



Illinois Gaming Board

2025 Casino Owner Licensees Annual Diversity Report

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ILLINOIS GAMING BOARD

JB Pritzker • Governor Dionne R. Hayden • Chairperson Marcus D. Fruchter • Administrator

160 N LaSalle St. ♠ Suite 300 ♣ Chicago, Illinois 60601 ♥ phone 312-814-4700 ♦ fax 312-814-4602

January 30, 2026

Honorable Members of the Illinois General Assembly,

The Illinois Gambling Act (230 ILCS 10/7.11) requires the Illinois Gaming Board (IGB) to submit each casino owner licensee's Annual Report on Diversity, in electronic form, to the General Assembly by February 1 each year.

The report must include:

- 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 17 licensed casinos, operating in Alton, Aurora, Carterville, Chicago, Collinsville, Danville, Des Plaines, East Hazel Crest/Homewood, East Peoria, East St. Louis, Elgin, Joliet (2), Metropolis, Rockford, Rock Island, and Waukegan.

The IGB is dedicated to partnering with all gaming licensees to encourage and support their diversity, equity, inclusion, and accessibility efforts in employment, vendor contracting, and ownership. We look forward to continuing this important work together.

Please do not hesitate to contact me if you would like to discuss the 2025 Casino Annual Report on Diversity or have questions related to Illinois gaming.

Kind regards,

A handwritten signature in blue ink, appearing to read "Marcus D. Fruchter".

Marcus D. Fruchter
Administrator



December 31, 2025

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

Re: 2025 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 Alton, is focused on maintaining and celebrating diversity in the workplace. Argosy Casino Alton

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 Alton 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:

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, V2024:

Madison County Minority Population: 17.9%

Argosy Casino Alton Minority Population: 27.7%

1. **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 advertisements, and through local workforce development business partners.
2. **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, local job fairs, and surrounding Historically Black Colleges and Universities (HBCU schools).
3. **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.
4. **Tuition Reimbursement** – Argosy Casino’s tuition reimbursement program allows us to recruit candidates that are interested in furthering their education with financial help from Argosy Casino. Tuition reimbursement is an important component of Argosy Casino’s commitment to promote from within and provide advancement opportunities to qualified women, minority, and disabled candidates.
5. **Diversity Scholarship Opportunities-** Our Diversity Scholarship Program was created to support our commitment to equity in post-secondary education opportunities. This program is exclusive to the dependents of our Team Members, providing financial assistance to graduating high school seniors and current college students.

Argosy Casino Alton Employee Demographics

White/Caucasian	72.3%
Black/African American	18.1%
Asian/Hispanic/Other	9.6%
Female	50%
Illinois Residents	92.0%

Purchasing

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

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

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

	Total MWPBE Spend 2025	Total # of MWPBEs	2025 Utilization of Total Spend
MBE	\$214,760.46	8	12.1%
WBE	\$610,277.54	19	34.5%
PBE	\$26,760.25	1	1.5%
VBE	\$26,895.14	2	1.5%

(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.

Diversity Supplier Resources

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



December 31, 2025

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 2025 Annual Diversity Reporting for FHR-Illinois, LLC d/b/a American Place Casino, with totals as they are currently reflected:

- (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 internally to all team members via our 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 to attend recruiting events, where we discussed an overview of the career opportunities we offer. They have consistently delivered highly qualified candidates and have generously invited us to participate in other of 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 updated career opportunities. We partnered to perform mock interviews for cohorts. We also participated in



Q4'2025		
<u>Category</u>	<u>% of Staff</u>	<u>Headcount</u>
Women	47.1%	296
Minority	68.8%	432
Veteran	3.2%	20
Disability	11.9%	75
<u>Residence</u>	<u>% of Staff</u>	<u>Headcount</u>
Waukegan	29.3%	184
Lake County	73.9%	464
Illinois	86.3%	542

* 628 Employees as of 12/15/2025

Ethnicity Statistics:

<u>Ethnicity</u>	<u>Count</u>	<u>%%</u>
White	189	30.1%
Hispanic or Latino	220	35.0%
Black or African American	125	19.9%
Asian	48	7.6%
Multiracial/Multiethnic	30	4.8%
American Indian/Alaskan Native	4	0.6%
Native Hawaiian or Pacific Islander	5	0.8%
Not Specified	7	1.1%
	628	100.0%

Gender Statistics:

<u>Gender</u>	<u>Count</u>	<u>%%</u>
Male	332	52.9%
Female	296	47.1%
	628	100.0%

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 2025	Total Non-Exempt # of MPVWEs	2025 Non-Exempt Expenditures
MBE	\$ 493,896	16	4.9%
PBE	\$ 6,873	1	0.1%
VBE	\$ 168,195	5	1.7%
WBE	\$ 897,193	19	9.0%

Total Illinois Annual Non-Exempt Diversity Spend

Diversity Category	Total Non-Exempt-Exempt MPVWE Spend 2025	Total Non-Exempt # of MPVWEs	2025 Non-Exempt Expenditures
MBE	\$ 400,982	10	7.6%
PBE	\$ 6,873	1	0.1%
VBE	\$ 87,380	4	1.7%
WBE	\$ 596,384	15	11.4%

(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 back on 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
Teresa Castillejos – Buyer, tcastillejos@americanplace.com
Emmanuel Herrera – Buyer, jzheng@americanplace.com
Alejandra Clavijo – Buyer, aclavijo@americanplace.com
APC Vendor Email - vendor.packet@americanplace.com

Sincerely,

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

Jeff Jabinski
Vice President & General Manager
American Place Casino

December 31, 2025

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

Dear Ms. Shelby:

Pursuant to 230 ILCS 10/7.11, below is the Annual Report on Diversity for Bally's Chicago Operating Company, LLC., for year ending 12/31/2025:

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 the 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 meets the essential job qualifications of the position. We are an equal opportunity employer and proudly encourage all minorities, females, disabled individuals, as well as Veterans, to apply for positions within our workforce.

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

Total Operations Workforce	747
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Minority (Target - 60%)		
American Indian/Alaskan Native	2	0.3%
Asian	95	12.7%
Black or African American	293	39.2%
Hispanic or Latino	171	22.9%
Native Hawaiian or Other Pacific Islander	1	0.1%
Not specified	30	4.0%
Two or More Races	19	2.5%
Total	611	81.8%

Women (Target - 45%)		
Women American Indian/Alaskan Native Participation	1	0.1%
Women Asian Participation	30	4.0%
Women Black or African American Participation	173	23.2%
Women Hispanic or Latino Participation	57	7.6%
Women Not Specified	14	1.9%
Women Two or More Races	5	0.7%
Women Caucasian Participation	38	5.1%
Total	318	42.6%

Veteran (Target - 5%)		
Veteran African American Participation	3	0.4%
Veteran Hispanic Participation	6	0.8%
Veteran Not Specified	2	0.3%
Veteran Two or More Races	-	0.0%
Veteran Women Caucasian Participation	5	0.7%
Total	16	2.1%

Persons With a Disability (Target - 5%)		
Persons w/ a Disability American Indian / Alaskan Native Participation	1	0.1%
Persons w/ a Disability Asian Participation	4	0.5%
Persons w/ a Disability Black or African American Participation	26	3.5%
Persons w/ a Disability Hispanic or Latino Participation	18	2.4%
Persons w/ a Disability Not Specified	6	0.8%
Persons w/ a Disability Two or More Races	2	0.3%
Persons w/ a Disability Caucasian Participation	23	3.1%
Total	80	10.7%

If you or someone you know has a gambling problem, call 1-800-GAMBLER or text ILGAMB to 833234

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).

2025 Operational Diverse Spend	
Category	Total Spend
Minority (MBE)	4,005,241.57
Women (WBE)	1,395,891.17
Veteran (VBE)	1,810,675.45
Disabled (BEPD)	605,483.24
Total	7,817,291.43

2025 Design & Construction Diverse Spend	
Category	Total Spend
Minority (MBE)	-
Women (WBE)	-
Veteran (VBE)	-
Disabled (BEPD)	-
Total	-

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

2025 Operational Diverse Vendors	
Category	Total Vendors
Minority (MBE)	11
Women (WBE)	14
Veteran (VBE)	6
Disabled (BEPD)	1
Total	32

2025 Design & Construction Diverse Vendors	
Category	Total Vendors
Minority (MBE)	-
Women (WBE)	-
Veteran (VBE)	-
Disabled (BEPD)	-
Total	-

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 us know if you have any questions.
Thank you.

Troy Wolford
Interim VP of Finance
Bally's Chicago Operating Company, LLC.

If you or someone you know has a gambling problem, call 1-800-GAMBLER or text ILGAMB to 833234



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

12/31/2025

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 12-31-2025.

(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

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).



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 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.

777 Bally Blvd., Rock Island, IL 61201

www.ballysquadcities.com

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



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

Row Labels	# of Employees	% of Total
F	175	53.5%
M	152	46.5%
Grand Total	327	100.0%

Row Labels	# of Employees	% of Total
American Indian/Alaskan Native	1	0.3%
Asian	21	6.4%
Black or African American	36	11.0%
Hispanic or Latino	38	11.6%
Multiracial/Multiethnic	13	4.0%
Not Specified	4	1.2%
White	214	65.4%
Grand Total	327	100.0%

Row Labels	# of Employees	% of Total
Frontline	232	70.9%
Professional	25	7.6%
F	14	56.0%
M	11	44.0%
Supervisor	35	10.7%
F	15	42.9%
M	20	57.1%
Manager	24	7.3%
F	12	50.0%
M	12	50.0%
Director	11	3.4%
F	3	27.3%
M	8	72.7%
Grand Total	327	100.0%

777 Bally Blvd., Rock Island, IL 61201

www.ballysquadcities.com

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



Row Labels	# of Employees	% of Total
Frontline	232	70.9%
Professional	25	7.6%
White	22	84.6%
Asian	1	3.8%
Hispanic or Latino	2	7.7%
Supervisor	35	10.7%
White	25	55.6%
Hispanic or Latino	4	8.9%
Black or African American	5	11.1%
Asian	1	2.2%
Manager	24	7.3%
White	19	95.0%
Hispanic or Latino	2	10.0%
Multiracial/Multiethnic	1	5.0%
Black or African American	2	10.0%
Director	11	3.4%
White	10	90.9%
Hispanic or Latino	1	9.1%
Not Specified	0	0.0%
Grand Total	327	100.0%

Row Labels	# of Employees	Average Length of Service (YRS)	% of Total
Manager	24	13.60	68.57%
F	12	14.3	34.29%
M	12	12.8	34.29%
Director	11	9.96	31.43%
F	3	7.8	8.57%
M	8	13.3	22.86%
Grand Total	35	11.32	100.00%

777 Bally Blvd., Rock Island, IL 61201

www.ballysquadcities.com

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



(ii) The Dollar Amount of Contracts awarded to businesses owned by minority persons, women, and persons with disability in 2025 (Actual Jan-Dec (unaudited)):

a.

2025	Category	Actual Spend	% of Total Non-Exempt
	Disabled (PBE)	363,235	2.5%
	Minority (MBE)	2,433,734	16.7%
	Women (WBE)	2,124,301	14.6%
	Veteran (VBE)	1,967,990	13.5%
		6,889,261	47.3%

(iii) Total Number of Business owned by minority persons, women, and persons with disability utilized in 2025:

a.

2025	Category	Actual Vendors
	Disabled (PBE)	3
	Minority (MBE)	12
	Women (WBE)	21
	Veteran (VBE)	4
		40

(iv) Total Number of Businesses owned by minority persons, women, and persons with disability utilized in prior year 2024:

a.

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

777 Bally Blvd., Rock Island, IL 61201

www.ballysquadcities.com

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



- c. Communicate with other Bally's purchasing departments to share vendor lists. To date, 1 new minority vendor has been identified.
- d. Attended the Diversity Vendor Fair in Chicago, IL in June 2025.
- e. Included at least one minority vendor in all RFP's.
- f. Willingness to spend on average 10% more for like products from a Diverse vendor.
- g. Advertise in the official State of Illinois Newspaper-Breeze Courier (December 2025) towards soliciting further vendor diversity.

Please let me know if you have any questions.

