

PROPOSAL RESPONSE

Lot 2

Volume 1 – Applicant Information Information Volume

Solicitation # C202017
Due Date: March 19, 2021
3:00 PM EST

Submitted by:
Aristocrat Technologies, Inc.
10220 Aristocrat Way
Las Vegas, NV 89135

TITLE PAGE

Lot 2

Volume 1 – Applicant Information Information Volume

Solicitation # C202017

Due Date: March 19, 2021

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Submitted by:

Aristocrat Technologies, Inc.

10220 Aristocrat Way

Las Vegas, NV 89135

Portions of this proposal, which are identified and marked "Aristocrat Technologies, Inc. Proprietary and Confidential", contain Aristocrat Technologies Incorporated ("ATI") and Aristocrat Gaming ("Aristocrat") confidential information, ideas, concepts, processes, and trade secrets. The confidential and proprietary contents of this proposal are intended solely for use by the New York State Gaming Commission in evaluating this proposal as part of its procurement process and may not be disclosed except as necessary for that purpose. Release of Aristocrat confidential and proprietary information would cause Aristocrat serious and irreparable competitive harm. Aristocrat invests significant resources to maintain its confidential and proprietary information, which is unavailable to third parties except under nondisclosure agreements or protections that cover this information under applicable law. If any third party makes a request for disclosure of this proposal or any portion thereof, please notify Aristocrat immediately so that Aristocrat can act to protect its confidential and proprietary contents unauthorized disclosure.

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LOT 2 • VOLUME 1

INFORMATION VOLUME

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- C. BIDDER EXPERIENCE
- D. REFERENCES
- E. PROJECT MANAGEMENT AND STAFFING
- F. WORK PLAN
- G. DIVERSITY PRACTICES

1 INFORMATION VOLUME

a. Bidder Background Information

Bidder Background Information. The Bidder must provide the following information:

(1) *Name and address of business entity making the Proposal.*

Response:

Aristocrat Technologies, Inc.
10220 Aristocrat Way
Las Vegas, NV 89135
Tel: 702-270-1000
Fax: 702-270-1236
www.aristocrat.com

(2) *Type of business entity (e.g., corporation, partnership, etc.).*

Response: Corporation

(3) *Place of incorporation, if applicable.*

Response: Nevada

(4) *Name and location of major offices, plants, and other facilities that relate to the Bidder's performance under the terms of this RFP.*

Response:

- Aristocrat Technologies, Inc.
10220 Aristocrat Way, Las Vegas, NV 89135
1-800-482-3723
- Aristocrat Technologies, Inc.
3300 Birtcher Dr, Las Vegas, NV 89118
702-263-1497
- Aristocrat Technologies, Inc.
Video Gaming Technologies Class II Division
12000E Skelly Dr, Tulsa, OK 74128
918-877-7000
- American Gaming and Electronics
223 Pratt St., Hammonton, NJ 08037
609-704-3000

(5) *Name, address, and function of any and all subcontractors, associated companies, or consultants to be involved in any phase of this project.*

Response:

AMERICAN GAMING AND ELECTRONICS

Corporate Headquarters: 223 Pratt St., Hammonton, NJ 08037 / 609-704-3000

Office: 3250 W. Ali Baba Lane Suite B, Las Vegas, NV 89118 / 609-704-3000

Mr. Tony Tomasello – President and Chief Executive Officer

Function/Capacity/Service:

- VLT Installations, Set Up, and Testing
- VLT Floor Moves and Removals
- VLT Service Calls and Service Level Agreement
- VLT Preventative Maintenance
- VLT Storage and Distribution
- VLT Diagnosis and Repair

IMAGE POWER INC

95 West Street, Annapolis, Maryland 21401 / 410-269-8888

Mr. Carroll H. Hynson Jr – President and Chief Executive Officer

- **Function/Capacity/Service:** Primary Business Operations for supporting VLT Market for Aristocrat Service

INTEGRATED STAFFING

463 Maple Avenue, Saratoga Springs, NY 12866 / 518-583-7823

Dhianna Yezzi - Owner and President

- **Function/Capacity/Service:** Recruiting and Staffing Organization for VLT Support Service for Aristocrat and Image Power

ABOVE AND BEYOND TALENT ACQUISITION INC

48 Wall Street, 5th Floor, New York, NY 10005 / 646-779-5260

Mr. Keith Harper CEO

- **Function/Capacity/Service:** Recruiting and Staffing Organization for VLT Support Service for Aristocrat and Image Power

DACK CONSULTING SOLUTIONS, INC

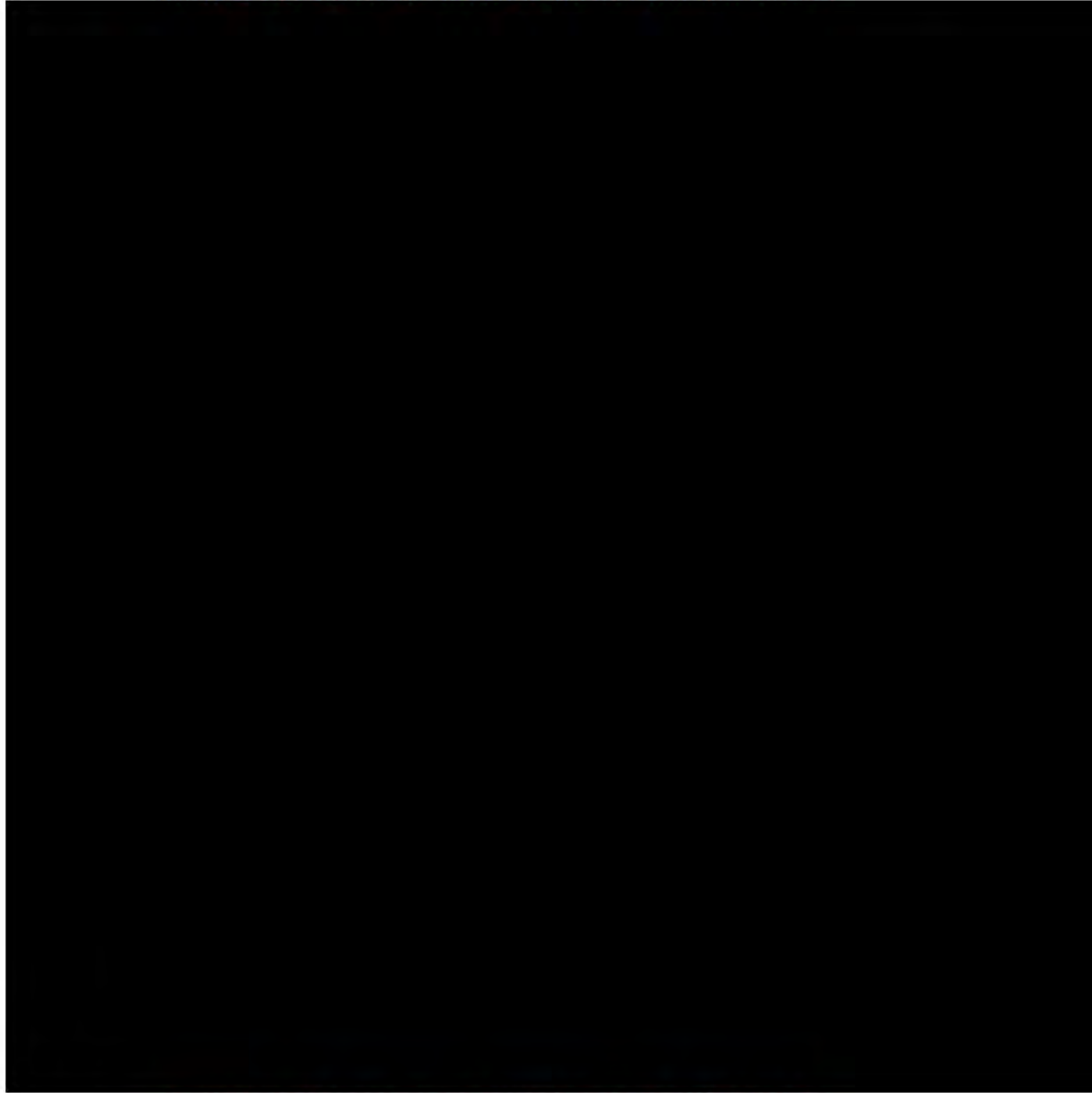
Two William St # 202, White Plains, NY 10601

- **Function/Capacity/Service:** Minority worker engagement and fulfillment

Refer to Attachment A01 Subcontractor Teaming Letters at this end of this subsection.

- (6) *Name, address, telephone number, and email address of Bidder's representative to contact regarding all contractual matters concerning this Proposal.*

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

(10) Bidder's organizational chart by staff title.

Response:



(11) A summary of the Bidder's mission, culture, and guiding philosophy.

Response:

Aristocrat Mission

At Aristocrat, our mission is to bring joy to life through the power of play. Our values are rooted in creativity and technology, and we have a rich history of innovation that has helped shape our industry over many decades. From our global firsts to our exploration of new and emerging markets, there is one thing that remains consistent,

We. Love. To. Play

Aristocrat Profile

Aristocrat is a leading gaming provider and games publisher, with more than 6,000 employees located in offices worldwide. Aristocrat offers a diverse range of products and services, including electronic gaming machines, casino management systems, and digital social games. Aristocrat's land-based products are approved for use in more than 300 licensed jurisdictions and are available in over 80 countries.

Our Values and Culture

We have a strong focus on culture across our business because we know that a healthy culture inspires and motivates our people and helps us attract and retain the world's best talent. Below you will find our values framework.

- **It is All About the Player**

We stay connected to our customers and players to get feedback and ensure we can offer more service and value – and more entertaining game experiences – every day.

- **Talent Unleashed**

We provide employees with the tools they need to do their best work and empower them to make decisions and take calculated risks, with the safety of knowing that we will always have their back. Our inclusive culture allows everyone to step up, challenge the status quo and contribute to our shared success.

- **Collective Brilliance**

There is no "I" in "team," but we recognize that a collective of immensely talented individuals can have a tremendous impact. When we are focused on the same goal, limitations are bound only by our imagination, and we know that when we work as one, we can achieve extraordinary things and push each other to do better. It is also essential to acknowledge that the world has changed and, with it, antiquated employment models. If parents need to work from home or require flexibility in their hours, we empower and support our team to work the way they need to be successful.

- **Good Business. Good Citizen**

We are a big company with responsibilities. We are committed to transparent practices, listening more, and continually improving how we work to maintain being an industry leader.

It should come as no surprise that we take our responsibility to do the right thing for our customers, players, shareholders, and each other very seriously. Being a responsible business and a good citizen is critical to our vision of a long-term, sustainable, and vibrant games industry. It is what we are proud of.

(12) A summary of the Bidder's hiring practices, including suitability standards.

Response: Aristocrat Technologies, Inc. (ATI) operates in a highly regulated environment; therefore, ATI requires all employees to pass background checks as part of the employment process successfully. These checks are completed on employment commencement and include a Criminal, Financial, Social Security Profile, DMV, Education History, and Employment History.

Applicants must sign appropriate authorization and waivers before a background check is conducted. Employees in key positions and technicians must file for suitability and satisfy background checks across multiple jurisdictions on an on-going basis. Also, periodic background investigations are conducted on employees in key positions, technicians, and other staff as deemed necessary.

Additionally, Aristocrat subcontractors also conduct background checks and/ ensure employees are suitable to obtain and maintain licenses.

Aristocrat has a strong commitment to diversity and inclusion and recognizes the value of attracting, retaining, and motivating employees with diverse backgrounds, knowledge, experiences, and abilities. Diversity contributes to our business success and benefits individuals, customers, teams, shareholders, and stakeholders. Hiring diverse employees is a hiring practice we live by and a competitive advantage for bringing in the best talent.

