>100.0%</b>	

**American Place Casino – Procurement Diversity**

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





**Total Annual Non-Exempt Diversity Spend**

Diversity Category	Total Non-Exempt-Exempt MPVWE Spend 2024	Total Non-Exempt # of MPVWEs	2024 Non-Exempt Expenditures
<b>MBE</b>	\$ 660,795	19	<b>10.3%</b>
<b>PBE</b>	\$ 16,137	1	<b>0.3%</b>
<b>VBE</b>	\$ 167,394	5	<b>2.6%</b>
<b>WBE</b>	\$ 1,300,376	20	<b>20.4%</b>

**Total Illinois Annual Non-Exempt Diversity Spend**

Diversity Category	Total Non-Exempt-Exempt MPVWE Spend 2024	Total Non-Exempt # of MPVWEs	2024 Non-Exempt Expenditures
<b>MBE</b>	\$ 563,885	19	<b>12.6%</b>
<b>PBE</b>	\$ 16,137	1	<b>0.4%</b>
<b>VBE</b>	\$ 65,046	5	<b>1.5%</b>
<b>WBE</b>	\$ 841,578	20	<b>18.8%</b>

**(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; including participation with Illinois APEX Summit - March 11 & 12 2025.





- (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.

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](mailto:wgiraldo@americanplace.com)

Teresa Castillejos – Buyer, [tcastillejos@americanplace.com](mailto:tcastillejos@americanplace.com)

Emmanuel Herrera – Buyer, [jzheng@americanplace.com](mailto:jzheng@americanplace.com)

Alejandra Clavijo – Buyer, [aclavijo@americanplace.com](mailto:aclavijo@americanplace.com)

APC Vendor Email - [vendor.packet@americanplace.com](mailto:vendor.packet@americanplace.com)

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jeff Babinski', is written over the typed name and title.

Jeff Babinski  
Vice President & General Manager  
American Place Casino



## **2024 Annual Report on Diversity**

Pursuant to 230 ILCS 10 Sec. 7.11(a), please find Walker's Bluff Casino Resort, LLC 2024 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. This policy governs all aspects of employment including, but not limited to, selection, job assignment, compensation, discipline, termination, and access to benefits and training.

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.

**Current Demographics** – Walker’s Bluff Casino Resort resides within Williamson County and neighbors Jackson County. (July 1, 2024 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
<b>Williamson County</b>	90.6%	5.2%	0.5%	1.4%	0.0%	2.2%	3%
<b>Jackson County</b>	7.69%	15.6%	0.7%	3.6%	0.1%	3.2%	5.3%
<b>Walker’s Bluff Casino Resort</b>	80.3%	13.3%	0.2%	0.2%	0.0%	3.5%	2.5%

**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/PBE/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.

### 2024 Vendor Diversity Results

2024 Actual plus forecasted spend with MBE/WBE/VBE/PBE diversity vendors at WBCR is 28.7% of total non-exempt spend. Our percentages of diversity spend by category is as follows:

2024 Total Expenditures	Actual YTD		Forecasted		Total 2024	
<b>Total Non-Exempt Expenditures</b>	\$ 2,862,694		\$ 535,000		\$ 3,397,694	
PBE of Total Non-Exempt Expenditures	\$ -	0.0%	\$ -	0%	\$ -	0.0%
MBE of Total Non-Exempt Expenditures	\$ 6,746	0.2%	\$ 18,460	3%	\$ 25,206	0.7%
WBE of Total Non-Exempt Expenditures	\$ 360,714	12.6%	\$ 127,052	24%	\$ 487,766	14.4%
VBE of Total Non-Exempt Expenditures	\$ 333,724	11.7%	\$ 88,955	17%	\$ 460,776	13.6%
<b>Total</b>	<b>\$ 701,184</b>	<b>24.5%</b>	<b>\$ 234,467</b>	<b>44%</b>	<b>\$ 973,748</b>	<b>28.7%</b>
<b>In-State Vendor Non-Exempt Expenditures</b>						
Total Illinois Vendor Non-Exempt Expenditures	\$ 1,867,298		\$ 250,000		\$ 2,117,298	
PBE of Illinois Vendor Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
MBE of Illinois Vendor Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
WBE of Illinois Vendor Non-Exempt Expenditures	\$ 29,665	1.6%	\$ 88,955	35.6%	\$ 118,620	5.6%
VBE of Illinois Vendor Non-Exempt Expenditures	\$ 333,724	17.9%	\$ 4,762	1.9%	\$ 338,486	16.0%
<b>Total</b>	<b>\$ 363,390</b>	<b>19.5%</b>	<b>\$ 93,716</b>	<b>37.5%</b>	<b>\$ 457,106</b>	<b>21.6%</b>

WBCR continues to grow and build relationships with diverse vendors. Since the mid-2023 opening of the WBCR facility, WBCR has made purchases with a total of 11 diverse vendors:

- MBE – 2
- WBE – 8
- VBE – 1
- PBE – 0

## 2024 vs 2023 (Partial Year)

With a full year of operation and vendor maximization efforts, WBCR has increased overall diversity spend by \$741,449 or 319% vs the partial year 2023. Additionally, Illinois specific diversity spend increased by \$407,872 or 828%.