Thank you,

Travis Hankins 25c121651

Travis Hankins
Vice President/General Manager
Bally's Quad Cities Casino & Hotel
(309)756-4777
thankins@ballysquadcities.com

777 Bally Blvd., Rock Island, IL 61201

www.ballysquadcities.com

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2025 ANNUAL DIVERSITY REPORT

The 2025 Annual Diversity Report, per 230ILCS 10/7.11, submitted by DraftKings at Casino Queen includes the following:

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

DRAFTKINGS AT CASINO QUEEN AFFIRMATIVE ACTION PLAN

I. STATEMENT OF PURPOSE

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

However, providing Equal Employment Opportunity alone may not be enough to break down long-standing stereotyping of occupations or to avoid an unreasonable adverse impact or disparate treatment. DraftKings at Casino Queen will monitor the balance between the number of women or minorities in DraftKings at Casino Queen's labor market and the number

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employed. In the event of a manifest imbalance or unreasonable disparity between DraftKings at Casino Queen women and minority employment and the Local Labor Market (“Significant Underutilization”), DraftKings at Casino Queen will implement the Methods described in this Affirmative Action Plan until a reasonable balance is restored.

II. INTERNAL MONITORING-UTILIZATION ANALYSIS

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

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

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

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

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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 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.



Employee Demographics as of December 31st, 2025

<u>Catagory</u>	<u># of employees</u>	<u>% of Employees</u>
Female	211	51%
Men	202	49%
Women	211	51%
Minority	281	68%
Disabled	4	1%
Veteran	7	2%
<u>Residence</u>	<u># of employees</u>	<u>% of Employees</u>
East St. Louis	81	20%
St. Clair County	277	67%
Illinois	345	84%

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2. The total dollar amount of contracts AWARDED in 2025 to businesses owned by minority persons (MBE), women (WBE), persons with disabilities (PBE), and Veterans (VBE) are as follows from 1.1.25 to 12.31.25.

MBE Spend	\$608,682
WBE Spend	\$1,637,777
PBE Spend	\$125.24
VBE Spend	\$34,680
TOTAL DIVERSE SPEND	\$2,281,264

3. The total number of businesses owned by minority person (MBE), women (WBE), persons with disabilities (PBE), and veterans (VBE) that were utilized from 1.1.25 to 12.31.25. INCLUDES TIER II VENDORS.

	<u># OF VENDORS</u>
MBE	32
WBE	29
PBE	1
VBE	2
TOTAL WBE, WBE, PBE, VBE	63

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4. The utilization of businesses owned by minority persons (MBE), women (WBE), persons with disabilities (PBE), and Veterans (VBE) from 1.1.25 to 12.31.25.

	% OF TOTAL OF NON-EXEMPT SPEND	
MBE	11%	
WBE	29%	
PBE	<1%	
VBE	1%	
TOTAL DIVERSE SPEND AS % OF TOTAL NON-EXEMPT SPEND	41%	
Total Diverse Spend 1.1. 25 TO 12.31.2025		
MBE	\$615,859	
WBE	\$1,621,923	
PBE	\$ 125.24	
VBE	\$34,831	
TOTAL DIVERSE SPEND FOR 2025	\$2,281,264	
TOTAL NON-EXEPMT SPEND FOR 2025	\$5,556,531	

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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 (DBE), and Veterans (VBE) outlined below:

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

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

1. State of IL - <https://supplierdiversitymanagementportal.illinois.gov/VendorDirectory.aspx>
2. [MO Gaming Commission - http://www.mgc.dps.mo.gov/MbeWbe/ mw_main.html](http://www.mgc.dps.mo.gov/MbeWbe/mw_main.html) - which identifies diverse vendors
3. St. Louis Airport Authority supplied list
4. Urban League of East St. Louis Minority supplied List
5. Illinois Casino Gaming Association supplied List
6. Veteran-owned businesses – veteranownedbusiness.com

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 Greater St. Louis Area. These events have led to beneficial business relationships. DraftKings at Casino Queen will participate in these events when they are offered.

FAIRMOUNT PARK

CASINO + RACING

December 30, 2025

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

Dear Administrator Fruchter:

Following is Fairmount Park's 2025 Annual Diversity Report. Please let us know if you have any questions or require additional information.

Sincerely,

Brian Jenkins
Assistant General Manager

Quarter 4, Year 2025 - Diversity Report

	Jobs	Percentage
Total Operations Workforce	267	
Race/Ethnicity		
American Indian or Alaska Native	2	1%
Black or African American	69	26%
Hispanic or Latino	21	8%
Two or more races	7	3%
White	168	63%
Total	267	100%
Women		
American Indian or Alaska Native	2	1%
Black or African American	50	19%
Hispanic or Latino	7	3%
Two or more races	4	1%
White	65	24%
Total	128	48%
Men		
American Indian or Alaska Native	0	0%
Black or African American	19	7%
Hispanic or Latino	14	5%
Two or more races	3	1%
White	103	39%
Total	139	52%
Veterans		
Veteran Black or African American	3	1%
Veteran Hispanic or Latino	1	0%
Veteran Two or More Races	0	0%
Veteran White	15	6%
Total	19	7%
Persons with a Disability		
Persons w/a Disability American Indian / Alaska Native	0	0%
Persons w/a Disability Black or African American	9	3%
Persons w/a Disability Hispanic or Latino	0	0%
Persons w/a Disability Two or More Races	0	0%
Persons w/a Disability Caucasian	7	3%
Total	16	6%
Full-Time	139	52%
Part-Time	128	48%

DATE: December 29, 2025

TO: All Fairmount Park Casino & Racing Casino & Racing Casino & Racing, FanDuel Sportsbook and Horse Racing Team Members

FROM: Vince Gabbert

Fairmount Park Casino & Racing is committed to a policy of equal treatment for all employees and prospective employees. To this end, we will:

1. It is the policy of Fairmount Park Casino & Racing to; (1) provide equal employment opportunity to all job applicants and employees; (2) administer recruiting, hiring, compensation and benefit practices, training, upgrading and promotion procedures, transfers and terminations of employment without discrimination because of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, citizenship, veteran status, disability or genetic information; (3) provide a workplace free from harassment based on any of the foregoing factors; and (4) encourage the hiring of minorities, woman, individuals with disabilities and protected veterans. Jobs are posted on with employment service delivery systems and local and national organizations with connections to qualified applicants from protected groups.
2. Recruit, hire, train and promote qualified persons for all job classifications without discrimination because of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, citizenship, veteran status, disability or genetic information.
3. Make promotional decisions in accordance with principles of equal employment by using only valid requirements for promotional opportunities.
4. Ensure that all other equal employment opportunity programs such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance, social and recreation programs, are established without regard to race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, citizenship, veteran status, disability or genetic information.

We are committed to the success of an Affirmative Action Program; designed to achieve utilization of minorities and women, at all levels of throughout the organization.

Those individuals, who have a disability as specified in Section 503 of the Rehabilitation Act of 1973 or are Vietnam Era or disabled veterans covered under the Vietnam Era Veterans Readjustment Assistance Act of 1974 and wish to be considered under the provisions of these acts, are invited to identify themselves in confidence. Submission of this information is voluntary. The Affirmative Action Program is retained in the Human Resources Office and may be reviewed during normal business hours.

With respect to sexual harassment, Fairmount Park Casino & Racing prohibits:

Unwelcome remarks, including but not limited to, sexual advances; requests for sexual favors; physical conduct of a sexual or otherwise offensive nature, offensive comments, jokes, innuendos, and other sexually oriented statements, where:

- Submission to such conduct is made either explicitly or implied as a term or condition of employment.
- Submission to, or rejection of such conduct, is used as the basis for decisions effecting an individual's employment; or
- Such conduct has the purpose, or effect of, creating an intimidating, hostile, or offensive working environment.

Any employee who experiences any job-related harassment, or has a related complaint, or believes he or she has been treated in an unlawful discriminatory manner, should contact the General Manager Vince Gabbert or the Human Resources . No employee will be retaliated against for filing a bona fide complaint under this policy, or for assisting in a complaint investigation.

FAIRMOUNT PARK CASINO & RACING AFFIRMATIVE ACTION PROGRAM

It is understood this Affirmative Action Program, or any party thereof, does not constitute an admission by the Company of any violation of the President's Executive Order 11246, as amended, or of Title VII of the Civil Rights Act of 1964, or of any federal, state or local law, and has been developed in order to reaffirm the Company's policy of providing equal employment opportunity for all persons without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age, or non-job- related disability or disability of any kind. Goals have been established, where appropriate, to endeavor to meet affirmative action obligations.

1. This program is not intended to and will not be used to discriminate against any applicant or employee because of race, color, age, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, citizenship, veteran status, disability or genetic information.

RESPONSIBILITY FOR IMPLEMENTATION

A. Executive Management Responsibility

As the representative of executive management, the EEO Coordinator has primary responsibility and accountability for implementing, directing and monitoring this Affirmative Action Plan.

1. Implementing the Affirmative Action Programs set forth in this Plan, including the development of policy statements and related internal and external communication procedures to disseminate those policy statements.
2. Advising and updating Management and Supervisors on further developments in legislation governing Equal Employment Opportunity.
3. Serving as liaison between the Company and all enforcement agencies.
4. Discussing periodically the company's commitment to Equal Employment Opportunity with managers, supervisors, and employees. During these discussions, the EEO Coordinator will stress the importance of affirmative action, as well as nondiscrimination.
5. Conducting periodic audits to ensure that the company is in compliance with federal and state laws and regulations requiring:
 - i. Proper display of posters explaining the Company's obligation to engage in nondiscriminatory employment practices.
 - ii. Integration of all facilities, which we maintain for the use and benefit of our employees.
 - iii. Maintenance of comparable facilities, including locker rooms and rest rooms, for employees of both sexes.
 - iv. Providing full opportunity for advancement and encouraging minority and female employees to participate in educational training, recreational and social activities sponsored by the Company.
6. Counseling supervisors and managers to take actions necessary to prevent harassment of employees placed through affirmative action efforts and to eliminate the cause of such complaints. Further, the EEO Coordinator will counsel supervisors and managers not to tolerate discriminatory treatment of any employee by another employee or supervisor and to report all complaints or incidents to him.
7. Serving as liaison between the Company and community organizations representing minorities, women, and veterans, the disabled and older workers.
8. Developing expertise and knowledge of equal employment opportunity guidelines and regulations in order to advise and update top management and supervisory personnel concerning developments affecting our equal employment opportunity program.

B. The Responsibilities of Supervisors and Managers

All Supervisors and Managers must share in the day-to-day responsibility for implementing the Affirmative Action programs set forth in this plan. Specifically, they must abide by:

1. Respond to inquiries about our Affirmative Action and Equal Employment Policy.
2. Assist in investigations involving allegations of discrimination.
3. Participate in recruitment and accommodation efforts designed to enable disabled individuals, disabled veterans and others either; (1) secure employment or (2) advance or transfer into positions for which they are qualified.
4. Ensure all Federal and State posters are properly displayed.
5. Participate in the development and implementation of Affirmative Action programs.

DISSEMINATION OF EQUAL EMPLOYMENT POLICY

I. Internal Dissemination

The Company will take the following actions to disseminate its Affirmative Action and Equal Employment Policy, as appropriate, on a regular and continuing basis.

- A. Including the Affirmative Action and Equal Employment Opportunity Policy statement in its policy manual and employee handbook.
- B. Meeting with Managers and Supervisors to explain the intent of the Affirmative Action and Equal Employment Policy & their individual responsibilities for its implementation.
- C. Posting the Affirmative Action and Equal Employment Policy, along with all required State and Federal informational posters, on our bulletin boards, and updating such posters as required.

II. External Dissemination

Our Equal Employment Opportunity policy will be disseminated externally, as considered appropriate, as follows:

- a. All recruiting sources, when utilized, will be advised of the Company's policy. When we post positions for prospective employees, the jobs are posted with employment service delivery systems and local and national organizations with connections to qualified applicants from protected groups. SIUE, Collinsville Career Pathways, Collinsville Food Pantry, Indeed and other local establishments, have connections to qualified applicants from protected groups.

- b. In the event employees are featured in help-wanted, product or consumer advertising, employee handbooks, manuals or similar publications; both minority and non-minority men and women will be pictured and included.

1. Discriminatory Wages

Determine wage schedules without regard to sex. There will be equal pay for equal work.