All new hires are assigned the ATI Harassment Bullying Discrimination Policy to be reviewed and acknowledged immediately upon hire. The policy covers the following key points:

- The policy applies to all part-time and full-time employees of Aristocrat.
- Aristocrat will require New York Lottery sub-contractors to be certified to meet this requirement and mirror the same standards as Aristocrat employees. We will extend all training programs to our partners to ensure full compliance.
- The following are examples of discrimination, harassment, and bullying behaviors that are not acceptable:
 - engage in illicit harassment (including sexual harassment) against another worker based on any protected characteristics.
 - bully or engage in violence against another worker.
 - retaliate against a worker who has made a complaint under this policy, or retaliate against any worker involved in the investigation of a complaint, including a witness or the person complained about
 - aid, abet, or encourage any other worker to engage in any inappropriate behavior in contravention of this policy.
- Specific examples of Sexual Harassment that are not tolerated include:
 - unwanted sexual advances, offering employment benefits in exchange for sexual favors, making threatening reprisals after a negative response to sexual advances.
 - verbal conduct: making or using derogatory comments, epithets, slurs based on an individual's protected classification, sexually explicit jokes, sexual advances or propositions, suggestive letters, notes, or invitations, comments about a person's body or appearance.
 - visual conduct: leering, making sexual gestures, displaying sexually suggestive objects or pictures, derogatory posters, cartoons, notes, websites, emails, or text messages based on a protected classification.
 - physical conduct: assault, unwanted touching, or blocking normal movement because of an individual's protected status.

- Retaliation tied to reporting behaviors outlined in this policy will also not be tolerated.
- Should any of these behaviors occur, including retaliation, employees are encouraged to report it to HR and/or call the Ethicspoint hotline. This third-party company handles these situations independently.

Additionally, all new hires are assigned the ATI Code of Conduct training, which addresses the behaviors that are acceptable and not acceptable in the workplace. It specifically addresses Sexual Harassment and covers these key points:

- Aristocrat promotes a positive and dynamic work environment with a robust ethical culture.
- Treating others with respect is imperative to being successful in our workplace.
- Aristocrat strictly prohibits discrimination in any form.
- Workplace harassment, bullying, and violence are not tolerated.
- Aristocrat promotes an environment encouraging employees to “speak up” if any of these instances occur.
- Employees are encouraged to escalate any of these types of situations to HR, or they can report a situation through our third-party hotline, Ethicspoint.

Our policy and training standards are available to the New York Lottery Gaming Commission upon request.

Refer to these attachments at the end of this section:

A02 Suitability of Key Associates Policy at the end of this subsection.

(13) A list of the Bidder's strengths in relation to the work defined in this RFP, including employee capacity to undertake and successfully carry out the proposed services.

Response: We are Aristocrat Gaming, pioneers in the gaming industry. We are relentless in our pursuit of service excellence and our commitment to continuously improving the customer and employee experience.

In addition to our industry-leading service experience supporting land-based casino installations throughout North and South America, Aristocrat takes a player-centric approach when developing our high-performance games.

Aristocrat is continuously developing new technologies to enhance security, scalability, functionality, and overall quality.

STRENGTH: FINANCIAL STABILITY AND PERFORMANCE

A key differentiator for Aristocrat has been our financial stability and performance that has allowed us to invest heavily in bringing new game technology to the market. Our core belief is that investment in developing new games and technologies will continue to bring value to the jurisdictions we operate in and bring additional tax revenues to the states and a constant stream of new product for the NYL.

STRENGTH: INNOVATION, CONTINUOUS IMPROVEMENT AND DEDICATED WORKFORCE

Aristocrat is an ideas company at heart, which means innovation is embedded into every aspect of our business. Whether we are designing sleek new cabinets, premium game content, or award-winning systems, we apply fresh thinking and creativity to deliver the world's greatest gaming experience every day.

At Aristocrat, we take great pride in everything we do. Attention to detail is a key focus, and we aim to provide an exceptional, unmatched customer experience. We have proven our superlative service with multiple, recent high-profile installations, which we have listed as references.

Our commitment is to go above and beyond and set the bar for how new casino installations should be performed.

- ISO 9001:2015 Certification
- 450+ certified skilled gaming service employee base nationwide and infrastructure with the ability to support the implementation and on-going support of the New York Lottery VLT program (dedicated Field team to support the New York Lottery VLT program)
- Industry Recognized Training University to promote on-going skilling of an agile workforce.
- Modernized service infrastructure with industry-leading platforms such as Microsoft Dynamics, Salesforce, and BMC
- The disciplined infrastructure of Project Management, Controlled service workflows, Safety First Culture, Employee Development, and a frictionless customer experience all resulting in a referenceable service standard.
- World Class reporting tools for Service using Business Analytics tools such as Salesforce Einstein and Tableau. Service focuses on a maximum machine availability experience approach of predictive maintenance on past service trends, Service Level Agreement achievement (SLAs), and full transparency to reporting:

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS

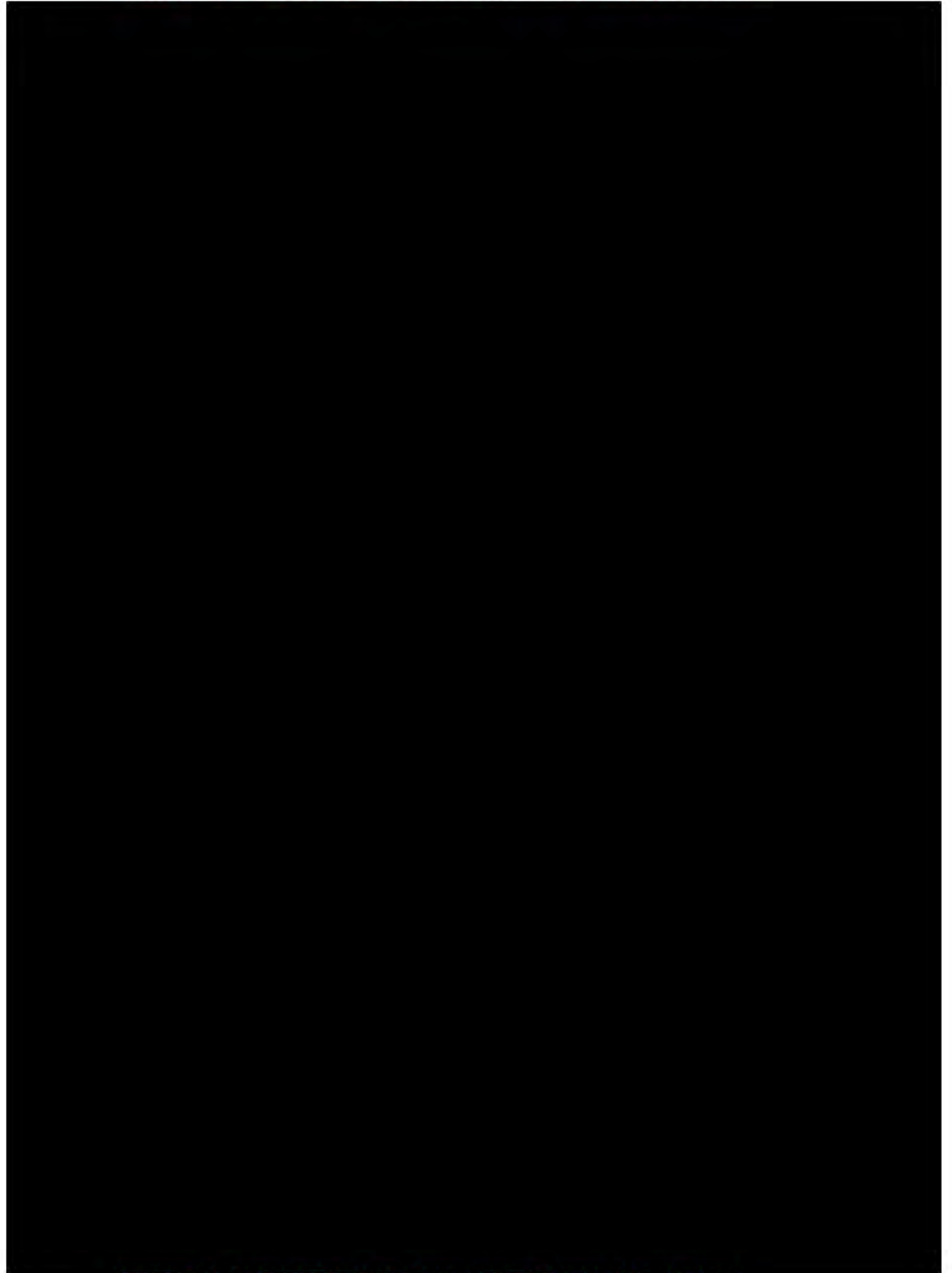


ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

- Seven days / 24-hour single point of contract Aristocrat Service Center (ASC). The ASC will immediately dispatch cases to the Service Technician assigned to Support the New York Lottery VLTs. All service cases are automatically managed to the contracted Service Levels. Second level support is available for both customer inquiries and Technician support for advanced support.
- Customer Portal is available for single point of self-service at Aristocratgaming.com. This exclusive customer portal provides full access to documentation, call status, game inventory, and other widely used service information.

Our Customer Portal provides instant analytics:

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

STRENGTH: ARISTOCRAT'S FIELD OPERATIONS

Field Operations - Where you need us, When you need us!

Our Field Operations division includes single-sourced solutions led by our Regional Operations Managers, Customer Service Manager(s), and Certified Technicians who are ready to install, service, and support any of your Aristocrat products at a moment's notice. Our comprehensive maintenance and warranty services protect your casino floor.

Maintenance and services available include:

INSTALLATION SERVICES

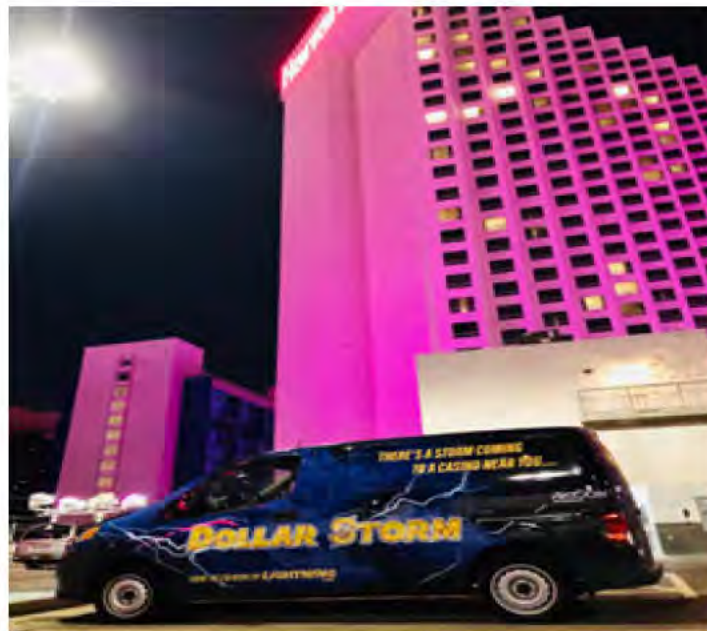
- Pre-installation visits for planning and training
- Pre-delivery quality control inspection
- Professional game and sign installations by Master Certified technicians
- Verification processes for proper game configurations and payouts
- Post-installation customer visits to ensure your satisfaction.
- Customer quality feedback survey

SUPPORT SERVICES

- On-site game diagnosis and service
- Preventative maintenance programs
- Software upgrades and game conversions

OTHER SERVICES

- Casino game moves
- On-site engineering support
- Customized customer service projects
- Customer jackpot verifications
- On-site casino technician game training