2024 Total Expenditures	Total 2024		2023		Year Over Year		
					\$		%
<b>Total Non-Exempt Expenditures</b>	\$ 3,397,694		\$ 1,408,401		\$ 1,989,293	141.2%	
PBE of Total Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%	0.0%
MBE of Total Non-Exempt Expenditures	\$ 25,206	0.7%	\$ 2,612	0.2%	\$ 22,594	865.1%	0.6%
WBE of Total Non-Exempt Expenditures	\$ 487,766	14.4%	\$ 195,212	13.9%	\$ 292,553	149.9%	0.5%
VBE of Total Non-Exempt Expenditures	\$ 460,776	13.6%	\$ 34,475	2.4%	\$ 426,301	1236.6%	11.1%
<b>Total</b>	<b>\$ 973,748</b>	<b>28.7%</b>	<b>\$ 232,299</b>	<b>16.5%</b>	<b>\$ 741,449</b>	<b>319.2%</b>	<b>12.2%</b>
<b>In-State Vendor Non-Exempt Expenditures</b>							
Total Illinois Vendor Non-Exempt Expenditures	\$ 2,117,298		\$ 700,631		\$ 1,416,667	202.2%	
PBE of Illinois Vendor Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -		0.0%
MBE of Illinois Vendor Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -		0.0%
WBE of Illinois Vendor Non-Exempt Expenditures	\$ 118,620	5.6%	\$ 14,759	2.1%	\$ 103,861	703.7%	3.5%
VBE of Illinois Vendor Non-Exempt Expenditures	\$ 338,486	16.0%	\$ 34,475	4.9%	\$ 304,011	881.8%	11.1%
<b>Total</b>	<b>\$ 457,106</b>	<b>21.6%</b>	<b>\$ 49,234</b>	<b>7.0%</b>	<b>\$ 407,872</b>	<b>828.4%</b>	<b>14.6%</b>

## Outreach Efforts

Walker's Bluff Casino Resort, LLC and Elite Casino Resorts, LLC continues to seek out opportunities to obtain, grow and maximize relationships with diverse suppliers by expanding on existing known diverse vendor relationships and also identifying 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.
- Communication with other Illinois casinos and business contacts to share and identify potential diverse vendors for utilization.
- Expand 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.





## 2024 Annual Diversity Reporting

### Purchasing:

The Wind Creek Chicago Southland is committed to engaging suppliers of all backgrounds and with businesses in our community. Our bid process dictates that we include people from diverse backgrounds whenever possible. We strive to make supplier diversity a part of our DNA here at Wind Creek. Below is a summary of our diversity spend in 2024.

Vendor Name	Status	Spend
1st Choice Specialty Services Inc	VBE	\$17,369.01
Abbott Connection Ltd dba A-List Limousine	VBE	\$24,830.36
At Work Sales Corporation dba At Work Uniforms	WBE	\$2,843.45
Design America Import Corp dba Paradigm Trends	WBE	\$67,207.00
Eloquent Media Communications LLC	MBE	\$31,644.00
Gaming Tickets Inc	WBE	\$1,002.64
Garfield Building Maintenance Company	WBE	\$3,890.00
Genesis Gaming Solutions Inc	VBE	\$9,094.93
International Moulding Inc dba Spacia Group	WBE	\$7,358.00
Inter-City Supply Co., Inc	MBE	\$95,000.36
Kentech Consulting, Inc	MBE	\$185,906.92
Liberty Lithographers, Inc dba Liberty Creative	WBE	\$65,780.61
Lucky 7's Solutions	VBE	\$9,500.00
Metro Kleeners, LLC dba EcoDirect Laundry & Cleaners	MBE	\$13,151.00
Mid-West Institutional Food Distributors, Inc	WBE	\$71,730.75
Ms. Jetsetter	MBE	\$3,000.00
NAI Print Solutions LLC	MBE	\$78,514.21
Protein Plus Marketing Inc	WBE	\$81,156.85
Rain Marketing Inc	WBE	\$110,045.26
Sekure Trak, Inc dba TraknProtect	MBE	\$4,285.00
Semoice Technology, Inc	MBE	\$10,919,668.51
Service Central Inc.	WBE	\$109,858.69
Spotlight Cleaning Service Inc	MBE	\$16,329.47
Stevenson Crane Service Inc	WBE	\$98,493.00
Upscale Smokes Inc	MBE	\$3,550.81
W.E. Distributors, Inc.	WBE	\$57,523.17
World Link Trading Ltd	WBE	\$50,267.83
		\$12,139,001.83