2. Sexual Harassment

The EEO Coordinator shall notify all supervisors and managers that they are prohibited from engaging in, tolerating or otherwise promoting unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by employees or supervisors, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The EEO Coordinator shall take reasonable steps to prevent sexual harassment from occurring, including, but not limited to, expressing strong disapproval of such conduct, developing appropriate sanctions, informing employees of their right to raise the issue of sexual harassment under Title VII and the procedure therefore, and, generally, developing programs to sensitive managers, supervisors and employees to the nature of this problem.

3. Definition

The terms "because of sex", on "the basis of sex" and "regardless of sex" includes, but is not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions. Women affected by pregnancy, childbirth or related medical or physical conditions shall be treated the same for all employment-related purposes, including the receipt of benefits under fringe benefit programs as other persons who are not so affected but are similarly able or unable to work.

SEXUAL HARASSMENT POLICY

It is the Company's policy to prohibit harassment of one employee by another employee or supervisor on the basis of sex. The purpose of this policy is not to regulate our employees' personal morality. It is to assure that, in the workplace, no one is harassed on the basis of sex. While it is not easy to define precisely what harassment is, it certainly includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, such as uninvited touching or sexually related comments.

All members of management will be held accountable for the effective administration of this policy. Any employee who feels that he or she has been subjected to sexual harassment or any employee, manager or supervisor who becomes aware of possible sexual harassment should immediately advise the EEO Coordinator, or any other supervisor with whom you feel comfortable.

Every report of actual or perceived sexual harassment will be investigated, and corrective action will be considered where appropriate. No one will be retaliated against for making any report under this policy.

Violations of this policy will not be permitted and will result in discipline up to and including discharge.

RELIGIOUS AND NATIONAL ORIGIN DISCRIMINATION POLICY

In accordance with its policy of equal employment opportunity, the Company has adopted the following policy prohibiting discrimination on this basis of religion and national origin and supporting affirmative action to ensure that all individuals are employed and treated during employment without regard to their religion or national origin.

A. Scope of this Policy

This policy applies to all terms and conditions of employment, including, but not limited to, hiring upgrading, demotion, transfer, recruitment, recruitment advertising, layoff or recall from layoff, wage and benefit administration and selection for training.

B. Outreach and Positive Recruitment

The Company will review its employment practices to determine whether members of all religious and ethnic groups are receiving fair consideration for job opportunities. Special attention will be directed toward executive and middle-management levels, where employment problems relating to religion and national origin are statistically most likely to occur. Based upon the findings of such reviews, we will undertake appropriate outreach and positive recruitment activities, such as those listed below in order to remedy any existing deficiencies. The scope of our efforts, of course, will depend upon all the circumstances including the nature and extent of any deficiencies and our size and resources.

1. The Company's obligation to provide equal employment opportunity, without regard to religion or national origin, will be explained to all supervisors, in such a manner as to foster understanding, acceptance, and support among other executives, management staff, supervisors and all other employees. Such persons will be encouraged to take all actions necessary to aid the Company in meeting our obligation.

2. Development of reasonable monitoring procedures to ensure that our obligation to provide equal employment opportunity, with regard to religion or national origin, is being fully implemented;
3. Periodically informing all employees of our commitment to equal employment opportunity for all persons, without regard to religion or national origin; and
4. Enlisting the assistance and support of recruitment sources (including employment agencies, college placement directors and business associates) in referring applicants without regard to religion or national origin.

C. Accommodations to Religious Observance and Practice

The Company will endeavor to make reasonable accommodation to the religious observances and practices of any employee or prospective employee, unless such an accommodation will impose an undue hardship on the conduct of our business. Generally, we will try to make reasonable accommodations to the religious observances and practices of any employee or prospective employee who regularly observes Friday evening and Saturday, or some other day of the week, as the Sabbath and/or who observes certain religious holidays during the year and is conscientiously opposed to performing work or engaging in similar activity, on such days, when such accommodations can be made without undue hardship on the conduct of our business. In determining the extent of the hardship imposed, we may consider: (a) business necessity; (b) financial costs and expenses; and (c) resulting personnel problems.

EMPLOYMENT OF THE DISABLED

Statement of Policy

A. Policy

It is the policy of the Company to take affirmative action to ensure equal employment opportunity for disabled persons. This policy covers all aspects of employment including, but not limited to, hiring, assignment, promotion, demotion, transfer, termination, wage and benefit administration, and selection for training.

In order to implement this policy, the Company will make good faith efforts to accommodate the physical and mental limitations of qualified disabled employees or applicants unless such an accommodation would impose undue hardship on the Company Business, require substantial financial cost and expense, or place in jeopardy the safety of the disabled individuals, his or her co-workers, the Company security, customers of this Company or the general public.

B. Limitations

Individuals who meet the following criteria will be considered for employment or promotion, if otherwise qualified:

1. The employee or applicant is qualified to perform the basic requirements of the job or could be qualified to perform those basic requirements if the Company made a reasonable accommodation.
2. The employee or applicant can perform the requirements of the job without unreasonable risks to the safety of, the individual, his or her co-workers, the Company's security or the general public.

C. Interpretation

Each disabled employee or applicant will be evaluated on an individual basis with respect to his or her ability to perform a particular job. Disabilities, which interfere with the performance of a specific job, shall not disqualify a person from employment in another job if the criteria for that job are satisfied.

II. Definition of Disabled Person

Federal regulations define a "disabled individual" as any person who:

1. has a physical or mental impairment which substantially limits one or more of such person's major life function; or
2. has a record of such impairment; or
3. is regarded as having such impairment.

III. Affirmative Action Measures

The Company will:

- a. Post, in appropriate places, informational posters or notices required by federal and state laws and regulations pertaining to the employment of disabled persons.
- b. When designing new construction or remodeling old facilities, place special emphasis, insofar as it is economically feasible and practical, upon the removal of architectural barriers to the disabled.
- c. The Company will take affirmative action to employ and advance in employment qualified disabled individuals at all levels of employment, including the executive level. Such action will apply to all employment practices including, but not limited to, the following: hiring; upgrading; demotion or transfer; recruitment or recruitment advertising; layoff; termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

1. Proper consideration of Qualifications

The Company will review its personnel procedures to determine whether such procedures assure careful, thorough, and systematic consideration of the job qualifications of known disabled applicants and employees for vacancies filled either by hiring or promotion, and for all training opportunities offered or available. To the extent that it is necessary to modify personnel procedures, the Company will develop new procedures for this purpose and will incorporate them in our affirmative action program. These procedures will be designed to facilitate review by the EEO Coordinator and /or representatives of federal or state compliance agencies.

2. Physical and Mental Qualifications

- A. Whenever the Company utilizes physical or mental job qualification requirements in the selection of applicants or employees for employment or any change in employment status, such as promotion, demotion or training, to the extent that qualification requirements - tend to screen out qualified disabled individuals, the requirements should be related to the specific job or jobs for which the individual is being considered, consistent with business necessity and necessary for the safe performance of the job.

- B. Whenever the Company inquires into an applicant's or employee's physical or mental condition or conducts a medical examination prior to employment or any change in employment status, information obtained in response to such inquiry or examination shall be kept confidential, except that:
 - i. Supervisors and Managers may be informed regarding restrictions on the work or duties of disabled individuals and appropriate accommodations.
 - ii. First Aid and Safety Staff may be informed, when and to the extent appropriate, of conditions which might require emergency treatment; and,
 - iii. Government officials investigating compliance with the Vocational Rehabilitation Act shall be informed as appropriate.

- C. Such a medical examination shall consider only job-related characteristics in a fair and consistent manner;

1. Outreach, Positive Recruitment L External and Internal Dissemination of Policy

We will review our employment practices to determine whether personnel programs provide the required Affirmative Action for employment and advancement of qualified disabled individuals. Based upon the findings of such reviews, we will undertake appropriate outreach and recruitment activities, such as those listed below. It is not disputed that we will necessarily undertake all the listed activities or that our activities will be limited to those listed. The scope of our efforts clearly will depend upon the relevant circumstances, including our size, resources available, and the extent to which existing employment practices are defined.

- (a) We will develop internal communication procedures to disseminate our obligation to engage in affirmative action efforts to employ qualified disabled individuals, to foster understanding, acceptance and support among our executives, management staff, supervisors and all other employees and encourage such persons to take the necessary action to aid in meeting this obligation.
- (b) We will develop reasonable internal procedures to ensure that our obligation to engage in affirmative action to employ and promote qualified disabled individuals is fully implemented.
- (c) We will periodically inform employees and prospective employees of our commitment to engage in affirmative action to increase employment opportunities for disabled individuals.
- (d) The Company will enlist the assistance and support of recruitment sources of or for disabled individuals to assist us in our efforts to provide meaningful employment opportunities to qualified disabled individuals.
- (e) We will include disabled employees when employees are pictured in consumer, promotional or help-wanted advertising.

2. Internal Dissemination of Policy

Our outreach program will receive strong support from supervisory and management personnel. To assure employee cooperation and participation in our efforts, we will adopt, implement and disseminate this policy internally, by use of the following procedures, as deemed appropriate:

- (a) Include it in our policy manual if one is implemented.
- (b) Publicize it in the Company's annual report and other reports.
- (c) Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, clarifying the Company's Policy.
- (d) Discuss the Policy thoroughly in both employee orientation and management training program.

- (e) Post the Policy on the Company's bulletin boards, including a statement that employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in any investigation of discrimination against any disabled person; and,
- (f) When employees are featured in publications for employees, disabled employees will be included.

The EEO Coordinator will post in a conspicuous place, in the area in which employment applications are completed, the following notice to disabled individuals:

Invitation to Disabled Employees and Applicants

The Company is committed to taking affirmative action to employ and advance in employment qualified disabled individuals. If you suffer from any physical, mental or medical impairment and would like to be considered under our Affirmative Action program, please tell us.

Submission of this information is voluntary and refusal to provide it will not affect the Company's decision whether to offer you employment or subject you to discharge or disciplinary treatment. Information obtained will be kept confidential, except that {i} supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and necessary accommodations; {ii} first aid and safety personnel will be informed, to the extent appropriate, of conditions that might require emergency treatment; and {iii} government officials investigating compliance with this Act will be informed of our employees' disability status, as appropriate.

If you are disabled, we would like to include you under our Affirmative Action Plan. It would assist us if you tell us about {1} any special methods, skills and procedures which qualify you for jobs that you might not otherwise be able to perform because of your disability, so that you will be considered for any position of that kind, and {2} the accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, or other accommodations. To participate, please contact the EEO Coordinator.

Employees may request to see copies of the affirmative action plan during regular hours from our EEO Coordinator.

DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA

I. Statement of Policy

A. Policy

It is the policy of the Company to ensure equal employment opportunities for disabled veterans to the Vietnam era. This policy covers all aspects of employment including, but not limited to, hiring, assignment, promotion, demotion, transfer, lay-off or termination, administration of wage and benefit programs and selection for training.

In order to implement this policy, the Company will make reasonably good faith efforts to accommodate the physical or mental limitations of qualified disabled veterans, unless such an accommodation would imposed an undue hardship on the Company, e.g., requiring substantial cost or expense, or placing in jeopardy the safety of the individual employee, his or her co-workers, the Company's security, its customers or the general public.

B. Limitations

Individuals who meet the following criteria will be considered for employment or promotion, if otherwise qualified:

1. The employee or applicant is qualified to perform the basic requirement of the job in question or could be qualified to perform those basic job requirements if the Company were able to make a reasonable accommodation.
2. The employee or applicant can perform the requirements of the job without unreasonable risks to the safety of the individual, his or her co- workers, the Company's security, its customers or the general public.

C. Interpretation

Each veteran will be evaluated on an individual basis with respect to his or her ability to perform a particular job. Disabilities, which interfere with the performance of a specific job, will not disqualify a veteran form employment in another job for which the applicant or employee may be qualified.

II. Implementation Responsibility

- A. Our EEO Coordinator is responsible for the development and implementation of the Company's policy regarding the employment of veterans in compliance with the Vietnam Era Veterans' Readjustment Assistance Act.
- B. In addition, all managers and supervisors are responsible for the continued implementation of the provisions of this affirmative action program in their work areas and will be evaluated, in part, based upon their implementation efforts.