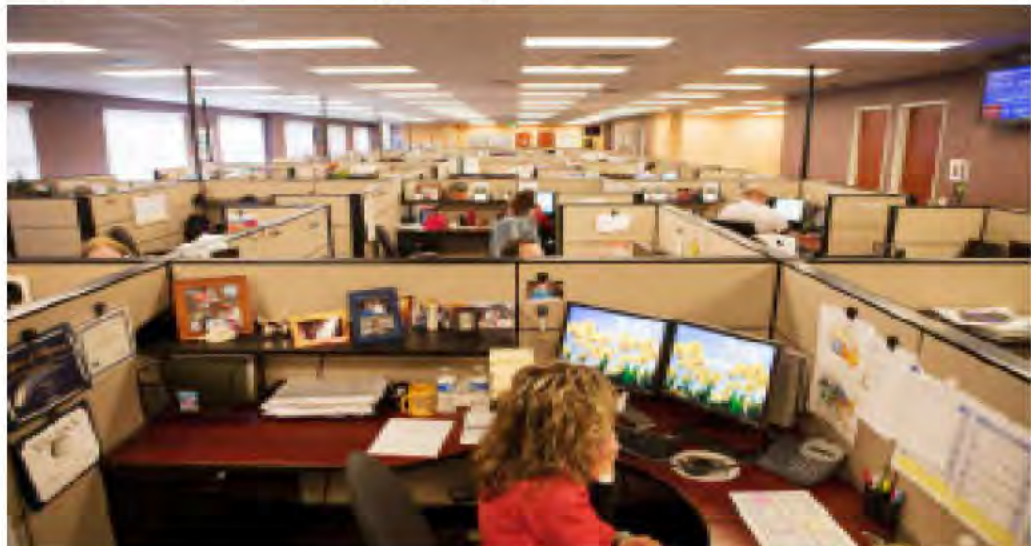
STRENGTH: ARISTOCRAT'S NATIONAL SERVICE SUPPORT CENTER

A single contact for premier customer service

Together, our National Service Support Center (NSSC), Americas Support Website, Technical Support Division, and MSP department provide around-the-clock support 365 days per year for our systems and game customers. If you have a question, your answer is just a phone call or mouse click away. Every customer inquiry receives individual attention. Our skilled professionals provide multiple levels of technical support to ensure your questions are answered in-depth. Also, they provide insight on operational and maintenance issues. Our hardware and software technical support experts offer advanced solutions to solve, verify or provide:

Game Support

- High-Quality Call Handling: technical game support is provided before dispatching field service to your casino.
- Customer-focused services and anywhere, anytime service delivery enable us to provide reliable, efficient support to your casino!



STRENGTH: ARISTOCRAT'S PROJECT AND DEPLOYMENT SERVICES

To fully support the New York Lottery VLT account, Aristocrat has designed a strategic VLT deployment program with dedicated personnel to ensure we deliver, install, and execute all aspects of the work defined in the New York State Gaming Commission RFP for New York Lottery Video Lottery Games C202017.

We have outlined our strategic work plan for how Aristocrat will support all aspects of planning, delivering, plan execution and on-going support and maintenance for New York Lottery VLTs in Section 4.2.E of this RFP.

STRENGTH: COVID SAFETY PROTOCOLS

- Covid-19 Response – Aristocrat's Crisis Management Team was formed before major shutdowns focused on putting safety protocols in place for our employees and customers while responding to the ambiguous and continuously changing

environment. In addition to pre-site covid safety measures, Aristocrat worked in partnership with our customers to supply personnel and safety materials that enabled a safe return to business viability (Aristocrat Assist Program). The American Gaming Association (AGA) officially recognized Aristocrat Service and Safety protocols as best practices across the gaming industry. Aristocrat also shared our best practice Covid and safety protocols with vendors across the gaming industry.



- Covid Safety Protocols include daily employee health certifications, use of a contact tracking app, certified Covid Safety Training, adhering to World Health Organization policies and procedures to ensure best practices, the “Aristocrat Play Apart, Together” employee support fund for employees and their families who may be adversely affected by Covid-19, additional customer training on Covid protocols, and sharing of Aristocrat Gaming Effective Safety practices with other Gaming vendors. An example of Aristocrat’s Covid Resource:

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

STRENGTH: CERTIFIED MINORITY AND WOMEN OWNED BUSINESS SUBCONTRACTORS

We are proud to work with and engage the following minority subcontractors:

- **ABOVE AND BEYOND TALENT ACQUISITION INC**
- **DACK CONSULTING SOLUTIONS, INC**
- **IMAGE POWER INC**
- **INTEGRATED STAFFING**

(14) A list of Bidder's accounts lost or resigned from over the past two (2) years and explanation of why such loss occurred.

Response: No accounts have been lost or resigned.

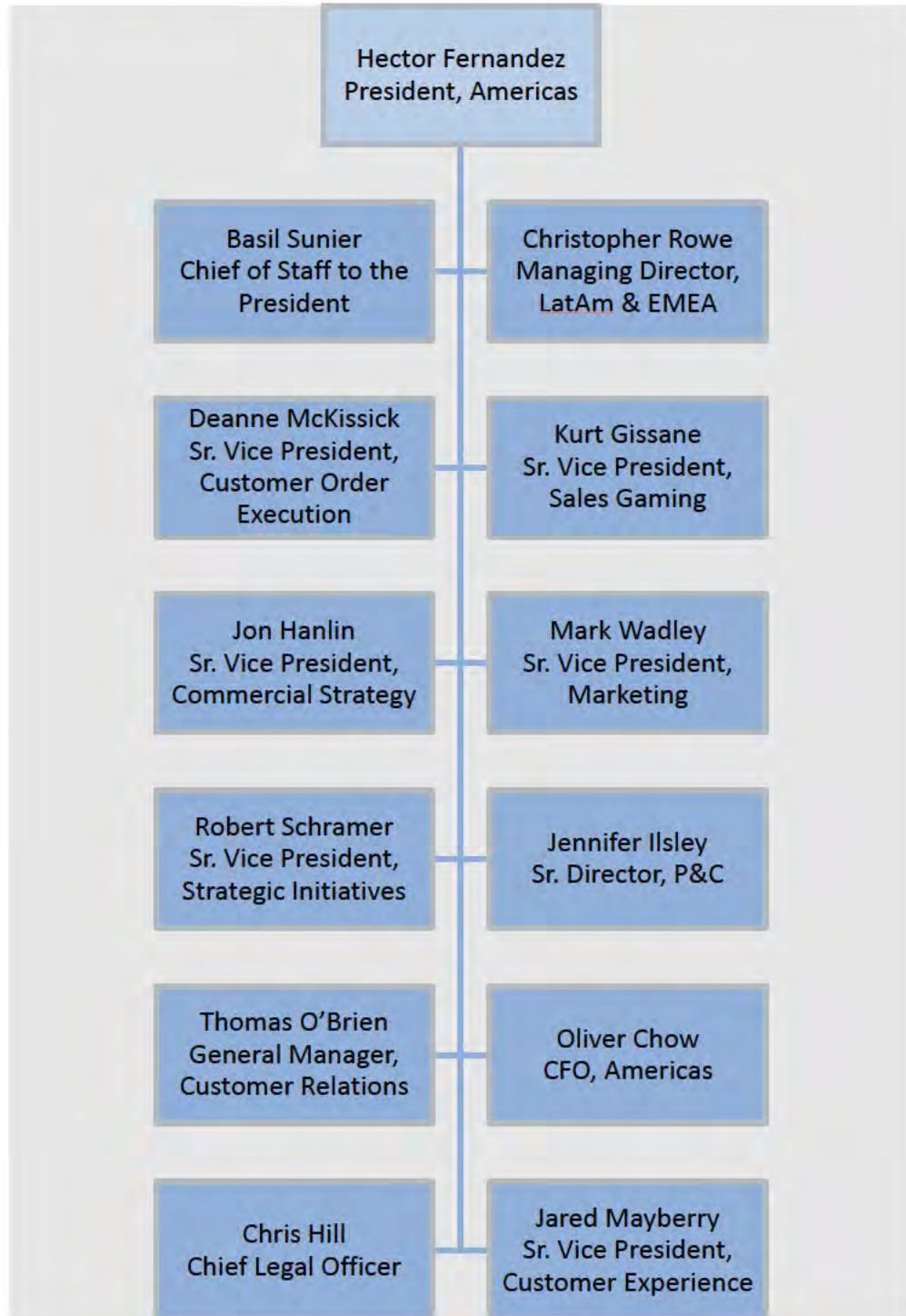
(15) Indicate any penalties or liquidated damages over ten thousand (10,000) dollars assessed against Bidder by gaming jurisdictions.

Response: Refer to Attachment A03 Violations at the end of this subsection.

(16) To the extent not already provided in the Vendor Responsibility Questionnaire, a description of key corporate personnel, ownership control, and facilities available to satisfy the requirements of the RFP. This information will be used in conjunction with the Vendor Responsibility Questionnaire.

Response:

KEY CORPORATE PERSONNEL ORGANIZATION CHART



KEY CORPORATE PERSONNEL/BIOGRAPHIES

Hector Fernandez, President of the Americas, for Aristocrat Technologies, Inc.

Hector leads the land-based organization from the top of Canada to the tip of Chile. His 15+ years of progressive finance, strategy, and accounting experience serve as guiding principles to Aristocrat's on-going track record of success. His dedication and investment in the organization's employees and the Americas company culture further demonstrate his exemplary leadership. Before assuming the role of President, he served as CFO of Americas Commercial. Before joining Aristocrat, he was Finance Manager for Proctor & Gamble and Finance Director for Amgen.

Additionally, he was Director of Finance and Accounting at Cydcor and Senior Director at Western Digital. He is a CPA and holds an MBA with a concentration in Finance and Marketing from USC and a BA in Economics with a minor in Accounting and Government from Claremont McKenna College. He is a Guatemalan immigrant to the US and is fluent in English and Spanish.

Basil Sunier, Chief of Staff to the President, Americas

Chief of Staff, Basil's primary focus is on successfully executing short-term deliverables, acting as a strategic partner, and administering the Aristocrat Leadership Council. He has been with Aristocrat since April 2019, initially working in Americas Commercial Finance. Before joining the Aristocrat team, he worked at Western Digital in various roles, spanning Commercial Finance, Business Strategy, and Pricing. He holds a BS in Finance and Mathematics degree from USC.

Chris Rowe, Managing Director, LatAm and EMEA

Chris leads our business in the dynamic Latin America market, and his experience is as diverse as the region. Chris started with Aristocrat as an intern in Sales & Marketing in 2004 and has since worked in the US, Asia, Australia and has held leadership roles in sales, marketing, and product development. After years in Macau as Managing Director for Asia-Pacific, Chris recently joined the Americas team. He was responsible for Aristocrat's Class II business in the region, leading his team to develop and maintain strategic partnerships in more than ten countries across Asia. He graduated Cum Laude from the University of Utah's Eccles School of Business.

Deanne "DeeDee" McKissick, Sr. Vice President Customer Order Execution

DeeDee's job is to make doing business with Aristocrat as easy and seamless as possible. That means she and her team provide end-to-end leadership of the Customer Order Execution organization within the Americas. She is responsible for sales support, configuration & order change management, material management, dual-site manufacturing, quality, and customer delivery coordination. Meanwhile, she also focuses on speed of execution, building and delivering a high-quality solution, and superior resource/cost management. Before coming to Aristocrat, she was with Hewlett-Packard for several years in many positions, including Sr. Director of Global Operations Material Planning and Sr. Director of Planning, Procurement, and Partner Management, among others. She holds a BA in Economics from Texas A&M and is a leader in Global Gaming Women.

Kurt Gissane, SVP of Sales Gaming for North America

Communicating our incredible innovations to our customers is our Sales team's task, and Kurt leads the gaming sales team for North America, except for Oklahoma. Kurt rejoined Aristocrat in January and has played a crucial role in taking the sales organization to the next level in our quest to change the game. He was a key player in Aristocrat's recent entry into the Illinois market, where customer response to the product we created explicitly for Illinois has been incredibly positive. Earlier, Kurt was with Aristocrat from 2000 to 2009, ultimately becoming Regional Sales Manager for Asia-Pacific. He holds a Bachelor of Business and Commerce degree from Monash University in Victoria, Australia.