An authority of the Poarch Band of Creek Indians

17300 S. Halsted, East Hazel Crest, IL 60429 | (866) 946-3360 | [WindCreekChicagoSouthland.com](http://WindCreekChicagoSouthland.com)

Must be 21 years or older. If you or someone you know has a gambling problem, crisis counseling and referral services can be accessed by calling 1-800-GAMBLER.



The following is a list of things we will do in 2025 to continue to build upon our commitment to supplier diversity:

- 1) Continue our relationship with the Chicago Minority Business Development Council. We will leverage this partnership to look for potential suppliers and we will attend business networking events that they host.
- 2) We will continue our sponsorship/partnerships with the Hispanic Chamber of Commerce, the Illinois Black Chamber of Commerce, and the Chicago Southland Chamber of Commerce. These organizations have been great resources for us to network and engage with their database of suppliers.
- 3) The Target Group is another organization we will continue to partner with in 2025. They have helped us target local diverse businesses within our community and the greater Chicago Region.
- 4) We will host a supplier diversity fair in 2025.
- 5) We will attend supplier diversity fairs hosted by other casinos in Illinois.
- 6) We will utilize our organization's other properties vendor databases to look for potential diversity partnerships.

Any questions please contact:

Scott Kozlowski  
Purchasing Manager  
**Wind Creek Chicago Southland**  
17300 S Halsted  
East Hazel Crest IL 60429  
C:847 921-2173  
[Scott.Kozlowski@windcreek.com](mailto:Scott.Kozlowski@windcreek.com)

### **Human Resources: 2024 Diversity for Wind Creek Chicago Southland Casino & Hotel**

As one of the fastest-growing casino resort brands, Wind Creek Hospitality leads the industry with multiple properties across the United States and the Caribbean, with more on the horizon. Our properties are a dream destination for entertainment enthusiasts, offering 24/7 escapes perfect for both early bird and night owl Team Members alike. With so much to do at each location, there are numerous departments to choose from, including games, food and beverage, hotel, retail, marketing, security, catering, and more. We strive to provide a first-class experience not only for our Guests but also for our Team Members. We have our Team Members' backs with a winning work environment filled with the vibrant energy you would expect from an award-winning casino resort brand.





All aspects of employment with Wind Creek Chicago Southland (WCCS), including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. WCCS proudly celebrates diversity and does not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

WCCS's Talent Acquisition strategy is to attract, recruit and retain a diverse workforce that is best in class that will support the success of the operations teams and the organization as a whole. Through Candidate Recruitment Marketing, we use our strategies and tactics to attract, engage, and nurture potential job candidates before they apply for a job. The goal is to build a talent pipeline and create a positive employer brand that makes the organization attractive to potential employees. Here are some key components we utilize.

**Employer Branding:** Creating and promoting a positive image of the company as a great place to work.

**Content Marketing:** Sharing valuable content related to the company's culture, values, and job opportunities through blogs, videos, social media posts, etc.

**Social Media Engagement:** Using platforms like LinkedIn, Twitter, and Facebook to connect with potential candidates.

**Job Advertisements:** Crafting compelling job postings that highlight the compensation, benefits and unique aspects of the role and the company.

**Talent Pools:** Building and maintaining a database of interested candidates for future job openings.

**Employee Testimonials:** Highlighting current employees' experiences to provide insights into the work environment and culture.

**Career Events:** Participating in or hosting job fairs, webinars, and other events to meet potential candidates in person or virtually.