III. Dissemination of the Policy

A. Internal Dissemination

1. Copies of this policy setting forth our affirmative action efforts to enhance the employment and advancement opportunities of disabled veterans and veterans of the Vietnam era will be distributed to and discussed with managers and supervisors to make certain that they are aware of our commitment to the employment and advancement of qualified veterans and to elicit their understanding and support of this program.
2. The Company's employment and accommodation policy statement concerning disabled veterans and veterans of the Vietnam era will be available for inspection by all employees or applicants in the EEO Coordinator's office during normal business hours.
3. Our commitment to employ and promote disabled veterans and veterans of the Vietnam era will be discussed in appropriate management, supervisory and employee meetings.

B. External Dissemination

To the extent that it is consistent with the size of the facility and the number of job vacancies available thereat, we will develop contacts with appropriate local and state agencies and community service organizations which maintain programs for veterans of the Vietnam era and disabled veterans.

IV. Definitions

A. Disabled Veteran

"Disabled veteran" means a person entitled to disability compensation under laws administered by the Veterans Administration for disabilities rated at 30% or more or a person who is discharged for a disability aggravated in the line of duty.

B. Veterans of the Vietnam Era

Veterans of the Vietnam era are persons who:

- i. Served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and were discharged or released there from with other than a dishonorable discharge, or
- ii. Were discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975.

No veteran may be considered to be a veteran of the Vietnam era under this paragraph after December 31, 1991.

V. Additional Affirmative Action Measures

The Company will:

- A. Endeavor to make reasonable accommodations for the limitations of disabled veterans in those jobs where the safety of the employee, his or her co-worker, or the general public will not be jeopardized.
- B. Post, in appropriate places, such posters and notices as are required under the federal and state laws and regulations pertaining to the employment of veterans.
- C. The Company will endeavor to undertake, as appropriate, the following affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era at all levels of employment. Our actions will apply to all employment practices, including, but not limited to, the following: hiring; upgrading; demotion; transfer; recruitment or recruitment advertising; layoff; termination; rates of pay or other forms of compensation; and, selection for training, including apprenticeship and on-the-job training programs.

1. Proper considerations of Qualifications.

The Company will review its personnel processes to determine whether present procedures assure careful, thorough and systematic consideration. Of the job qualifications of known disabled veteran applicants and veterans of the Vietnam era who apply for job vacancies filled either by hiring, transfer, or promotion, and for all training opportunities offered or available. In determining the qualifications of a covered veteran, the Company will consider only that portion of the individual's military record, including discharge papers, relevant to the specific job qualifications for which the veteran is being considered. To the extent that it is necessary to modify any personnel procedure, to avoid adversely affecting disabled veterans and veterans of the Vietnam era, the Company will endeavor to develop such new procedures as are required to fulfill our objective. These procedures will also be designed to facilitate review of our implementation of these requirements by compliance agencies as well as our EEO Coordinator.

2. Physical and Mental Qualifications.

- (a) Whenever the Company applies physical or mental job qualification requirements in the selection of applicants for employment or any employee's change in employment status, such as promotion, demotion, or training, such qualification requirements will be related to the specific job or jobs for which the individual is being considered, consistent with business necessity and necessary for the safe performance of the job.

(b) Any comprehensive medical examination will be used only in accordance with the requirements of this policy. Whenever the Company inquires into an applicant's or employee's physical or mental condition or conducts a medical examination, information obtained in response to such inquiry or examination shall be kept confidential except that:

- (i) Supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans and appropriate accommodations.
- (ii) First-aid and safety personnel may be informed, when and to the extent appropriate, of any condition that might require emergency treatment and,
- (iii) Government officials investigating compliance with the Vietnam Era Veterans' Readjustment Assistance Act, or state law, shall be informed of data necessary to investigate compliance with said law(s).

3. Accommodation to Physical and Mental Limitations Of Employees.

The Company will endeavor to make a reasonable accommodation to the physical and mental limitations of disabled veterans unless such accommodation would impose undue hardship on the conduct of the Company's business. In determining whether an accommodation will impose an undue hardship, we will consider:

- (a) Business necessity; and
- (b) Financial costs and expenses required for or incurred as a result of the subject accommodation.

4. Compensation

In offering employment or promotions to disabled veterans and veterans of the Vietnam era, we will not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

5. Outreach, Positive Recruitment, and External Dissemination of Policy.

We will undertake appropriate outreach and positive recruitment activities, such as those listed below. The scope of our efforts will depend upon many circumstances, including our size, resources and the extent to which existing employment practices are adequate.

- a) We will consider utilizing recruiting sources such as:
 - (i) Local Veterans Employment Representatives at the State Department of Labor nearest each establishment where hiring takes place to recruit qualified veterans.

- (ii) Regional Veterans Administration representatives at the office nearest each establishment.
 - (iii) Veterans Assistance Commission of Madison County that participate in the Jobs for Veterans Program.
 - (iv) Veterans' counselors and coordinators ("Vet-Reps" and "VCIPS") on college campuses for the recruitment of covered veterans; and,
 - (v) Local or national veterans' groups active in the area surrounding establishment where hiring and recruitment takes place.
- b) We will consider programs to recruit qualified disabled veterans and veterans of the Vietnam era who are not currently in the workforce, have requisite skills and can be recruited through affirmative action measures.

6. Internal Dissemination of Policy.

To make our outreach program effective, we will develop adequate internal support from supervisor and management personnel and our employees. To assure employee cooperation and participation in our efforts, we will adopt, implement and disseminate our policy internally as follows:

- (a) Include it in our policy manual and employee handbook, as published or revised, if such are implemented.
- (b) Publicize it in employee publications.
- (c) Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual implementation responsibility.
- (d) Post the policy on our bulletin boards, including a statement that employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Vietnam Era Veterans' Readjustment Assistance Act.

7. Responsibility for Implementation

Our EEO Coordinator will implement this affirmative action program, and will participate in the following:

- a) Discussions with managers to ensure that the company's policies are being followed. In addition, supervisors will be advised that:
 - (i) Their work performance is being evaluated on the basis of their Affirmative Action efforts and results, as well as other criteria.
 - (ii) The Company is obligated to prevent harassment of employees placed through affirmative action efforts.

- b) The EEO Coordinator will post, in a conspicuous place in the area in which employment application are completed, the following:

Invitation to Vietnam Era and Special Disabled Veterans

The Company is committed to taking affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era. If you, as an employee or applicant, are a veteran covered by this Act and would like to be considered under this Affirmative Action Plan, please advise the EEO Coordinator. This information is voluntary and refusal to provide it will not adversely affect the Company decision whether to offer you employment or subject you to discharge or disciplinary treatment. Information obtained concerning individuals will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans and necessary job accommodations; (ii) first-aid personnel will be informed, to the extent appropriate, of conditions that might require emergency treatment, and (iii) representatives of federal and state agencies may review such records, as required.

In order to assure proper placement of all employees, we request that you answer the following questions: If you have a disability which might affect your performance or create a hazard to yourself or others in connection with the job for which you are applying, please state the following: (1) the skills and procedures you use or intend to use or intend to use to perform the job notwithstanding the disability, and (2) accommodations which we could make to enable you to perform the job properly and safely, including the provision of special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job or other accommodations. Employees may request to see copies of the Affirmative Action Plan during regular hours from our Director of Human Resources.

FORM ONE

SUMMARY OF WORKFORCE FOR PREVIOUS CALENDAR YEAR

	Total Employees		African American		African American		African American Total	Hispanic		Hispanic Total
	Males	Females	Males	Females	Males	Females		Males	Females	
Managers	1	0	1				0			0
Program/Admissions	15	6	9	2	2		4		2	2
Surveillance	7	6	1	1			1			0
Sportsbook	11	8	3	4			4		1	1
Security	49	35	14	5	11		16	2		2
Office/Clerical	29	10	19	2	2		4		2	2
Food Service	65	26	39	11	15		26		2	2
Maintenance	62	54	8	5	1		6	13	1	14
Mutuel Dept.	44	17	27	1	7		8			0
TOTALS	283	162	121	31	38		69	15	8	23
PERCENTAGES	1	57.24%	42.76%	10.95%	13.43%		24.38%	5.30%	2.83%	8.13%

	Asian		Native American		Native American		Native American Total	Total Non-Minority		Total Non-Minority
	Males	Females	Total	Males	Females	Total		Females	Males	
Managers			0				0	0	1	
Program/Admissions			0				0	6	5	4
Surveillance			0				0	1	1	5
Sportsbook			0				0	5	2	4
Security			0	1			1	19	3	27
Office/Clerical			0				0	6	15	8
Food Service		1	1				0	29	21	15
Maintenance			0				0	20	6	36
Mutuel Dept.			0				0	8	20	16
TOTALS	0	1	1	1	0		1	94	74	115
PERCENTAGES	0.00%	0.35%	0.35%	0.35%	0.00%		0.35%	33.22%	26.15%	40.64%

FORM TWO

SUMMARY OF WORKFORCE AS OF JULY 1, 2025

	Total Employees	Males	Females	African American Males	African American Females	African American Total	Hispanic Males	Hispanic Females	Hispanic Total
Managers	11	4	7	1		1			
Surveillance	16	13	3	1	2	3	1		1
Cage & Count	31	3	28	1	21	22		1	1
Maintenance	59	45	14	1	6	7	13	1	14
Marketing	6	3	3	1	2	3			
Mutuels	37	11	26	1	7	8		1	1
Office/Clerical	37	22	15	4	1	5		2	2
Programs/Admissions	11	4	7	1	1	2		1	1
Security	52	29	23	6	17	23	1	1	2
Slots	22	8	14	1	12	13			
Sportsbook	9	6	3	1		1		1	1
TOTALS	291	148	143	19	69	88	15	8	23
PERCENTAGES	1	50.86%	49.14%	6.53%	23.71%	30.24%	5.15%	2.75%	7.90%

	Asian Males	Asian Females	Asian Total	Native American Males	Native American Females	Native American Total	Total Minority	Total Non-Minority Females	Total Non-Minority Males
Managers					1	1	2	6	3
Surveillance							4	1	11
Cage & Count							23	6	2
Maintenance							21	7	31
Marketing							3	1	2
Mutuels							9	18	10
Office/Clerical							7	12	17
Programs/Admissions							3	5	3
Security							25	5	22
Slots							13	2	7
Sportsbook							2	2	5
TOTALS	0	0	0	0	1	1	112	65	113
PERCENTAGES	0.00%	0.00%	0.00%	0.00%	0.34%	0.34%	38.49%	22.34%	38.83%

FORM THREE

PROJECTED SUMMARY OF WORKFORCE (2026)

	Total Employees	Males	Females	African American Males	African American Females	African American Total	Hispanic Males	Hispanic Females	Hispanic Total
Managers	11	4	7	1		1			
Surveillance	16	13	3	1	2	3	1		1
Cage & Count	31	3	28	1	21	22		1	1
Maintenance	59	45	14	1	6	7	13	1	14
Marketing	6	3	3	1	2	3			
Mutuels	37	11	26	1	7	8		1	1
Office/Clerical	37	22	15	4	1	5		2	2
Programs/Admissions	11	4	7	1	1	2		1	1
Security	52	29	23	6	17	23	1	1	2
Slots	22	8	14	1	12	13			
Sportsbook	9	6	3	1		1		1	1
TOTALS	291	148	143	19	69	88	15	8	23
PERCENTAGES	1	50.86%	49.14%	6.53%	23.71%	30.24%	5.15%	2.75%	7.90%

	Asian Males	Asian Females	Asian Total	Native American Males	Native American Females	Native American Total	Total Minority	Total Non-Minority Females	Total Non-Minority Males
Managers					1	1	2	6	3
Surveillance							4	1	11
Cage & Count							23	6	2
Maintenance							21	7	31
Marketing							3	1	2
Mutuels							9	18	10
Office/Clerical							7	12	17
Programs/Admissions							3	5	3
Security							25	5	22
Slots							13	2	7
Sportsbook							2	2	5
TOTALS	0	0	0	0	1	1	112	65	113
PERCENTAGES	0.00%	0.00%	0.00%	0.00%	0.34%	0.34%	38.49%	22.34%	38.83%

2025 Operation Spend

Total Spend	\$ 30,921,821.05	
Exempt Spend	\$ 28,308,254.01	
Non-Exempt Spend	\$ 2,613,567.04	
Certified Diverse Spend	\$ 860,520.08	33%
Minority (MBE)	\$ 153,281.37	6%
Veteran (VBE)	\$ 2,329.05	0%
Women (WBE)	\$ 704,909.66	27%
Non-Certified Diverse Spend	\$ 214,991.16	8%

2025 Operational Diverse Vendors

Category	Total Vendors
Minority (MBE)	8
Veteran (VBE)	1
Women (WBE)	10
TOTAL	19

Outreach Efforts

Utilized the following databases to search for diverse suppliers:

- State of Illinois Commission on Equity & Inclusion (BEP)
- St Louis Development Corporation (SLDC)
- Missouri Office of Equal Opportunity
- City of Chicago Procurement

Illinois Apex Accelerator

Collinsville Chamber of Commerce

Recorded 149 Good Faith Efforts in searching for certified vendors

Currently using a MBE Vendor for our on-site vending machines. Total sales in machines combined was \$34,073.50; all off which goes directly to vendor.