Jared Mayberry, Senior Vice President, Customer Experience

Aristocrat is a technology company, making Jared a perfect fit for his role, where he is responsible for driving business transformation, product management, development, solution implementation, technical support, and cybersecurity. He has a passion for delivering amazing customer experiences, strategic business transformation, and solution innovation across the entire customer experience. Jared has been in the gaming industry for more than 15 years, the last 11 in Macau. He has been both a vendor and an operator and has led technology teams in North America, Asia Pacific, India, the United Kingdom, and Europe. He and his teams have created new gaming hardware and software solutions that improved the customer experience, increased revenue, and optimized casinos' operations worldwide. His expertise is backed by a technology-based education and a variety of I.T.-related certifications. Before joining the gaming industry, he ran his own computer services business in Canada for ten years.

Jennifer Ilsley, Senior Director of People & Culture, Americas

Jennifer joined Aristocrat in January 2019, bringing her expansive hospitality knowledge and HR leadership to the land-based People & Culture team. She has extensive hospitality experience, dating from her time as an HR Intern at Beau Rivage in 2003. She was later tapped to be a part of the Hurricane Katrina Re-opening Project Team in 2006 and spent eight years at Beau Rivage in various HR roles. She moved to Las Vegas in 2013 for a Corporate HR Manager role at MGM Resorts International, where she was tasked with culture building, talent management initiatives, and refining the internal communication strategy. She was later promoted to HR Director at Excalibur and then at The Mirage, where she focused on executive leadership development, talent management, and culture enhancement. She graduated from Belhaven University in Jackson, Mississippi, with a degree in Business Administration. She also has an MBA from William Carey University and has an active PHR certification.

Jon Hanlin, Senior Vice President, Commercial Strategy & Business Analytics

Jon leads the commercial strategy for all land-based products in North America and manages the analytics division's growth. Previously, he was VP of Commercial Strategy for Gaming Ops for three years and Sr Director of Commercial Strategy for Gaming Ops for one year. Before joining team Aristocrat, Jon was Regional VP of Gaming for the East and Midwest for Caesars Entertainment overseeing all gaming strategy and product deployment for his region. He holds an MBA from Rutgers University and a BA from the Fox School of Business and Management at Temple University.

Chris Hill, Chief Legal Officer

Chris was appointed Chief Legal Officer of Aristocrat in February 2020 and is responsible for leading the company's global legal and compliance functions. Before joining Aristocrat, Chris was the Chief Legal Officer and Head of Global Corporate Citizenship at Dun & Bradstreet (D&B until February 2019, when the company completed its going private transaction. Chris joined D&B in September 2011 as General Counsel and Corporate Secretary with global responsibilities for the company's legal, compliance, regulatory, and government affairs. In 2014, she was appointed Chief Legal Officer. In 2017, her role was expanded to include global corporate responsibility in recognition of the evolving role corporations play in environmental, social, and governance matters. Chris holds a bachelor's degree (summa cum laude) from the Ohio State University, a Juris Doctor degree (with honors) from the Ohio State University College of Law, and a Strategic Business Leadership Certificate from the Georgetown University McDonough School of Business.

Oliver Chow, CFO, Americas

Oliver is responsible for the financial operations and fiscal health of the Americas operation. Oliver joined Aristocrat in June 2016 as VP of Commercial Finance, Americas. In his time at Aristocrat, he has focused on the Americas business's overall consolidation with the day-to-day management of Game Sales, CII, CX, Financial Operations, and SG&A.

Tommy O'Brien, General Manager of Customer Relations, Americas

Tommy is one of the most recognized faces in the gaming industry. He has more than 35 years of industry experience, including 11 years in casino operations. As GM of Customer Relations, Tommy is responsible for driving and supporting the Connect & Unleash strategy across the Americas region through the business development and customer service functions. He also works closely with the commercial teams to maximize wallet share and embed new ways of working to grow and develop our customer-centric approach to account management.

Mark Wadley, Senior Vice President of Marketing

Mark is responsible for a team of professional marketers with creative design skills, digital and social media advertising and promotion, and a team of experts that work on external partnerships and public relations. Mark joined Aristocrat in early 2020 after more than two decades of experience in the biotechnology industry. He has a strong interest in developing marketing strategies that elevate the customer and player experiences. Mark received a bachelor's degree from Arizona State University and has participated in many executive education programs from Wharton, Stanford, and the University of Chicago.

Rob Schramer, Senior Vice President, Strategic Initiatives

Rob is responsible for executing our business' strategic priorities with four primary missions. New-market development to lead new business development in jurisdictions where Aristocrat has no product segment presence and entering those new markets. Commercial pricing providing financial support and strategies for pricing contracts with customers. Technical services to deliver field services and customer support as a strategic advantage. Before this role, Rob was the CFO for Aristocrat's Class 2 business unit for two years, and before that, the VP of finance supporting our Chief Product Officer for three years. Rob has a

history of finance leadership roles at technology companies, including in the USA and Europe at IBM and Cisco. He holds an MBA and BS from the University of Illinois at Urbana and CPA and CMA designations.

OWNERSHIP AND CONTROL

Aristocrat International Pty Limited

Parent Company

Ownership: 100%

Aristocrat Leisure Limited

Ultimate Parent Company

Owner of Aristocrat International Pty Limited

Ownership: 100%

Hector Fernandez,

President Americas & EMEA

Ownership: 0%

Julie Mireille Cameron-Doe

CFO of Aristocrat Leisure Limited,

ATI Director, Treasurer, Secretary

Ownership: 0%

FACILITIES

- Aristocrat Technologies, Inc.
10220 Aristocrat Way, Las Vegas, NV 89135
- Aristocrat Technologies, Inc.
3300 Birtcher Drive, Las Vegas, NV 89118
- Aristocrat Technologies, Inc., Video Gaming Technologies Class II Division
12000E Skelly Drive, Tulsa, OK 74128
- American Gaming and Electronics
3250 W. Ali Baba Lane, Suite B, Las Vegas, NV 89118

LOT 2 • VOLUME 1

INFORMATION VOLUME

ATTACHMENTS, BIDDER BACKGROUND



To: Max Skaare
Vice President, Technology Services
Aristocrat Technologies, Inc.
10220 Aristocrat Way
Las Vegas, NV 89135

From: Keith Harper
CEO
Above and Beyond Talent Acquisition, Inc
79A Clermont Ave
Brooklyn, NY 11205

Date: March 1, 2021

RE: Recruiting Services Provider

Dear Max,

I am writing to formally request the participation of Above and Beyond Talent Acquisition, Inc in the recruiting efforts for Aristocrat Technologies, Inc. As mentioned in previous communication, A&B Talent has extensive experience providing recruiting services for a multitude of large companies across industries, including the Gaming Industry.

We are 100% capable of fulfilling any professional level role. We have decades of experience of successfully recruiting full time staff, contingent staff and executive search.

We welcome the opportunity to work with and support any and all recruiting needs of Aristocrat. We remain at your disposal for service. Thank you.

Best Regards,

Keith Harper

CEO

Above and Beyond Talent Acquisition, Inc.

Brooklyn, NY

+1-917-734-4354 mobile

+1-646-779-5260 office

www.AandBTalent.com

<https://www.linkedin.com/company/above-beyond-talent-acquisition-inc>

Diversity Certified MBE



CS-1 TRANSPORTATION USA LLC

CS-1 Transportation Inc.
955 West Chandler Blvd.
Chandler, AZ 85225

Telephone: 602.734.9957
Toll Free: 1.877.746.4271
1.877.RING.CS1

• EMERGENCY SHIPMENTS • LTL • FTL • FLAT-BED • AIR FREIGHT/CHARTERS •

Attn: New York State Lottery (Video Lottery Games).

Reference: Transportation Carry Letter RFP# C202017.

CS-1 Transportation USA LLC MC# 655368.

Date: March 2, 2021

This letter is to advise that CS-1 Transportation USA LLC, 955 West Chandler Blvd Suite 12, Chandler, AZ 85225 intends to be the exclusive transportation provider providing delivery of video lottery equipment for the above RFP. CS-1 Transportation USA LLC will be providing sealed air ride trailers and HVP materials to move the equipment in a compliant manner in conjunction with IMAGE POWER INC, 95 West Street, Annapolis, MD 21401 and Aristocrat Technology's RFP response..

Best regards,

Jeffrey Sulick

CS-1 Transportation USA LLC

jeff.sulick@shipcs1.com

602.999.9550

March 1, 2021

Ms. Stacey Relation, Contract Management Specialist III
New York State Gaming Commission
Contracts Office, 4th Floor
One Broadway Center
Schenectady, New York 12305

RE: New York Lottery Video Lottery Games C202017 Teaming Arrangement / Letter of Commitment

Dear Ms. Relation,

DACK Consulting Solutions, Inc. ("DACK") is committed to working with Aristocrat Technologies Inc. ("Aristocrat") in the successful execution of RFP C202017 New York Lottery Video Games for the New York State Gaming Commission (Commission). We are excited about this pursuit and look forward to working exclusively with Aristocrat on this project for the Commission.

We are uniquely qualified to provide MWBE compliance monitoring services to Aristocrat and the Commission as we have successfully provided these services on several other projects as Subject Matter Experts. For example, for the now named Resorts World Catskills Casino in Monticello, New York we distinctively exceeded the MWBE goals to achieve 37% utilization, evenly split between MBEs and WBEs.

Additionally, we have already assisted Aristocrat in conducting two virtual outreach conferences in an effort to introduce their organization to the NYS certified MWBE and targeted potential workforce communities throughout New York State.

We are committed to meeting or exceeding the NYS MWBE/SDVOB utilization goals with the highest degree of professionalism in the industry. We are confident that our enthusiastic team will exceed your expectations.

Very truly yours,

DACK Consulting Solutions
Aleksandra Chancy, PE
President/ CEO

ESTIMATING SCHEDULING PROJECT MANAGEMENT MWBE

2 WILLIAM STREET, SUITE 202, WHITE PLAINS, NY 10601 TEL 914.686.7102 WWW.DACKCONSULTING.COM



March 01, 2021

Aristocrat Gaming
10220 Aristocrat Way
Las Vegas, NV 89135

Image Power and AG&E have been a slot technical service provider since 2010, providing services such as installation, preventative maintenance, field service and other on demand support services per agreement.

We intend to offer our services in New York exclusively to Aristocrat.

If you need further information, please contact me directly.

Thank you.

Carroll H. Hynson, Jr.
President
Image Power, Inc.
(410) 269-8888

A: Cover Letter

Building Relationships Exceeding Expectations

March 1, 2021

Attn: Max Skaare

Vice President Technology Services

Aristocrat Technology Services, Inc.

10220 Aristocrat Way, Las Vegas, NV 89135

Re: Request for Response to Staffing Service Technicians – NY Lottery

Dear Mr. Skaare,

Integrated Staffing is pleased to present its solutions and response to the **potentially teaming with your company for the recruitment of Service Technicians for NY Lottery.**

Integrated Staffing was founded by Dhianna Yezzi as an S-corporation in 2009; and is a New York State, certified, Disadvantage, Small Women-Owned Business (WOSB, DBE) based in the heart of Saratoga Springs, NY and provides satellite offices in Albany, NY, and Kansas City, KS. Integrated Staffing continues to expand our staffing services across the U.S. while serving various State and Local Departments for over 5 years and commercial businesses for over 12 years. As a temporary staffing company, we have successfully worked on over 100 temporary labor contracts including areas of Gaming, Hospitality/Customer Service, Technicians, Administration, and Professionals. Integrated Staffing has successfully delivered over \$34MM of temporary labor services, with more than 1.9 million hours of contractual staffing.