Over the past year, WCCS collaborated with several organizations in the Chicago Southland community to attract and engage talent. Those organizations include the following:

Village of East Hazel, IL  
Village of Homewood, IL  
Illinois Department of Employment Security  
Prairie State College  
South Suburban College  
Moraine Valley Community College  
Southland Ministerial Health Network  
IL State Black Chamber of Commerce  
IL Hispanic Chamber of Commerce  
Chicago Southland Chamber of Commerce



An authority of the Poarch Band of Creek Indians

17300 S. Halsted, East Hazel Crest, IL 60429 | (866) 946-3360 | [WindCreekChicagoSouthland.com](http://WindCreekChicagoSouthland.com)

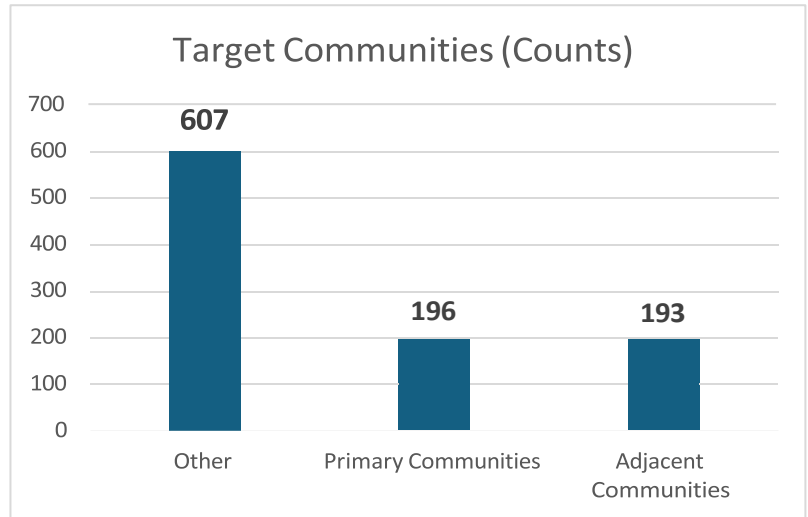
Must be 21 years or older. If you or someone you know has a gambling problem, crisis counseling and referral services can be accessed by calling 1-800-GAMBLER.

## December 30, 2024 Team Member Overview

There is a total of 996 Team Members (TM) as of Monday, December 30<sup>th</sup>. The following shares demographic breakouts regarding the current team members.

### Community Breakout:

- There are 196 TMs from primary communities and 193 TMs from adjacent communities. For a total of **39%** of TMs coming from primary and adjacent communities.
- South Holland ranks at the top of primary communities representing 4% of the total WCI population.
- Other table counts are Chicago and Indiana:
  - Indiana: 30% of the total population
  - Chicago: 16% of the total population

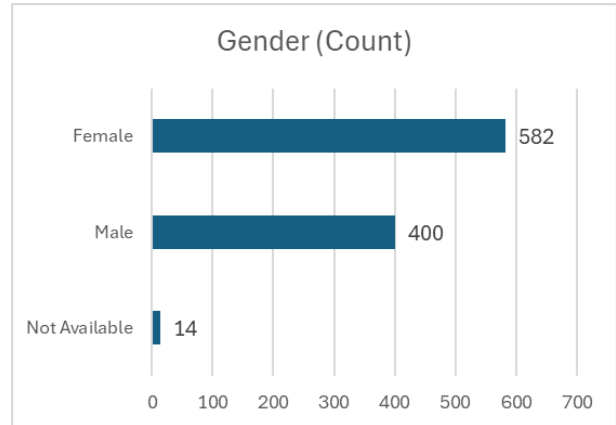
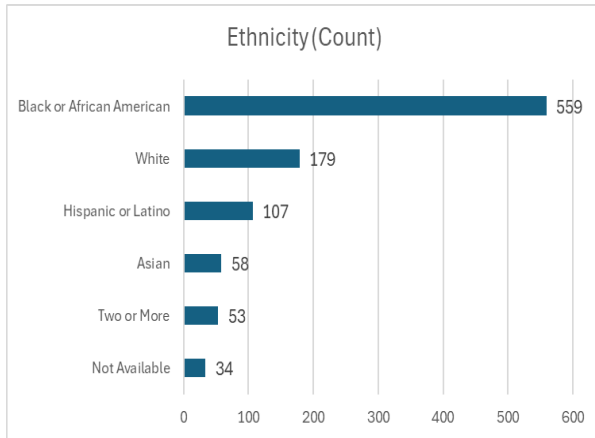




**Ethnicity and Gender Breakout:**

56% of the overall population are Black or African American.

36% of the total population are Black or African American females.



Ethnicity	Count	% of Total
Black or African American	559	56%
White	179	18%
Hispanic or Latino	107	11%
Asian	58	6%
Two or More	53	5%
Not Available	34	3%
Native Hawaiian or Pacific Islander	< 5	
American Indian	< 5	
<b>Total</b>	<b>996</b>	

Gender	Count	% of Total
Female	582	58%
Male	400	40%
Not Available	14	1%
<b>Grand Total</b>	<b>996</b>	

If you have any questions regarding the HR information, please contact: Rick Shuford, Executive Director of Human Resources: Rick.Shuford@Windcreek.com or (334) 652-1057