Data Date Range: January 1, 2025- December 22, 2025



December 31, 2025

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(a)

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 2026 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, Instagram, 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, Global Gaming Women, Black MBA association, and other 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 encourages current employees to recommend diverse candidates. Team members are incentivized for successful referrals, resulting in broader and more inclusive applicant pools. Currently, team members can earn up to \$600 for a successful referral.

Diversity, Equality, and Inclusion Training

All hiring managers complete an 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 equality.

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.

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

<i>Race/Ethnicity</i>	<i>TM's</i>	<i>%</i>
White	164	70%
Black or African American	37	16%
Hispanic or Latino	13	6%
Two or More Races	18	8%
Asian	3	1%
Native Hawaiian or Other Pacific Islander	0	0%
<i>Total</i>	<i>235</i>	<i>100%</i>

<i>Age</i>	<i>TM's</i>	<i>%</i>
18-24	58	25%
25-34	70	30%
35-44	39	17%
45-54	38	16%
55-64	21	9%
Over 64	9	4%
<i>Total</i>	<i>235</i>	<i>100%</i>

<i>Gender</i>	<i>TM's</i>	<i>%</i>
F - Woman/Female	127	54%
M - Man/Male	108	46%
Unknown	0	0%
Prefer not to say	0	0%
<i>Total</i>	<i>235</i>	<i>100%</i>

DIVERSE PROCUREMENT STRATEGY:

At Golden Nugget Casino, we remain steadfast in our commitment to fostering diversity, equity, and inclusion within our procurement practices. Our 2026 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 (DBE). These efforts align with our commitment to fostering equitable opportunities and ensuring that our procurement practices reflect the diversity of the communities we serve. With the addition of team members from other casino companies, they are bringing their vendor references that are WBE, MBE, or VBE.

Utilization of State Vendor Lists

To broaden our network of diverse suppliers, we actively seek vendors listed on the Illinois Casino Gaming Association Diversity Vendor list. In 2026, we will utilize the Business Enterprise Program, the Veterans Business Program and the Illinois Procurement Gateway. These deliberate outreach opportunities will expand our pool of qualified suppliers while ensuring alignment with state diversity goals.

Automated Procurement Tracking

We implemented 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 2025 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 2025 projection.

Total Estimated 2025 Property Spend - less Construction & Exempt Expenditures	\$4,557,588.00
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Category (Vendor Count)	Total Amount	% of Total Spend
MBE Tier 1 (1)	\$12,851.35	0.28%
WBE Tier 1 (2)	\$32,484.10	0.71%
MBE Tier 2 (3)	\$103,807.77	2.28%
WBE Tier 2 (5)	\$557,721.61	12.24%
VBE (0)	\$0.00	0.00%
PBE (0)	\$0.00	0.00%
Total (11)	\$706,864.83	15.5%

CONCLUSION

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

In 2026, 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 404.245.8087. Your support and collaboration are invaluable as we work together to achieve meaningful progress.

Thank you,

Rashad Wilson

Rashad Wilson,
 General Manager - 009791
 Golden Nugget Danville

- CC:
- Tanessa Stinebaker, IGB - Gaming Operations Supervisor Central Region
 - Eric Caho, IGB - IGB Casino Field Office Supervisor
 - Jennifer Smit - IGB Casino Field Office Supervisor
 - Jimmy Wilmot, Wilmorite Management Group - President of Casino Development
 - Tyler French, Wilmorite Construction - Vice President of Finance & Gaming
 - Mary Wheeler, Golden Nugget - Director of Compliance
 - Shamol Beverly, Golden Nugget – Director of Finance



GRAND VICTORIA CASINO

E L G I N

December 31, 2025

Marcus D. Fruchter
Administrator
Illinois Gaming Board
801 South 7th Street, Suite 400 South
Springfield, IL 62703

VIA: EMAIL C/O Dovie Shelby (igb.dei@illinois.gov)

Submitter
Rochelle Taylor
rtaylor@caesars.com

Dear Mr. Fruchter:

Pursuant to 230 ILCS 10/7.11(a), each licensee licensed under Sections 7, 7.1, or 7.7 Grand Victoria Casino (GVC) presents the following information for our Annual Diversity Report:

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

GVC and its parent company, Caesars Entertainment, embrace what makes it unique to inspire innovation and win together. GVC/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. 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. 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.

250 South Grove Ave ♦ Elgin, Illinois 60120

847.468.7000 ♦ grandvictoriacasino.com

Following is demographic information for our Team Members.

Category	% of Team Members
Female	40.4%
Male	59.6%
Category	% of Team Members
White	47.8%
Hispanic or Latino	24.6%
Black or African American	10.3%
Asian	12.5%
*Other	5.0%

Category	% of Team Members in Kane Co.	% of Team Members in Cook Co.
White	54.7%	46.1%
Hispanic or Latino	33.1%	18.8%
Black or African American	4.9%	22.1%
Asian	2.0%	7.7%
*Other	5.3%	5.4%

*Other includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native American and Two or more races. Source U.S. Census Bureau, Estimated 2024 Census figures

(II-IV) Total dollar amount of contracts, total number of businesses and utilization of businesses awarded to Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Persons with Disabilities Business Enterprises (PBE), and Veteran Business Enterprises (VBE)

Actual Expenditures
Jan 1 2025 - Dec 15 2025

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	13,234,681			
Total Exempt Expenditures	8,896,296			
Total Non-Exempt Expenditures	4,338,384			
PBE of Non-Exempt Expenditures	42,313	1.0%	2%	3
MBE of Non-Exempt Expenditures	798,721	18.4%	13%	18
WBE of Non-Exempt Expenditures	644,862	14.9%	10%	20
VBE of Non-Exempt Expenditures	111,412	2.6%	3%	2
Total Diverse Expenditures	1,597,308	36.8%	28%	43

UTILIZATION

	Jan 1 2025 - Dec 15 2025			
	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming	1,293			1,233
Total Gaming Related Supplies & Equipment	1,293	0	0	1,233
Equipment - Non Gaming			2,205	
Supplies - Non Gaming	265,313	210,767		
Total Non-Gaming Related Supplies & Equipment	265,313	210,767	2,205	0
Entertainment		1,300		
Professional Services	235,200			
Transportation				
Marketing	98,050	400,618	37,935	61,177
Other Services	79,157	19,121		
Total Services & Contractual	412,407	421,039	37,935	61,177
Food & Beverage	3,248	72	2,173	
Other		1,503		
Property Improvements & Capital Maintenance	116,460	11,482		49,002
Total	798,721	644,863	42,313	111,412

(V) Outreach Efforts & Procurement Practice

In 2025, GVC continued to strengthen partnerships with numerous organizations to advance our supplier diversity goals. We remain committed to collaborating with diverse vendors across all categories including MBEs, WBEs, PBEs, and VBEs to increase our diverse spending. Our efforts include maintaining corporate memberships and strategic relationships with key organizations, as well as actively participating in diversity-focused events such as vendor expos, business matchmaking sessions, and diversity summits. These engagements help us build meaningful connections and create opportunities for diverse suppliers to thrive within our supply chain. Below are our efforts for 2025.

- African American Business Association (AABA) – Membership
 - June 2025 attended annual Juneteenth event
- Allies for Community Business **New Partnership**
 - July 2025 attended Matchmaker event

- Chicago Minority Supplier Development Council (CMSDC) – Membership, Board Seat and Officer. Utilize database for potential new vendors
 - April 2025 attended annual Chicago Business Opportunity Fair
 - August 2025 attended annual Jim Osbourne Scholarship Golf Event
- Disability: IN –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 for certification.
- Illinois Hispanic Chamber of Commerce (IHCC) – Membership
 - October 2025 attended annual event
- Illinois State Black Chamber of Commerce (ILBCC)– Membership
 - September 2025 attended annual event
- National Minority Supplier Development Council (NMSDC)– Membership
 - November 2025 Annual Conference & Exchange
- National Veteran Owned Business Association (NaVoba) – Utilize database for potential new vendors
- Women’s Business Development Council (WBDC) – Membership and utilize database for potential new vendors

In 2026, we plan to attend the following events so far

- January 2026 – WBDC’s Annual Event
- February 2026 – AABA’s Business & Innovation Conference
- April 2026 – CMSDC - Annual Chicago Business Opportunity Fair
- June 2026 – AABA’s Annual Juneteenth Event
- July 2026 – Disability: IN Global Conference & Expo
- August 2026 – ILBCC Annual Business Conference
- October 2026 – IHCC’s Annual Event & Tradeshow
- Oct/Nov 2026 – NMSDC’s Annual Event



ROCKFORD

December 31, 2025

Via email to IGB.FAU@illinois.gov

2025 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 2025.
2. HRCR's recruiting for 2025 engaged multiple communities, and partners within those communities. HRCR established and maintained partnerships with various agencies within Rockford and the Northern Illinois/Southwestern Wisconsin focusing on the following areas based on proximity and population:
 - a. Rockford, IL
 - b. Belvidere, IL
 - c. Beloit/Janesville, WI
3. HRCR participated in hiring events with the following organizations:
 - a. Veterans Drop in Center - Hire A Vet (Walk-in Wednesday) Hiring Event
 - b. African American Resource Center – Community Jobs & Resource Fair
 - c. Career Education Associates of North Central Illinois – CEANCI Pathways
 - d. Elgin Community College Job Fair
 - e. Rockford Housing Authority Job Fair
 - f. RAMP Disability Resources & Services - Reverse Job Fair
 - g. Youth Services Network - Career Fair
 - h. Beloit Hiring Event
 - i. Rock County Hiring Event
 - j. Blackhawk Technical College - Job Fair
 - k. Hononegah High School - Career Fair
 - l. Belvidere High School - Career Fair
 - m. Guilford High School - Mock Interviews
 - n. Goodwill Excel Center - Lunch and Learn
 - o. Workforce Connection - Career Fair
 - p. Rockford Public Schools - Workforce Readiness
4. 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. Teen & Young Adult Job Fairs
 - d. Sponsoring of outreach programs
 - e. Veterans Job Fairs

610 N. Bell School Road • Rockford, IL 61107 • 779-269-9010 • www.hardrockcasinorockford.com

- f. Rockford Community-Wide Job Fairs
- g. Rockford Public Schools Careers Expo

5. Our 2025 Data is presented below in response to part c sec. 7.10,

Ethnicities	2025	%	2024	%
AMER INDIGENOUS/ALASKA INDIG	1	0.07%	1	0.07%
ASIAN/INDIAN SUBCONTINENT	55	4.19%	41	2.97%
BLACK OR AFRICAN AMERICAN	185	14.08%	213	15.41%
HISPANIC OR LATINO	242	18.42%	205	14.83%
NATIVE AMERICAN/ ALASKA NATIVE	13	0.99%	13	0.94%
NATIVE HAWAIIAN/PACIFIC ISLAND	4	0.30%	4	0.29%
NOT DISCLOSED	49	3.73%	53	3.84%
TWO OR MORE RACES-NOT HISPANIC	56	4.26%	61	4.41%
WHITE (NOT HISPANIC OR LATINO)	707	53.81%	654	47.32%
MIDDLE EASTERN/NORTH AFRICAN	2	0.15%	2	0.14%
	1,314		1,247	

Gender	2025	%	2024	%
Female	711	51.45%	668	53.57%
Male	648	46.89%	560	44.91%
Other	23	.58%	19	1.52%

Purchasing

1. HRCR Purchasing is continually pursuing new minority vendors. During 2025 16 new local vendors were registered with minority status.
2. Vendor fairs remain a priority for our vendor search. Vendor fair locations and dates for 2025 did not line up well with our purchasing team’s schedules. The team plans to attend future events in 2026 and beyond.
3. For 2025 we utilized the products and services of 76 different MBE, WBE, DBE and VBE businesses accounting for over \$6.8 million in spending.