The Integrated Staffing contact information requested is as follows:

<i>Submitting proposing Company information & tax identification number</i>	<i>Name, title, and signature of authorized representative to contractually obligate</i>	<i>Name, title telephone number, and e-mail address of representative who may be contacted for technical and contractual clarifications throughout the evaluation period</i>
Integrated Staffing Corporation 463 Maple Avenue Saratoga Springs, NY 12866	Name: Dhianna Yezzi Title: Owner and President Signature: <i>Dhianna Yezzi</i> E-Mail: dyezzi@integratedstaffingcorp.com Telephone #: 518-583-7823 ext. 3931 Fax #: 518-499-6402	Name: Kara Diem Title: Senior Account Manager E-Mail: kdiem@integratedstaffingcorp.com Telephone #: 518-583-7823 ext. 3929 Fax #: 518-499-6402

Integrated Staffing has built up a solution centric image with clients, consultants, and third-party partners. **Generating over 3,000 W-4s annually, Integrated Staffing has demonstrated experience of performing temporary labor services contracts at highest success rate for various clients, including commercial and State agencies and departments.** We are also having significant experience in working with government entities in the State of New York under similar temporary labor contracts and have developed a strong bond with various organizations throughout both states by complying with all Federal, State and Local rules and regulations.

At Integrated Staffing, our approach is one of commitment in working with clients to understand their business inside and out and to earn a level of trust that goes beyond the typical client/supplier relationship. We enjoy a

lasting, ongoing relationship with both our clients and consultants and consider ourselves a partner in their success. Our goal is not to be just a vendor to any organization or applicant, but to be a valued and trusted business partner. We know we earn this recognition, and we are very confident in our ability to do so. Our mission is to be a valued proactive member of our client team and partner in their professional endeavors. We bring value to this contract by focusing on speed, quality of execution, overall responsiveness and flexibility to changing project demands, uncomplicated procedures, and in general, exceeding our customers' expectations and at a reduced cost to build efficiencies for NY Lottery. We are ready to be dedicated to the necessary resources to ensure that NY Lottery's current staffing needs identified in the proposal are met. Integrated Staffing understands the special needs of Customers, such as the NY Lottery, to bring in quality resources and reducing overall dollars spent on hiring these resources. We, therefore, bring special cost benefit to companies by offering the lowest possible markup percentage on rates.

Integrated Staffing makes the following certifications and guarantees regarding this proposal:

- All information provided in this response is correct.
- This proposal contains only our capability statement and proposed technical solution, as well as pricing.
- We have the capabilities and will fulfill all job classifications given in the RFP.
- Integrated Staffing is an EEO Compliance employer.

Our commitment to flexibility, thoroughness and professionalism ensure that the needs and requirements of NY Lottery will be met through the life of the contract. Integrated Staffing takes pride in its team of professional consultants who have an impeccable record of completing all projects successfully meeting critical deadlines, maintaining schedule commitments and budget constraints. We look forward to working with Aristocrat Technologies Services and, thus, developing a long-term relationship based on our commitment to providing the highest professional and quality standards.

Dhianna Yezzi

Authorized Signature

March 1, 2021

Date

Dhianna Yezzi
President



dyezzi@integratedstaffingcorp.com



518.583.7823



www.integratedstaffingcorp.com

SUITABILITY OF KEY ASSOCIATES

REFERENCE	EFFECTIVE DATE	OWNER
1.4	December 2020	Compliance

1 PURPOSE

Aristocrat operates in a highly regulated environment which requires us to establish procedures for conducting background checks (probity) on certain individuals and companies that we deal with (Key Associates). This process involves conducting a background check on Key Associates to ensure they are found suitable to be associated with Aristocrat.

2 WHO IS A KEY ASSOCIATE?

Key Associates include:

- Directors and Officers of all Aristocrat companies
- All land-based employees
- CEO Digital and direct reports (other digital employees exempt)
- Agents and distributors
- Gaming related consultants (excluding law firms and accounting firms)
- Vendors and suppliers of gaming related products and services invoicing Aristocrat over AUD or USD\$1 million per annum
- 5% or greater shareholders in Aristocrat (excluding institutional investors)
- "Gaming" Lobbyists
- Customers (some exceptions may apply as approved by Compliance)
- New jurisdictions; and
- Any other business partner that Compliance identifies as being required to undergo a finding of suitability.

3 WHAT IS A BACKGROUND CHECK?

Conducting a background check allows us to review the personal history of an individual or a company to determine their suitability to be associated with Aristocrat.

The level and type of background check conducted varies depending on the nature of the intended relationship however the following is a guide to the steps that must be carried out by Aristocrat.

EMPLOYEES

Recruitment of new employees must be processed through People & Culture (P&C) who will provide the necessary paperwork to commence the background check. Completion of probationary periods are subject to successful completion of probity.

The promotion or transfer of any person who may not have previously been required to complete probity must be processed through Human Resources who will provide the necessary paperwork to commence the background check.

CUSTOMERS, GAMING LOBBYISTS AND GAMING CONSULTANTS

All new customers, gaming lobbyists and gaming consultants must be notified to Compliance who will provide the necessary paperwork to commence the background check.

AGENTS AND DISTRIBUTORS

All new agents and distributors must be notified to Compliance who will provide the necessary paperwork to commence the background check. In addition, new agents and distributors must be approved by the Regulatory and Compliance Committee.

VENDORS

All new vendors where it is expected that the annual spend will exceed USD or AUD \$1 million must be notified to Compliance who will provide the necessary paperwork to commence the background check.

If at the time of entering into a contract with a vendor it is not anticipated that the threshold will be reached but the threshold is subsequently exceeded, Compliance will provide the necessary paperwork to commence the background check.

NEW JURISDICTIONS

All new jurisdictions (outside of North America and Australia) must be notified to Compliance and an authorised Business Case provided. Compliance will commence an investigation to determine the legality of gaming and suitability of doing business in that jurisdiction. In addition, all new jurisdictions (outside of North America and Australia) must be approved by the Regulatory and Compliance Committee.

4 WHAT TYPES OF BACKGROUND CHECKS ARE CARRIED OUT?

A background check typically includes credit checks and criminal history checks for individuals that meet the criteria of a Key Associate and for all other Key Associates, more detailed checks are carried out including verification of gaming licenses, litigation searches, credit checks, general reputation checks, links to terrorism, links to money laundering activities, and links to politically exposed persons.

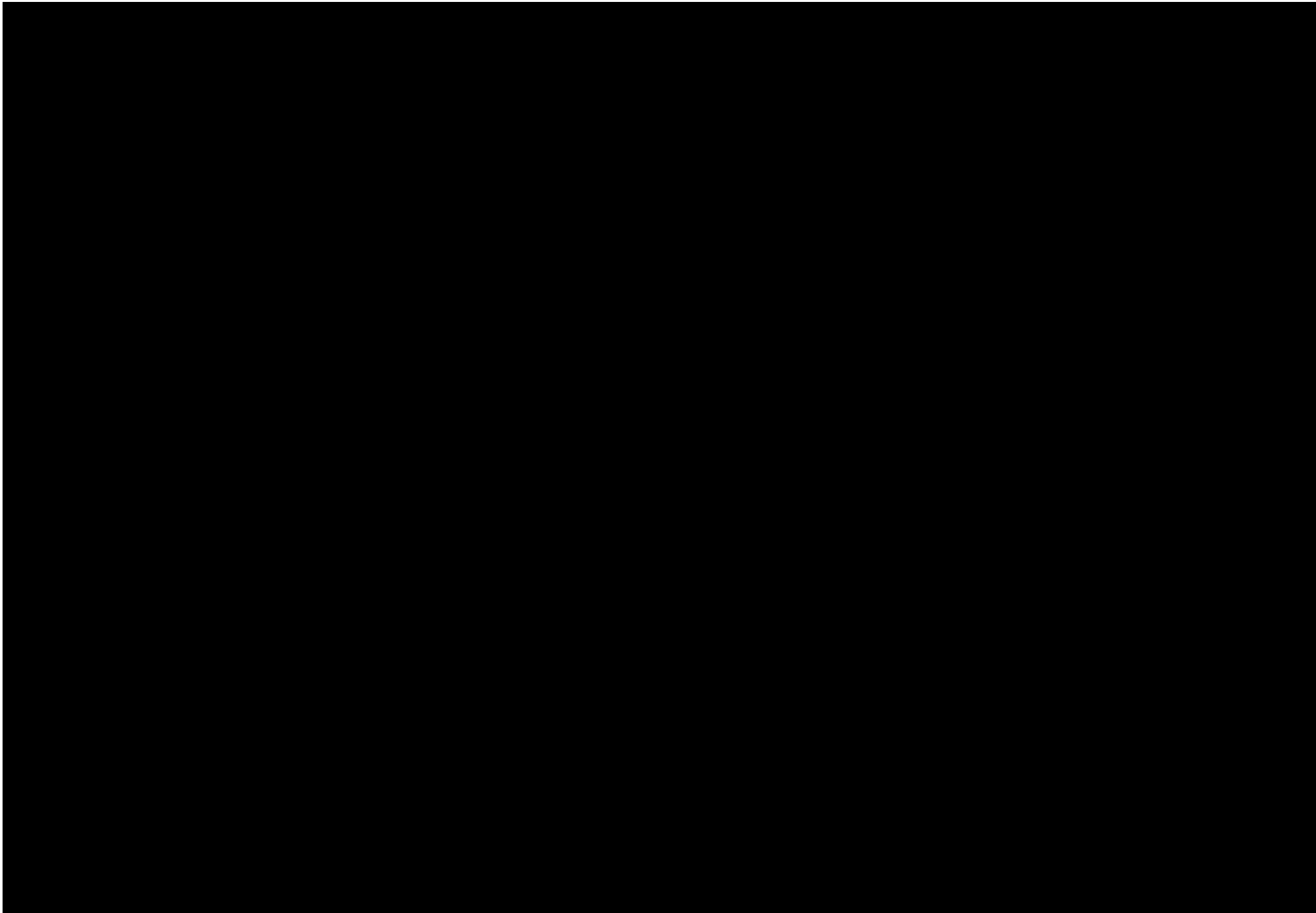
5 HOW OFTEN ARE BACKGROUND CHECKS CARRIED OUT?

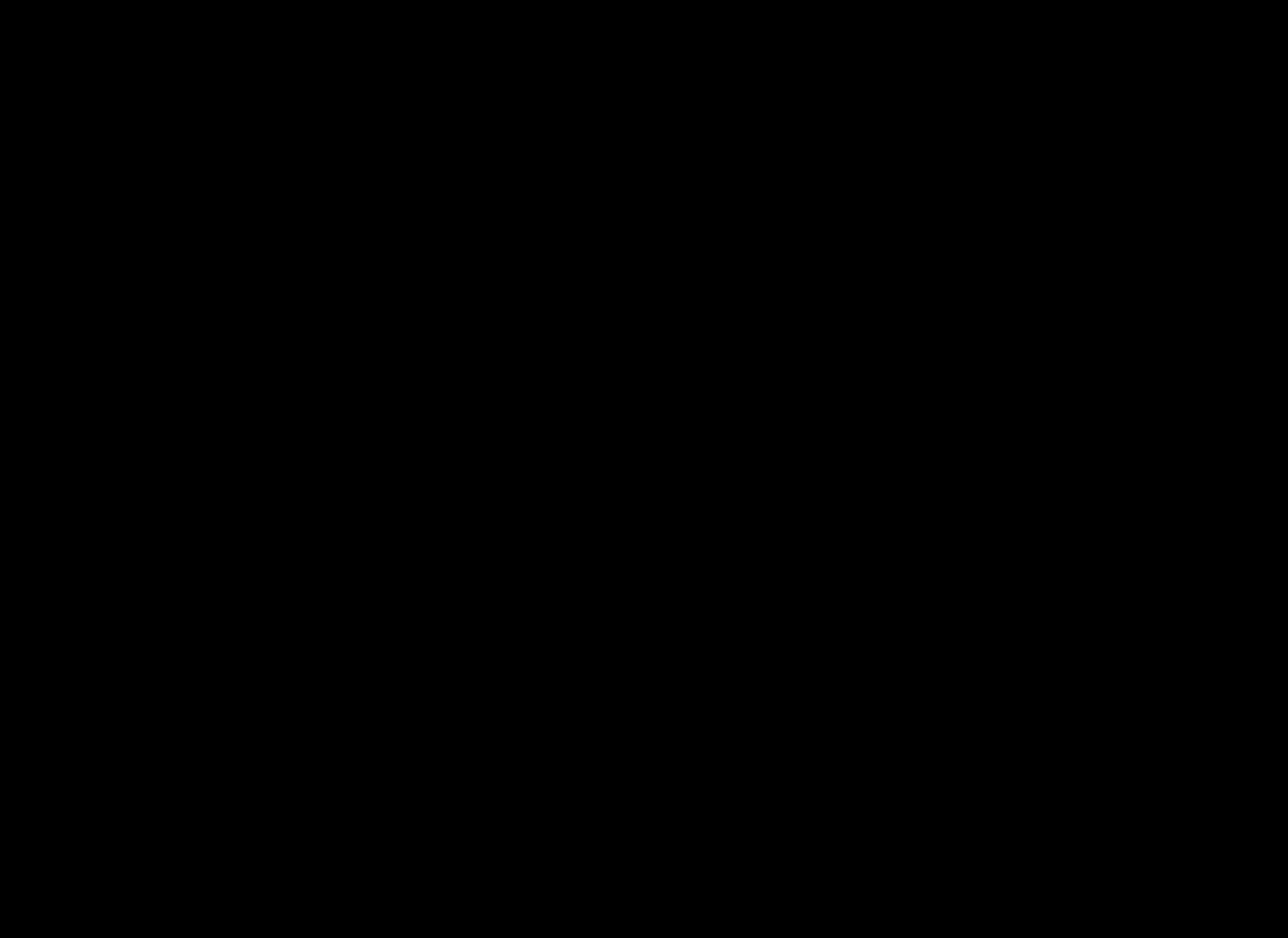
All background checks are reviewed every three years.

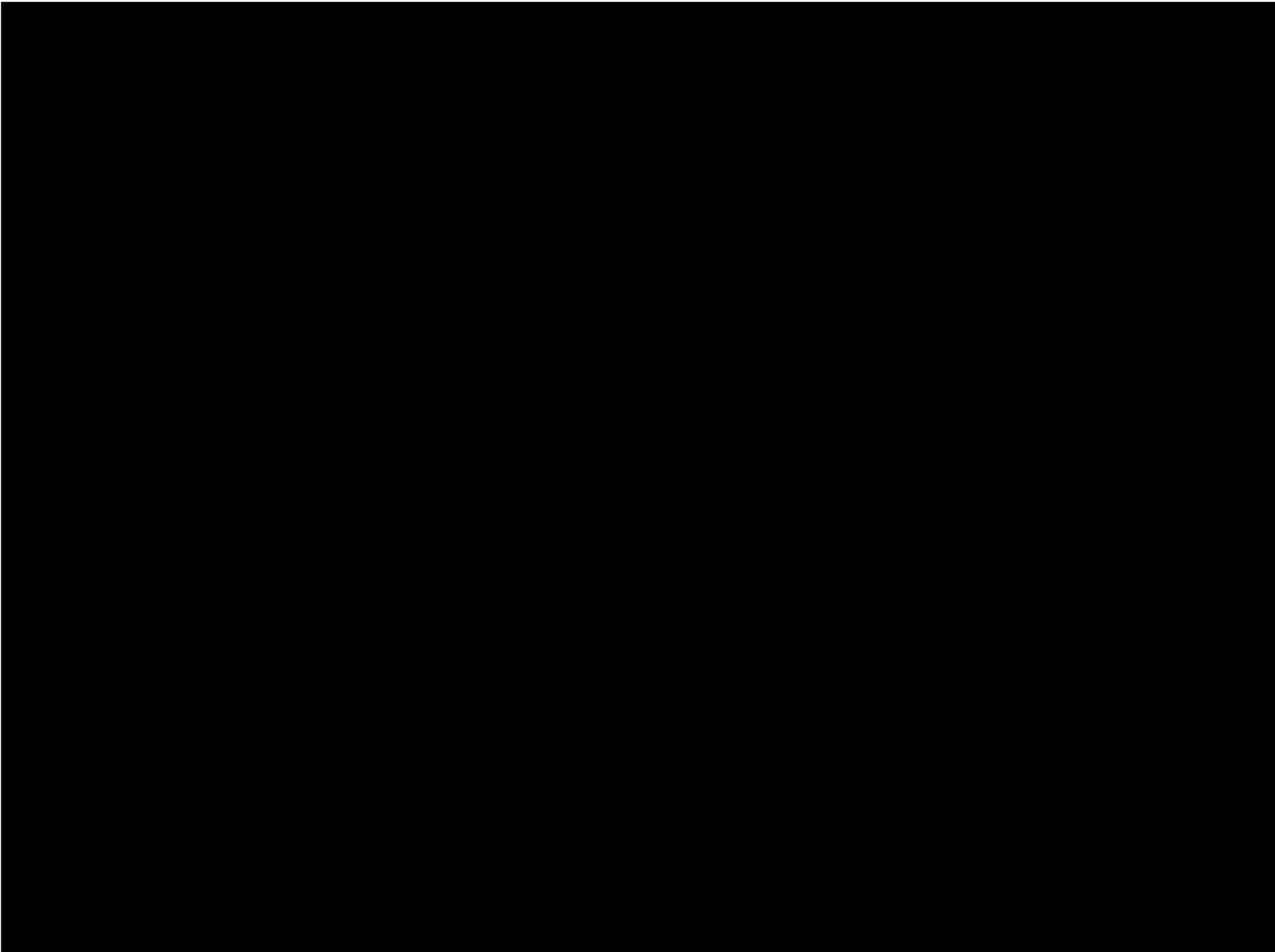
6 CAN I ENTER INTO A CONTRACT WITH A KEY ASSOCIATE BEFORE THE BACKGROUND CHECK IS COMPLETED?

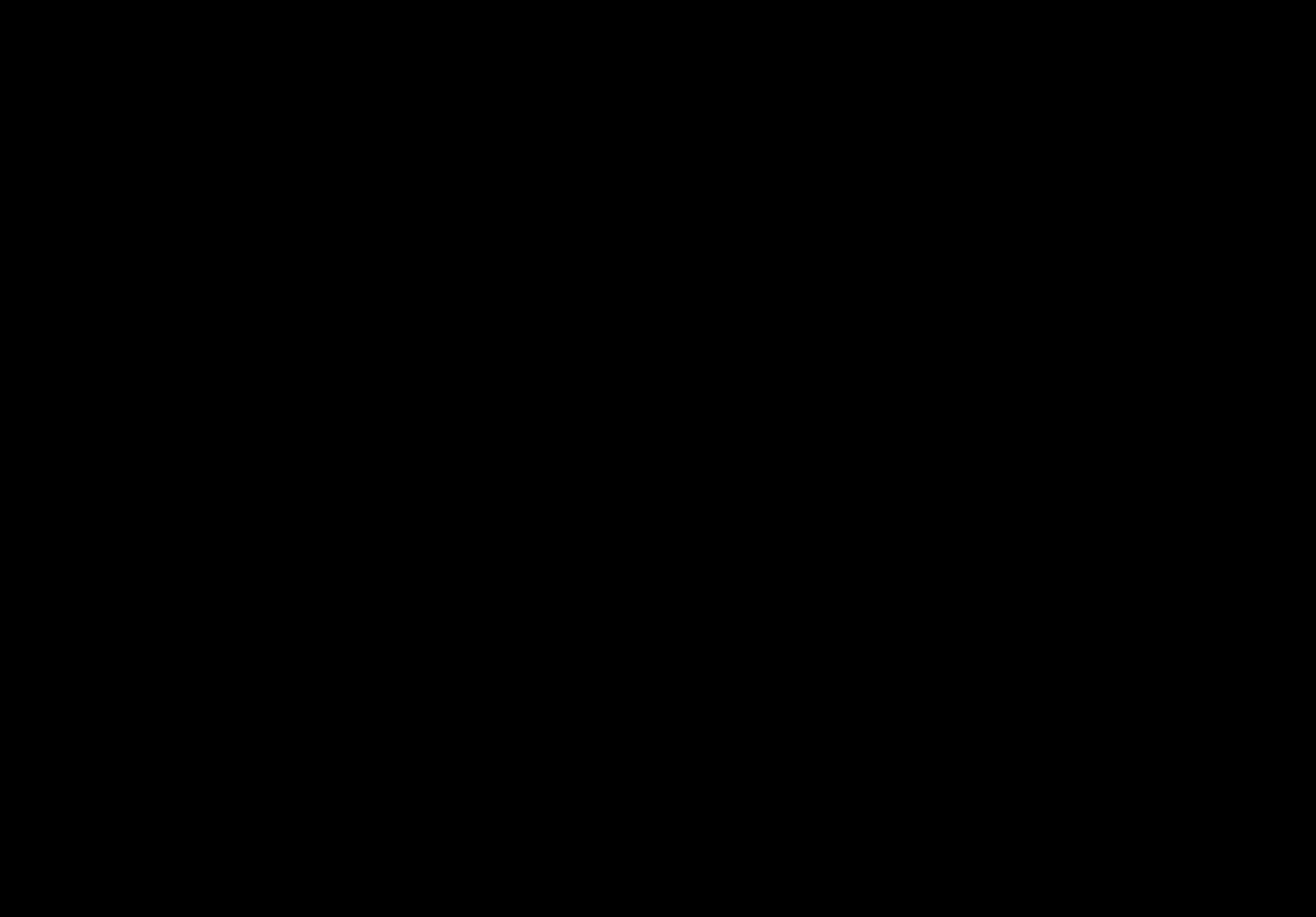
- **Employees** - probity must be completed within 90 days of an employee's commencement date.
- **Customers, Agents and Distributors** - probity must be completed before we ship gaming-related products.
- **Gaming Lobbyists and Gaming Consultants** – probity must be completed before any work is performed on behalf of Aristocrat.
- **Vendors** - probity must be completed on vendors within 90 days of reaching the dollar threshold.
- **New Jurisdictions** – probity must be completed before conducting any sales in the jurisdiction.