Vendor name	Class 1	Class 2	Class 3	Amount
APOLLO A.C. INC	MBE	WBE		4,500.00
BANDT COMMUNICATIONS INC	MBE	VBE		1,163.69
BEHRAD EMAMI	MBE			20,290.36
C.O.W.M. INC	MBE			229,303.02
COTTONIMAGES.COM	MBE	WBE		309,719.60
ENRIQUE MEDRANO	MBE			103,903.55
GABRIELA SAMBROOK	MBE	WBE		1,797.96
GLOBAL CONSULTING SOLUTIONS LL	MBE			107,219.35
JAMES A EASON	MBE			61,050.28
LA ONDA NFP	MBE	WBE		5,057.08
MRS. FISHER'S INC	MBE	WBE	PBE	2,958.96
NDN PROMOTIONS, INC	MBE			3,642.39

NEW GENERATION PROMOTING LLC	MBE			20,000.00
NOVA KLEEN INC	MBE	WBE		763,280.00
OSCEOLA GROUP MARKETING LLC	MBE			2,830,371.62
OSCEOLA GROUP PRODUCTS LLC	MBE			72,835.21
PIRATES LIFE ENT LLC	MBE			23,000.00
PRADERE MANUFACTURING CORP.	MBE	WBE		1,098.96
PURELY GOURMET MEAT CO. LLC	MBE	WBE		940,420.22
REDLINE MEDIA GROUP LLC	MBE	WBE		93,103.82
ROCKFORD AREA PRIDE COMMITTEE	MBE			8,443.29
SARENE ALSHARIF	MBE	WBE		1,159.80
SEMINOLE SALT COMPANY INC	MBE			177,410.10
SERVICE CENTRAL INC.	MBE	WBE		8,479.21
SORENSEN HOLDINGS LLC	MBE			612.5
THE ARC OF WINNEBAGO BOONE AND	MBE	VBE		1,257.07
TIKE LLC	MBE	VBE		2,234.49
ULTIMATE CAR WASH INC	MBE	WBE		2,590.00
VASS X II LLC	MBE	WBE		13,320.67
ADDISON ALL SPORTS COMPANY INC	WBE			9,268.06
ANASTASIA STANECKI	WBE			5,000.00
BRAINSTORM LOGISTICS LLC	WBE			1,718.91
CREATIVE RESOURCES AGENCY LLC	WBE			2,802.70
DA PACK, LLC	WBE			7,972.33
DEBORAH A LEZON	WBE			4,250.00
DESSERTS BY DANA LLC	WBE	PBE		666.6
DIAMOND STAR LLC	WBE			100,000.00
DIANE M. HENDRICKS ENTERPRISES	WBE			1,523.93
FLYING PIG LLC	WBE			7,226.60
GAIL AMBROSIUS CHOCOLATIER - M	WBE			8,900.20
GARY GAND MUSIC INC	WBE			36,680.80
GEOSTAR MECHANICAL INC	WBE			1,400.00
GLITZ & GO LLC	WBE			4,021.36
HEATHER NOL-SILVA	WBE			4,720.76
LOGSDON STATIONERS INC	WBE			76,632.39
LORI A HART-PIPER	WBE			3,409.88
LOU BACHRODT CHEVROLET	WBE			145,815.00
LUXY INC	WBE			7,888.00
MAJESTIC MIRROR & FRAME, LLC	WBE			425.76
MARY FRANCES ACCESSORIES	WBE			10,219.66
MICHELE D'AMICO BLANDO	WBE			12,000.00
MIMO LLC	WBE			43,908.00
ORRIGAMI ENTERTAINMENT	WBE			5,000.00
PEPPER CREEK	WBE			508.95
ROCKFORD AREA HABITAT FOR HUMA	WBE	PBE		540.2
ROI PROMOTIONS	WBE			37,250.00
SECURCASH PRODUCTS, LLC	WBE			32,734.80

SHANNON MACDONALD	WBE			8,000.00
SIGMAR SOLUTIONS LLC	WBE			13,516.00
SOUTHERN CHURN	WBE			4,475.21
SUSAN L PITKIN	WBE			2,521.00
THE BODACIOUS OLIVE LLC	WBE			5,039.00
TWIN TOWERS EMBROIDERY SCREENP	WBE			13,556.55
UNIFORMS BY CLASS ACT	WBE			6,463.26
YES WE CAN KITCHEN LLC	WBE	VBE		6,147.60
ABF FREIGHT SYSTEM, INC	PBE			84,270.43
CAROUSEL INDUSTRIES OF NORTH A	PBE			121,488.37
EVERPASS MEDIA LLC	PBE			13,398.88
NORTH AMERICAN RESCUE HOLDING	PBE			321.99
OUTSIDER CONSULTING, LLC	PBE	VBE		10,919.42
WESLEY WILLOWS	PBE			10,000.00
WOLF AUTO LLC	PBE			3,315.16
CHERRY BOWL	VBE			3,014.00
MARINE TOYS FOR TOTS FOUNDATIO	VBE			467.63
MINBURN TECHNOLOGY GROUP LLC	VBE			128,299.35
TOP SHOT CKR INC	VBE			19,676.62
Total	76			6,837,598.56

4. HRCR faces challenges due to the geographic location of many of the state registered minority vendors. Many vendors are in or near the Chicago metropolitan area and do not service the Rockford area.
5. Hard Rock Casino Rockford will continue to put forth effort to identify potential minority vendors by searching the Illinois State BEP website and their certified vendor directory. In addition, the Purchasing Manager will continue to attend vendor diversity fairs.

Sincerely,

Wendy Alsteen
 VP of Finance
 Hard Rock Casino Rockford

January 6, 2026

Marcus D. Fruchter
Administrator
Illinois Gaming Board
801 South 7th Street, Suite 400 South
Springfield, IL 62703

VIA: EMAIL C/O Dovie Shelby (igb.dei@illinois.gov)

Submitter
Rochelle Taylor
rtaylor@caesars.com

Dear Mr. Fruchter:

Pursuant to 230 ILCS 10/7.11(a), each licensee licensed under Sections 7, 7.1, or 7.7 Harrah's Joliet Casino & Hotel (Harrah's Joliet) presents the following information for our Annual Diversity Report:

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

Harrah's Joliet is committed to promoting equal opportunity and employment in our recruitment and hiring process. Harrah's Joliet 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.

Following is demographic information for our Team Members.

Category	% of Team Members
Female	52.4%
Male	47.6%
Category	% of Team Members
White	51.9%
Hispanic or Latino	16.1%
Black or African American	26.6%
Asian	3.1%
*Other	2.3%

Employee Counties of Residence (Represent at least 90% of employees)

Cook, DuPage, Grundy, Kankakee, Kane, Kendall, LaSalle
Livingston, Will

*Other includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native American and Two or more races. Source U.S. Census Bureau, Estimated 2024 Census figures

(II-IV) Total dollar amount of contracts, total number of businesses and utilization of businesses awarded to Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Persons with Disabilities Business Enterprises (PBE), and Veteran Business Enterprises (VBE)

Actual Expenditures
Jan 1 2025 - Dec 15 2025

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	18,362,022			
Total Exempt Expenditures	8,853,929			
Total Non-Exempt Expenditures	9,508,093			
PBE of Non-Exempt Expenditures	56,883	0.6%	2%	5
MBE of Non-Exempt Expenditures	1,221,311	12.8%	14%	38
WBE of Non-Exempt Expenditures	947,547	10.0%	13%	29
VBE of Non-Exempt Expenditures	26,001	0.3%	5%	2
Total Diverse Expenditures	2,251,743	23.7%	34%	74

UTILIZATION

	Jan 1 2025 - Dec 15 2025			
	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming	13,550			990
Total Gaming Related Supplies & Equipment	13,550	0	0	990
Equipment - Non Gaming				
Supplies - Non Gaming	103,731	61,643	19,460	814
Total Non-Gaming Related Supplies & Equipment	103,731	61,643	19,460	814
Entertainment		16,000		
Professional Services	2,167			
Transportation				
Marketing	371,369	77,407	36,426	
Other Services	53,048			
Total Services & Contractual	426,584	93,407	36,426	0
Food & Beverage	6,536	2,597	997	
Other		8,842		
Property Improvements & Capital Maintenance	670,911	781,059		24,197
Total	1,221,312	947,548	56,883	26,001

(V) Outreach Efforts & Procurement Practice

In 2025, Harrah’s Joliet continued to strengthen partnerships with numerous organizations to advance our supplier diversity goals. We remain committed to collaborating with diverse vendors across all categories including MBEs, WBEs, PBEs, and VBEs to increase our diverse spending.

Our efforts include maintaining corporate memberships and strategic relationships with key organizations, as well as actively participating in diversity-focused events such as vendor expos, business matchmaking sessions, and diversity summits.

Below are our efforts for 2025.

- African American Business Association (AABA) – Membership
 - June 2025 attended annual Juneteenth event
- Allies for Community Business **New Partnership**
 - July 2025 attended Matchmaker event
- Chicago Minority Supplier Development Council (CMSDC) – Membership, Board Seat and Officer. Utilize database for potential new vendors
 - April 2025 attended annual Chicago Business Opportunity Fair

- August 2025 attended annual Jim Osbourne Scholarship Golf Event
- Disability: IN –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 for certification.
- Illinois Hispanic Chamber of Commerce (IHCC) – Membership
 - October 2025 attended annual event
- Illinois State Black Chamber of Commerce (ILBCC)– Membership
 - September 2025 attended annual event
- National Minority Supplier Development Council (NMSDC)– Membership
 - November 2025 Annual Conference & Exchange
- National Veteran Owned Business Association (NaVoba) – Utilize database for potential new vendors
- Women’s Business Development Council (WBDC) – Membership and utilize database for potential new vendors

In 2026, we plan to attend the following events so far

- January 2026 – WBDC’s Annual Event
- February 2026 – AABA’s Business & Innovation Conference
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- Oct/Nov 2026 – NMSDC’s Annual Event



December 31, 2025

Marcus D. Fruchter
Administrator
Illinois Gaming Board
801 South 7th Street, Suite 400 South
Springfield, IL 62703

VIA: EMAIL C/O Dovie Shelby (igb.dei@illinois.gov)

Submitter
Rochelle Taylor
rtaylor@caesars.com

Dear Mr. Fruchter:

Pursuant to 230 ILCS 10/7.11(a), each licensee licensed under Sections 7, 7.1, or 7.7 Harrah's Metropolis Casino & Hotel (Harrah's Metropolis) presents the following information for our Annual Diversity Report:

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

Harrah's Metropolis 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.

Following is demographic information for our Team Members.

Category	% of Team Members
Female	51.9%
Male	48.1%
Category	% of Team Members
White	85.4%
Hispanic or Latino	2.9%
Black or African American	7.6%
Asian	1.3%
*Other	2.5%

County	% by County
Alexander	0.3%
Franklin	0.3%
Johnson	4.7%
Massac	53.2%
Pope	2.5%
Pulaski	5.4%
Union	0.6%

*Other includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native American and Two or more races. Source U.S. Census Bureau, Estimated 2024 Census figures

(II-IV) Total dollar amount of contracts, total number of businesses and utilization of businesses awarded to Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Persons with Disabilities Business Enterprises (PBE), and Veteran Business Enterprises (VBE)

	TOTAL		GOAL	Total Number of Businesses
Total Expenditures	11,691,966			
Total Exempt Expenditures	5,978,568			
Total Non-Exempt Expenditures	5,713,398			
PBE of Non-Exempt Expenditures	93,594	1.6%	2%	2
MBE of Non-Exempt Expenditures	396,441	6.9%	17%	12
WBE of Non-Exempt Expenditures	1,584,296	27.7%	15%	13
VBE of Non-Exempt Expenditures	38,390	0.7%	10%	2
Total Diverse Expenditures	2,112,721	37.0%	44%	29

	Jan 1 2025 - Dec 15 2025			
	MBE Vendor	WBE Vendor	PBE Vendor	VBE Vendor
Equipment - Gaming				
Supplies - Gaming				1,980
Total Gaming Related Supplies & Equipment	0	0	0	1,980
Equipment - Non Gaming				
Supplies - Non Gaming	79,798	18,111	17,490	
Total Non-Gaming Related Supplies & Equipment	79,798	18,111	17,490	0
Entertainment				
Professional Services				
Transportation				
Marketing	162,581	1,405,810	65,509	36,410
Other Services				
Total Services & Contractual	162,581	1,405,810	65,509	36,410
Food & Beverage				
Other	29,942	1,907		
Property Improvements & Capital Maintenance	124,121	158,468	10,595	
Total	396,442	1,584,296	93,594	38,390

(V) Outreach Efforts & Procurement Practice

In 2025, Harrah’s Metropolis continued to strengthen partnerships with numerous organizations to advance our supplier diversity goals. We remain committed to collaborating with diverse vendors across all categories including MBEs, WBEs, PBEs, and VBEs to increase our diverse spending.