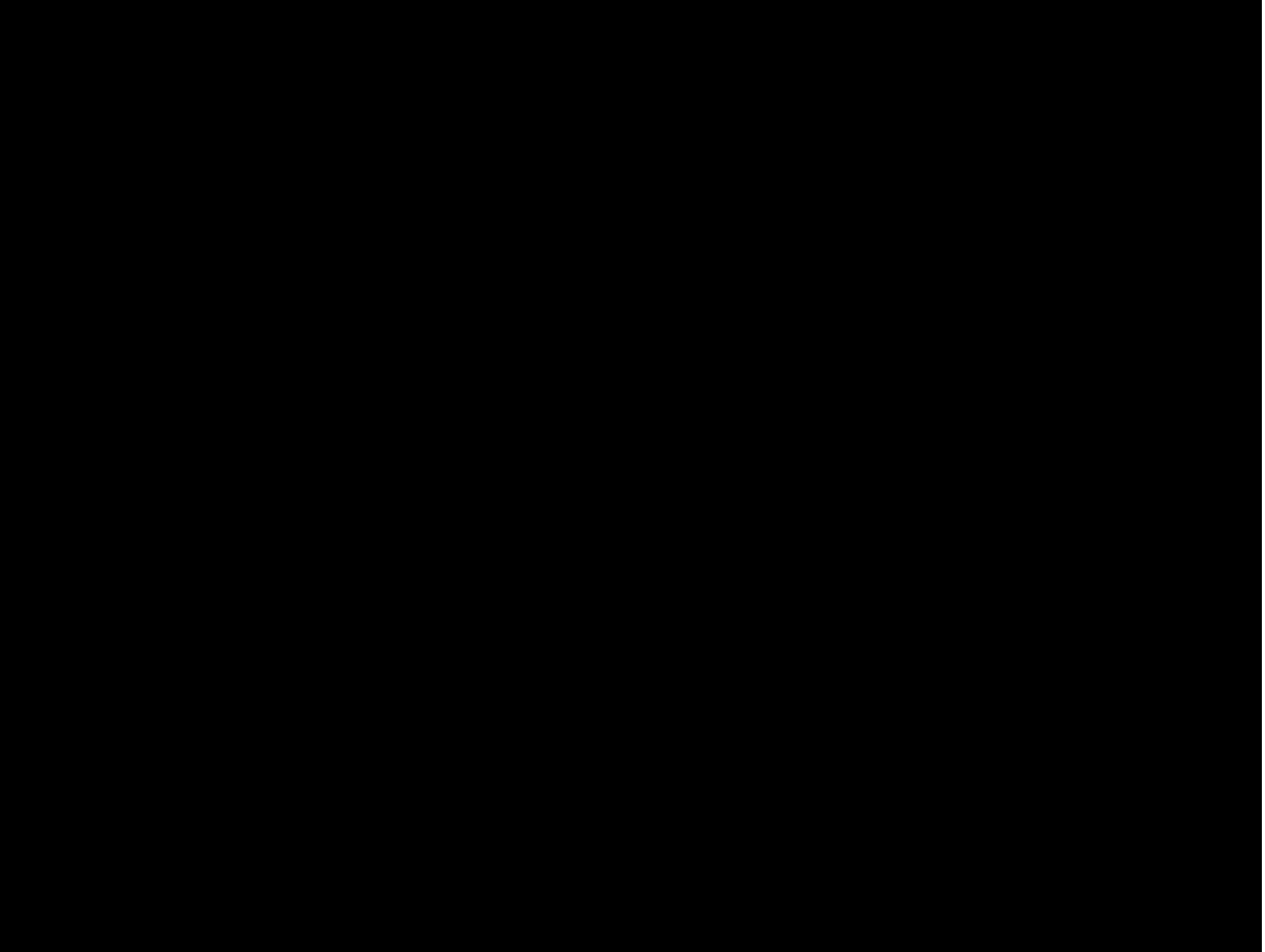
Where there are extenuating circumstances and probity cannot be completed within these required timeframes, Compliance should be contacted to discuss the circumstances.











LOT 2 • VOLUME 1

INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
- B. BIDDER FINANCIAL VIABILITY**
- C. BIDDER EXPERIENCE
- D. REFERENCES
- E. PROJECT MANAGEMENT AND STAFFING
- F. WORK PLAN
- G. DIVERSITY PRACTICES

b. Bidder Financial Viability

No financial information beyond that requested as part of filing of a New York State Video Lottery Gaming Application. Financial viability will be assessed in that context.

Response: Aristocrat has filed the New York State Video Lottery Gaming Application.

LOT 2 • VOLUME 1

INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
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c. Bidder Experience

Threshold

- (1) *Threshold. A Bidder must demonstrate in its Proposal that its organization is of sufficient size and has the qualifications and experience required to perform the requested services defined in the RFP.*

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

Qualifications and Experience, Comparable Accounts

Qualifications and Experience. The Bidder should include sufficient detail to demonstrate the relevance of such qualifications and experience to the RFP and the Contract, by providing the following:

- (A) *A description of the five (5) most comparable accounts within different gaming jurisdictions that the Bidder has been involved in within the last two (2) years. The description should not exceed one (1) page per project. The description must include the following:*
- i. The name of the gaming enterprise and a description of the property;*
 - ii. The number of machines or terminals provided by the Bidder at the property;*
 - iii. The number of different titles provided by the Bidder;*
 - iv. Approximate net win of the Bidder's machines or terminals; and*
 - v. ETG games provided, if applicable*
- (B) *Please describe the experience of the Bidder's organization that would be considered relevant to the successful accomplishment of the scope of work required.*

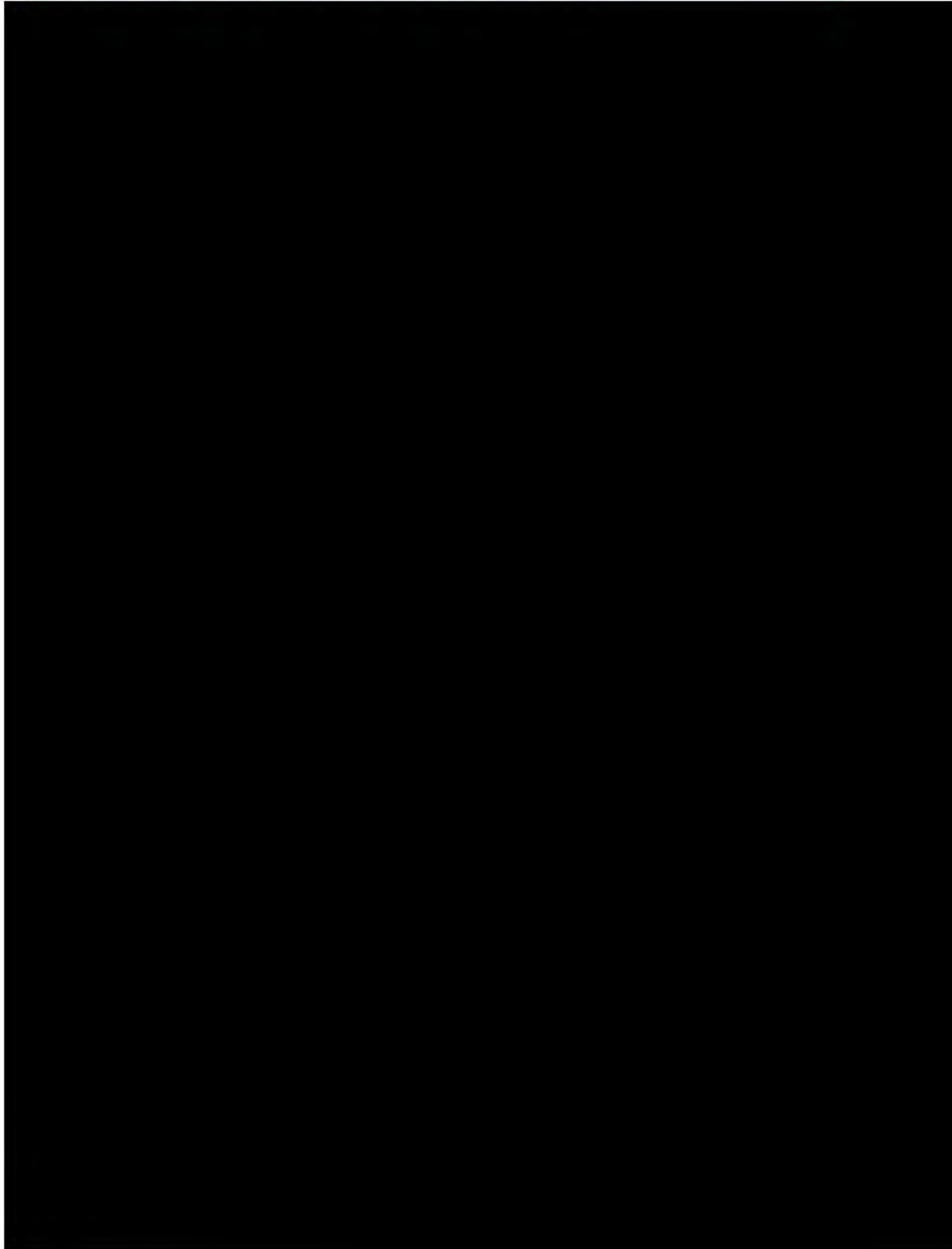
Response: Following are five comparable accounts that align/meet/mirror the RFP's requirements:

- HARD ROCK CASINO HOLLYWOOD FLORIDA
- CIRCA RESORT AND CASINO
- SAN MANUEL CASINO
- ENCORE BOSTON HARBOR
- SARACEN CASINO RESORT

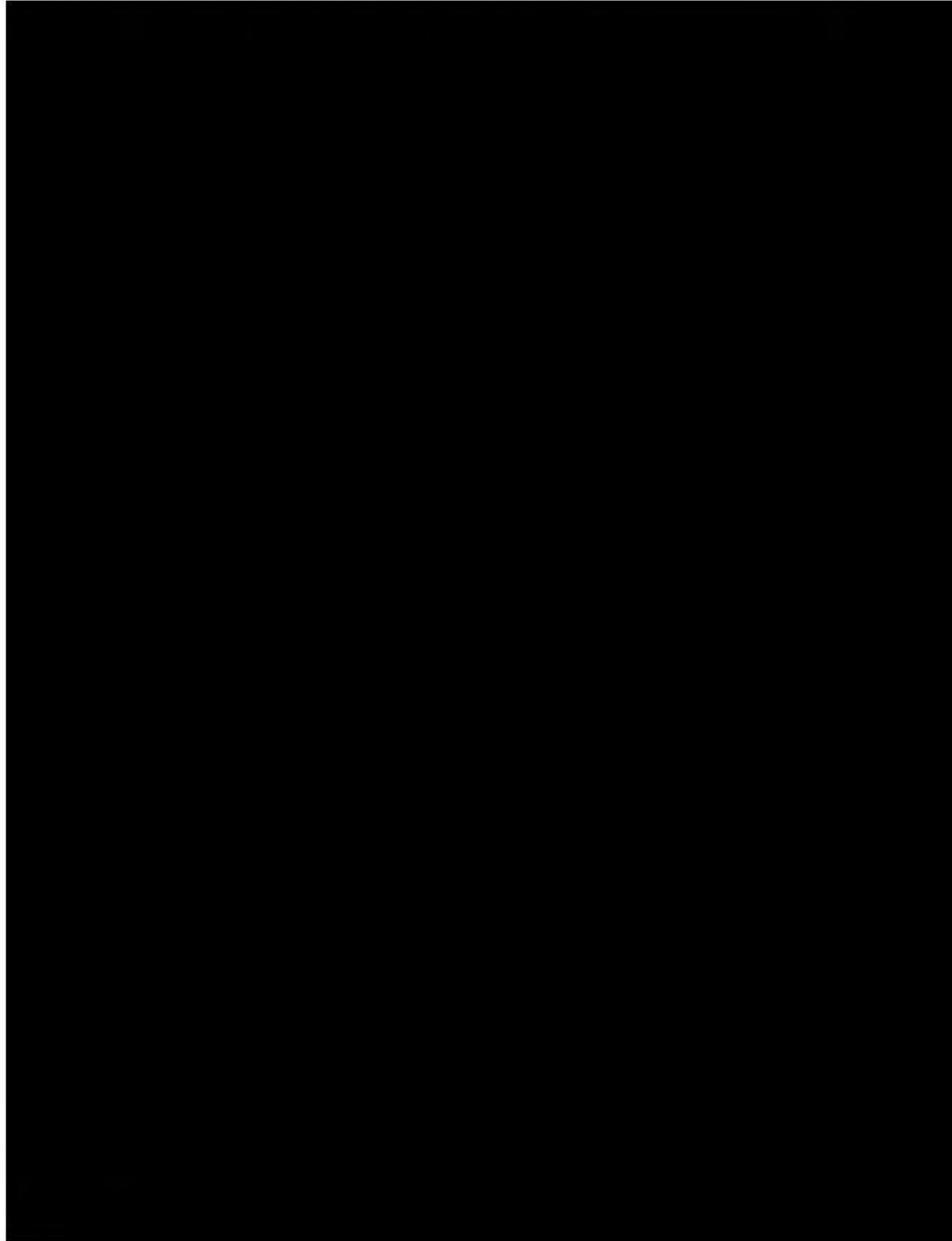
Additionally, a performance report for the five comparable accounts is provided at the end of this section.