Our efforts include maintaining corporate memberships and strategic relationships with key organizations, as well as actively participating in diversity-focused events such as vendor expos, business matchmaking sessions, and diversity summits. These engagements help us build meaningful connections and create opportunities for diverse suppliers to thrive within our supply chain. Below are our efforts for 2025.

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- October 2026 – IHCC’s Annual Event & Tradeshow
- Oct/Nov 2026 – NMSDC’s Annual Event



December 30, 2025

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

Re: 2025 Annual Report on Diversity

Dear Administrator, Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Aurora submits the following information for its 2025 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 2025 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.

	1/1/25 - 12/29/25	Total # of MWDVBEs	2025 Utilization
MBE	\$ 11,483,531.59	32	7.20%
WBE	\$ 6,670,194.09	43	4.18%
DBE	\$ 299,733.18	24	0.19%
VBE	\$ 464,424.18	24	0.29%
Total	\$ 18,917,883.03	123	11.86%

(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 2025:

- Adam Powell is an active member of the Penn Entertainment Diversity committee since joining the team in August 2025.
- HCA supports CMSDC with an annual sponsorship of \$4,000.00.
- HCA partnered with our General Contractor to identify Diverse subcontractors to participate in the current construction project.

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

Outreach Efforts Currently in Place

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

Specific Outreach Events Attended

- Buyer, Mike Kavanaugh and Regional Director of Procurement, Jim Zubay attended the Chicago Business Opportunity Fair on April 11, 2025.
- On April 17, 2025 Jim Zubay attended the City of Aurora Reverse vendor fair meeting with 14 potential suppliers.
- Bally's Chicago hosted a Vendor Fair on June 25th that was attended by Doris Roland, Supply Chain Manager Ameristar East Chicago
- The Q3 2025 NMSDC Virtual Business Connection Matchmaker was attended on September 15, 2025 by Jim Zubay.
- Adam Powell, Purchasing Manager Hollywood Aurora/Joliet set up a booth to network with new suppliers at the Illinois Apex accelerator Holiday Procurement Expo held on December 4, 2025.
- Adam Powell is an active member of the Penn Diversity committee since joining the Team in August 2025.
- HCA supports CMSDC with an annual sponsorship of \$4,000.00.
- Leaders from Penn Entertainment attended several events hosted by MBE/DBE/WBE/VBE agencies including:
 - National Minority Supplier Development Council

- Missouri Gaming Commission
- NAVOBA-National Veteran-Owned Business Association
- NGLCC-National Gay, Lesbian Chamber of Commerce
- USBC-US Black Chamber

Internal Procurement Processes

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

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

Sincerely,

Jeffery Rozell

Jeffery Rozell
Director of Compliance

cc: Dovie Shelby, IGB
Carrie Carroll, Casino Field Office Supervisor
Greg Moore, Vice President, and General Manager
Nicholas Donkers, VP of Finance, Hollywood Casino Aurora

Joliet
HOLLYWOOD
CASINO

1401 GATEWAY BOULEVARD JOLIET, IL 60431

December 30, 2025

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

Re: 2025 Annual Report on Diversity

Dear Administrator, Fruchter:

Pursuant to 230 ILCS 10/7.11(a), Hollywood Casino Joliet submits the following information for its 2025 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 2025 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.

	1/1/25 - 12/29/25	Total # of MWDVBEs	2025 Utilization
MBE	\$ 21,908,759.42	34	28.25%
WBE	\$ 12,538,592.75	34	16.17%
DBE	\$ 2,393,681.22	7	3.09%
VBE	\$ 4,256,295.28	7	5.49%
Total	\$ 41,097,328.67	82	53.00%

(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 2025:

- Adam Powell is an active member of the Penn Entertainment Diversity committee since joining the team in August
- HCJ supports CMSDC with an annual sponsorship of \$4,000.00.
- HCJ partnered with our General Contractor to identify Diverse subcontractors to participate in the current construction project.

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

Ongoing efforts include:

Outreach Efforts Currently in Place

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

Specific Outreach Events Attended

- Buyer, Mike Kavanaugh and Regional Director of Procurement, Jim Zubay attended the Chicago Business Opportunity Fair on April 11, 2025.
- On April 17, 2025 Jim Zubay attended the City of Aurora Reverse vendor fair meeting with 14 potential suppliers.
- Bally's Chicago hosted a Vendor Fair on June 25th that was attended by Doris Roland, Supply Chain Manager Ameristar East Chicago.
- The Q3 2025 NMSDC Virtual Business Connection Matchmaker was attended on September 15, 2025 by Jim Zubay.
- Adam Powell, Purchasing Manager Hollywood Aurora/Joliet set up a booth to network with new suppliers at the Illinois Apex accelerator Holiday Procurement Expo held on December 4, 2025.
- Adam Powell is an active member of the Penn Diversity committee since joining the Team in August 2025.
- HCJ supports CMSDC with an annual sponsorship of \$4,000.00.

- Leaders from Penn Entertainment attended several events hosted by MBE/DBE/WBE/VBE agencies including:
 - National Minority Supplier Development Council
 - Missouri Gaming Commission
 - NAVOBA-National Veteran-Owned Business Association
 - NGLCC-National Gay, Lesbian Chamber of Commerce
 - USBC-US Black Chamber

Internal Procurement Processes

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

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

Sincerely,

Jeffery Rozell

Jeffery Rozell
Director of Compliance

cc: Dovie Shelby, IGB
Jeffrey Cartwright, Casino Field Office Supervisor
Ruben Warren, Vice President and General Manager
Nicholas Donkers, VP of Finance, Hollywood Casino Joliet



EAST PEORIA, ILLINOIS

December 22, 2025

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

Re: Annual Report on Diversity

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

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

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

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

Recruitment

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

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

21 Blackjack Blvd | East Peoria, IL 61611
309-699-7711 | ParadiseCasino.com

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.

2025	Par-A-Dice	Peoria, Tazewell & Woodford County
Male	54.6%	52.8%
Female	45.4%	47.2%
Total	100%	100%
Caucasian	70.6%	71.4%
African American	10.1%	10.6%
Asian	10.2%	10.5%
Hispanic	1.8%	1.8%
Native American	1.1%	1.3%
Other Races	6.2%	4.4%
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.** *(Based on actuals through November, estimate for December)*

Minority Owned/Minority Woman Owned = \$891K

Woman Owned = \$335K

Disabled Owned = \$5K

Veteran Owned = \$42K

- ❖ **The total number of businesses owned by minority persons, women, and persons with a disability and veteran owned that were utilized by the licensee.** *(Based on actuals through November, estimate for December)*

❖

Minority Owned/Minority Woman Owned = 27

Woman Owned = 31

Disabled Owned = 2

Veteran Owned = 3

- ❖ **The utilization of businesses owned by minority persons, women, and persons with disabilities and veteran owned during the preceding year;** *(Based on actuals through November, estimate for December)*

❖

Minority Owned/Minority Woman Owned = 9.3%

Woman Owned = 3.5%

Disabled Owned = .1%

Veteran Owned = .4%

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

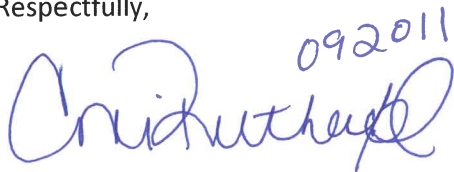
1. Updated the 'Vendor Opportunities' section of the PAD website to include: Bid opportunities for Contracts, Bulk Purchases and Services. In addition, instructions on 'How to Become a Vendor' through the Supplier Portal Application and contact information for property procurement team have been added 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, PBE 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, PBE 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, PBE and VBE businesses newly acquired.
8. The property utilizes an internal Special Preference form to award a WBE, MBE, PBE 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, PBE 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, PBE 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 15, 2025

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

RE: Annual Diversity Reporting – 230 ILCS 10/7.11

Dear Ms. Shelby,

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

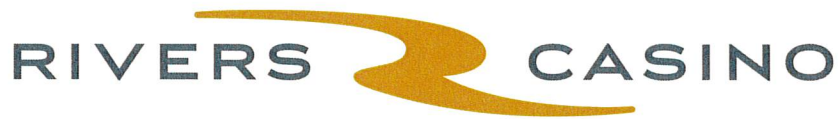
Employment Diversity:

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 \$500,000 in grants and donations to this organization.
- **CARA:** Since 1991, Cara has helped people affected by poverty to obtain and keep quality jobs. Since opening the casino in 2011, Rivers has made over \$290,000 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 has made over \$45,000 in grants and donations to this organization.
- **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 \$800,000 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 2025 employee population compilation:

Ethnicity	Count	% of Total
African American	180	9.7%
American Indian/Alaskan	3	0.2%
Asian	538	29.0%
Caucasian	615	33.1%
Hawaiian/Pacific Islander	11	0.6%
Hispanic or Latino	468	25.2%
Two or More/Not Hispanic	42	2.3%
Total	1,857	

Gender	Count	% of Total
Female	803	43.2%
Male	1054	56.8%
Total	1857	

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 2025.

Total Non-exempt expenditures	\$ 20,990,031
-------------------------------	---------------

Category	Tier 1 Expenditures	Vendor Count	% of Non-Exempt Expenditures
MBE	\$ 2,599,328	29	12.4%
WBE	\$ 3,962,801	26	18.9%
PBE	\$ 1,244	1	0.0%
VBE	\$ 998,666	2	4.8%
Total 2025 M/W/P/VBE Spend	\$ 7,562,039	58	36.0%

Outreach initiatives that Rivers completed over the course of 2025 to help expand its vendor pool of certified M/W/P/VBE vendors included:

- **Memberships:** Rivers maintained memberships with the following groups during 2025 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 2025 Rivers attended multiple vendor outreach events including the ISBCC networking event at Wind Creek (Jan 2025), IHCC networking events (Feb, April, June & July 2025), ILBCC networking events (Mar & June 2025), APEX Summit (Mar 2025), Bally’s Casino vendor networking event (June 2025),
- **Advertising:** In effort to continue to attract diversified vendors in 2025, 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 2025 - 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.
- **ISBCC Annual Conference** – September 2025 - 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 2025 - Rivers attended this in-person event targeting the Persons with Disabilities community.
- **Disabilities: IN** – November 2025 - Rivers attended and exhibited at the Chicago networking event, which target the Persons with Disabilities community.

Due to the specific nature of many casino-orientated expenses, Rivers faces the challenge of utilizing diverse vendors within specific categories. Many of the exclusions which Rivers includes on its annual report are driven by specialized-source vendors related to software, gaming/equipment, financial services, and legal services. In addition, services in which there are larger pools of diverse 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.

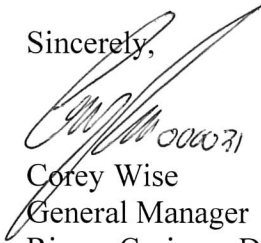
Diversity and Inclusion Taskforce

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 2025, 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 Wings in the month of March for Women's History month. 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 leaders at a property luncheon.

RIVERS CASINO

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

Sincerely,

Handwritten signature of Corey Wise in black ink, with the name 'Corey Wise' written in small text below it.

Corey Wise
General Manager
Rivers Casino – Des Plaines

CC: Mike Hopkins, IGB
Jillian San Salvador
Stephanie Budnyk
James Bader



2025 Annual Report on Diversity

Pursuant to 230 ILCS 10 Sec. 7.11(a), please find Walker's Bluff Casino Resort, LLC 2025 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
Williamson County	87.70%	5.30%	0.50%	1.60%	0.00%	2.20%	3.10%
Jackson County	71.90%	15.40%	0.60%	4.50%	0.10%	3.30%	5.40%
Walker’s Bluff Casino Resort	77.00%	14.40%	0.30%	1.10%	0.10%	3.50%	3.50%

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.

2025 Vendor Diversity Results

2025 Actual plus forecasted spend with MBE/WBE/VBE/PBE diversity vendors at WBCR is 20.4% of total non-exempt spend. Our percentages of diversity spend by category is as follows:

Total Expenditures	Actual YTD		Forecasted		Total 2025	
Total Non-Exempt Expenditures	\$ 3,736,586	100.0%	\$ 148,548	100.0%	\$ 3,885,133.73	100.0%
DBE of Total Non-Exempt Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
MBE of Total Non-Exempt Expenditures	\$ 681	0.0%	\$ 18,811	12.7%	\$ 19,491.50	0.5%
WBE of Total Non-Exempt Expenditures	\$ 388,223	10.4%	\$ 28,797	19.4%	\$ 417,020.43	10.7%
VBE of Total Non-Exempt Expenditures	\$ 346,725	9.3%	\$ 8,910	6.0%	\$ 355,635.00	9.2%
Total	\$ 735,629	19.7%	\$ 56,518	38.0%	\$ 792,146.93	20.4%
In-State Vendor Non-Exempt Expenditures						
Total Illinois Vendor Non-Exempt Expenditures	\$ 1,318,691	100.0%	\$ 30,138	100.0%	\$ 1,348,828.89	100.0%
DBE of Illinois Vendor Non-Exempt Expenditure	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
MBE of Illinois Vendor Non-Exempt Expenditure	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
WBE of Illinois Vendor Non-Exempt Expenditure	\$ 39,037	3.0%	\$ 2,118	7.0%	\$ 41,154.89	3.1%
VBE of Illinois Vendor Non-Exempt Expenditure	\$ 346,725	26.3%	\$ 8,910	29.6%	\$ 355,635.00	26.4%
Total	\$ 385,762	29.3%	\$ 11,028	36.6%	\$ 396,789.89	29.4%

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 15 diverse vendors:

- MBE – 3
- WBE – 11
- VBE – 1
- PBE – 0

Outreach Efforts

Walker's Bluff Casino Resort, LLC and Elite Casino Resorts, LLC continues to seek out opportunities to identify, 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.

2025 Annual Diversity Reporting
Purchasing

Wind Creek Chicago Southland is committed to engaging suppliers from diverse backgrounds and supporting businesses within our community. Our bid process encourages the inclusion of diverse suppliers whenever possible, and we strive to embed supplier diversity into our organizational culture. Below is a summary of our 2025 supplier diversity spend.

2025 Diverse Supplier Spend Summary

<u>Vendor</u>	<u>Status</u>	<u>Spend</u>
<u>1st Choice Specialty Services Inc</u>	<u>VBE</u>	<u>\$3,523,899.72</u>
<u>Abbott Connection Ltd dba A-List Limousine</u>	<u>VBE</u>	<u>\$54,904.75</u>
<u>Airways Systems Inc</u>	<u>VBE</u>	<u>\$134,945.00</u>
<u>Albanese Confectionery Group</u>	<u>WBE</u>	<u>\$8,511.75</u>
<u>Anita W. Bennett</u>	<u>WBE</u>	<u>\$214,225.00</u>
<u>At Work Sales Corporation dba At Work Uniforms</u>	<u>WBE</u>	<u>\$2,384.46</u>
<u>Blue Line Security Solutions LLC</u>	<u>MBE</u>	<u>\$30,165.38</u>
<u>Carriage Investment Ltd dba Carriage Paper Products</u>	<u>WBE</u>	<u>\$32,264.20</u>
<u>Chicago Parts & Sound, LLC dba Police Department Systems</u>	<u>MBE</u>	<u>\$2,025.00</u>
<u>Chicago Communications LLC</u>	<u>WBE</u>	<u>\$21,630.40</u>
<u>Chicago Chinatown Chamber of Commerce</u>	<u>MBE</u>	<u>\$8,525.00</u>
<u>Continental Resources, Inc</u>	<u>WBE</u>	<u>\$19,325.62</u>
<u>Creative & Response Services Inc dba C+R Research</u>	<u>WBE</u>	<u>\$54,625.00</u>
<u>Design America Import Corp dba Paradigm Trends</u>	<u>WBE</u>	<u>\$36,097.82</u>
<u>Eloquent Media Communications LLC</u>	<u>MBE</u>	<u>\$68,299.73</u>
<u>Gaming Tickets Inc</u>	<u>WBE</u>	<u>\$11,507.78</u>
<u>Garfield Building Maintenance Company</u>	<u>WBE</u>	<u>\$67,055.00</u>
<u>Genesis Gaming Solutions Inc</u>	<u>VBE</u>	<u>\$2,105.72</u>
<u>G&K Baking LLC dba Buttercrumb Bakery</u>	<u>VBE</u>	<u>\$4,908.43</u>
<u>Hixson Consultants, Inc</u>	<u>WBE</u>	<u>\$12,710.61</u>
<u>International Moulding Inc dba Spacia Group</u>	<u>WBE</u>	<u>\$8,668.00</u>
<u>Inter-City Supply Co., Inc</u>	<u>MBE</u>	<u>\$670,848.93</u>
<u>Ivan Carlson & Associates Inc</u>	<u>WBE</u>	<u>\$76,858.49</u>
<u>Kentech Consulting, Inc</u>	<u>MBE</u>	<u>\$96,630.26</u>
<u>Liberty Lithographers, Inc dba Liberty Creative Solutions Inc</u>	<u>WBE</u>	<u>\$158,707.55</u>

<u>Vendor</u>	<u>Status Spend</u>
<u>LogoBranders, Inc</u>	<u>WBE \$33,990.00</u>
<u>Metro Kleeners, LLC dba EcoDirect Laundry & Cleaners</u>	<u>MBE \$481,251.80</u>
<u>Mid-West Institutional Food Distributors, Inc</u>	<u>WBE \$862,225.76</u>
<u>Motr Grafx, LLC</u>	<u>MBE \$2,025.00</u>
<u>Nadeau's Ice Sculptures Inc</u>	<u>MBE \$6,453.90</u>
<u>NAI Print Solutions LLC</u>	<u>MBE \$195,650.42</u>
<u>Noel Asmar Group US, Inc</u>	<u>WBE \$29,296.36</u>
<u>Protein Plus Marketing Inc</u>	<u>WBE \$1,378,739.50</u>
<u>Rain Marketing Inc</u>	<u>WBE \$603,879.62</u>
<u>SekureTrak, Inc dba TraknProtect</u>	<u>MBE \$8,648.02</u>
<u>Semoice Technology, Inc</u>	<u>MBE \$1,440,628.45</u>
<u>Service Central Inc.</u>	<u>WBE \$33,337.47</u>
<u>SLP Commercial & Janitorial Services, Inc</u>	<u>MBE \$2,360.28</u>
<u>Spotlight Cleaning Service Inc</u>	<u>MBE \$130,378.18</u>
<u>Thurston Electrical Specialty Company</u>	<u>WBE \$9,117.88</u>
<u>Upscale Smokes Inc</u>	<u>MBE \$5,348.40</u>
<u>VPP Inc dba Vicki's Party Pro</u>	<u>WBE \$10,525.00</u>
<u>W.E. Distributors, Inc.</u>	<u>WBE \$147,889.36</u>
<u>World Link Trading Ltd</u>	<u>WBE \$321,843.31</u>
<u>Total 2025 Diverse Supplier Spend: \$11,025,418.31</u>	

2026 Supplier Diversity Commitments

To continue strengthening our supplier diversity efforts, Wind Creek Chicago Southland will take the following actions in 2026:

1. Continue our relationship with the Chicago Minority Business Development Council by leveraging their resources to identify potential suppliers and attending hosted networking events.
 2. Maintain sponsorships and partnerships with the Hispanic Chamber of Commerce, the Illinois Black Chamber of Commerce, and the Chicago Southland Chamber of Commerce to expand engagement with diverse suppliers.
 3. Host a Supplier Diversity Fair in 2026.
 4. Attend supplier diversity fairs hosted by other Illinois casinos.
 5. Utilize vendor databases from other Wind Creek properties to identify additional diverse partnership opportunities.
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For any questions, please contact:

Scott Kozlowski

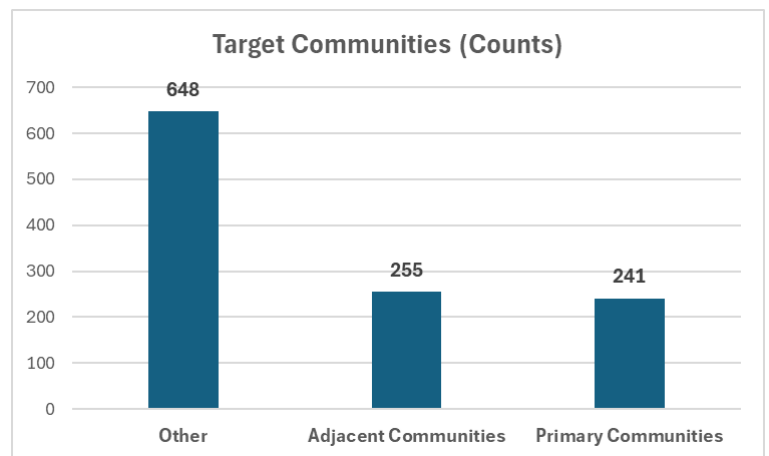
Purchasing Manager
Wind Creek Chicago Southland
17300 S. Halsted
East Hazel Crest, IL 60429
C: 847-921-2173
Scott.Kozlowski@windcreek.com

December 30, 2025, Team Member Overview

There is a total of 1,144 Team Members (TM) as of Tuesday, December 30th. The following shares demographic breakouts regarding the current team members.

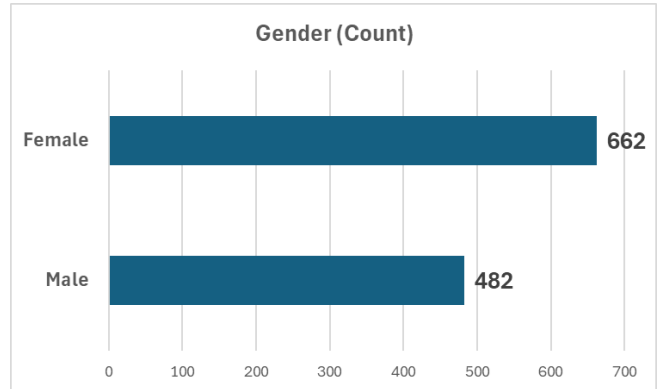
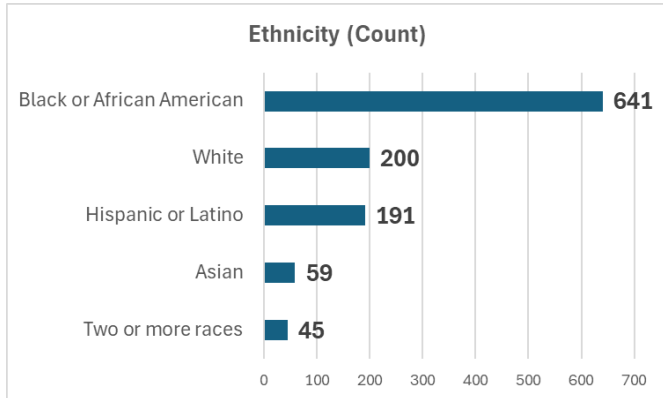
Community Breakout:

- There are 241 TMs from primary communities and 255 TMs from adjacent communities. For a total of **43%** of TMs come from primary and adjacent communities.
- The top four primary communities are Chicago Heights, Homewood, South Holland, and Harvey which collectively make up 13% of the total WCI population.
- Other notable counts are Chicago and Indiana:
 - Indiana: 30% of the total population
 - Chicago: 17% of the total population



Ethnicity and Gender Breakout:

- 56% of the overall population are Black or African American.
- 58% of the total population are female.



Ethnicity	Count	% of Total
Black or African American	641	56%
White	200	17%
Hispanic or Latino	191	17%
Asian	59	5%
Two or more races	45	4%
Native Hawaiian or Pacific Islander	< 5	
American Indian or Alaskan Native	< 5	
N/A	< 5	
Total	1144	

Gender	Count	% of Total
Female	662	58%
Male	482	42%
Total	1144	

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