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS

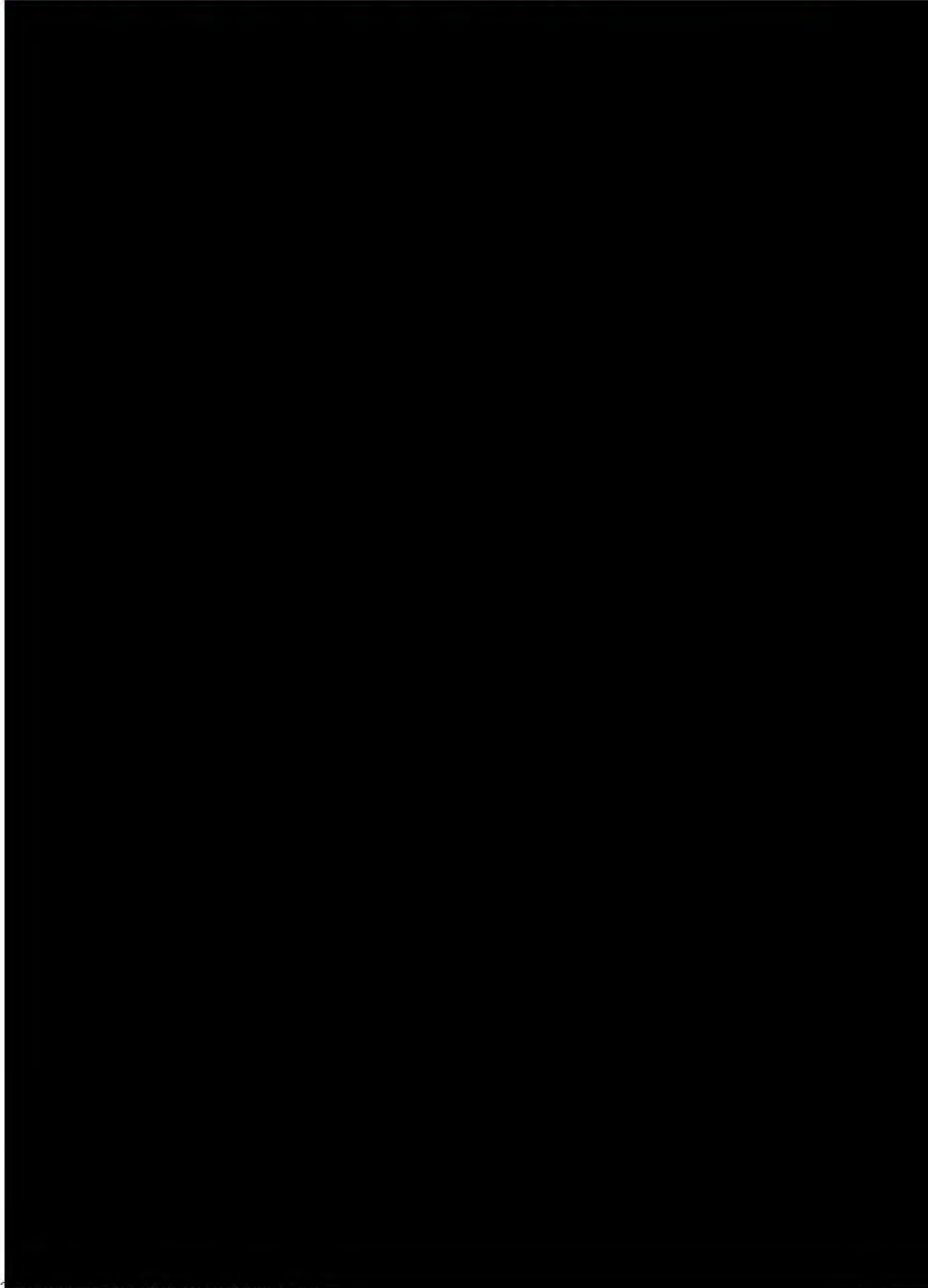
QUALIFICATIONS AND EXPERIENCE



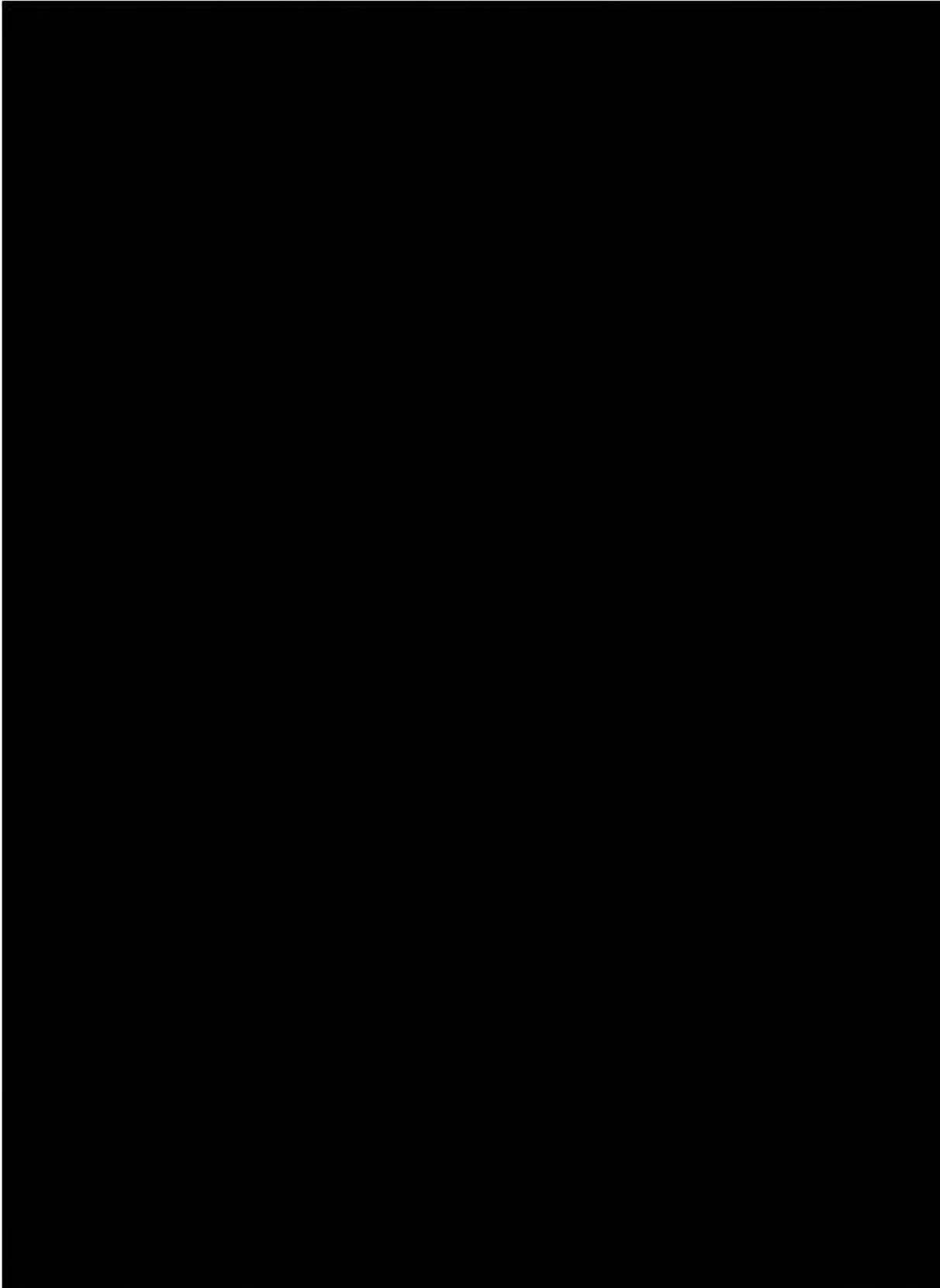
QUALIFICATIONS AND EXPERIENCE



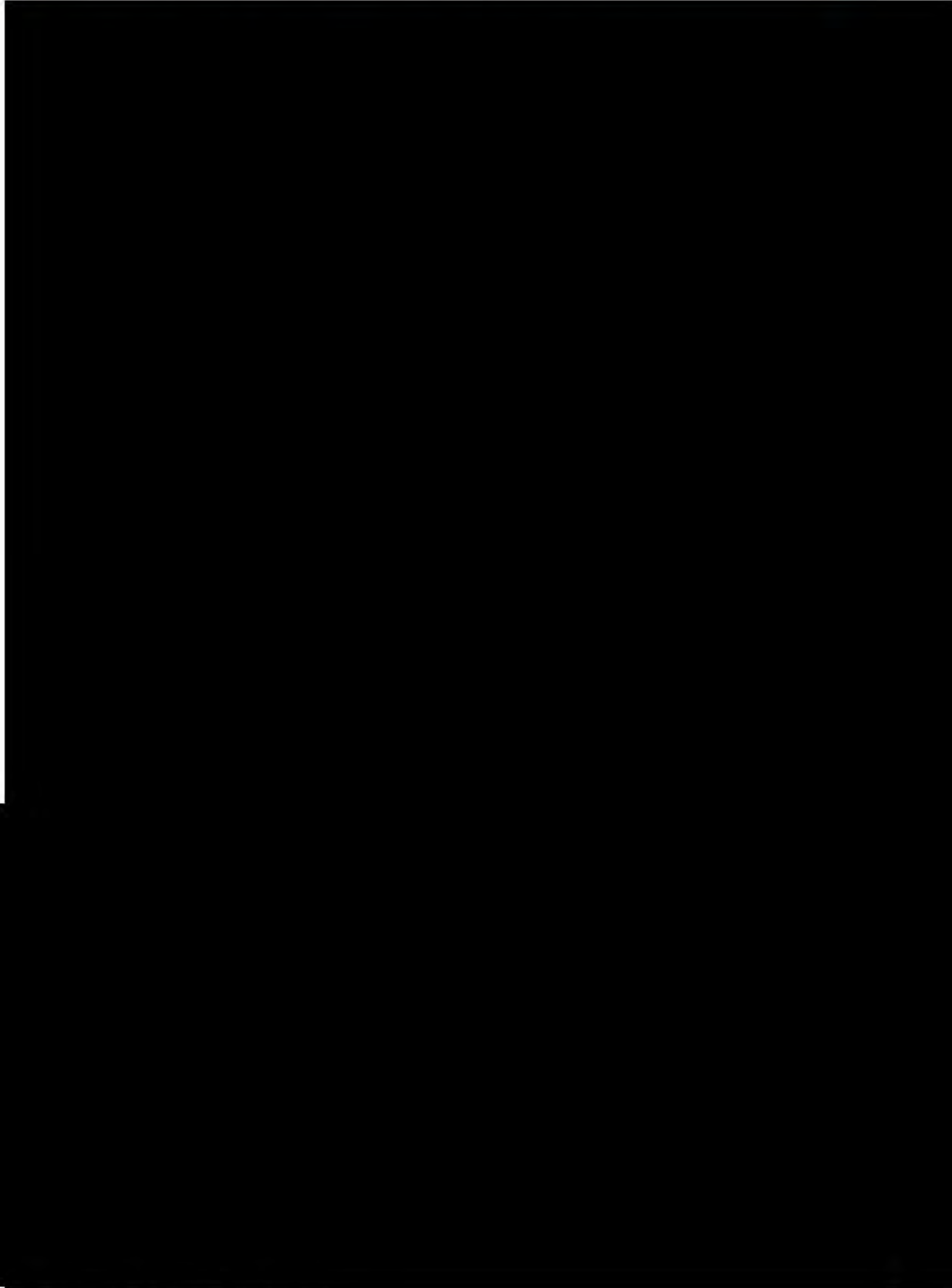
QUALIFICATIONS AND EXPERIENCE



QUALIFICATIONS AND EXPERIENCE



QUALIFICATIONS AND EXPERIENCE



QUALIFICATIONS AND EXPERIENCE

A performance report for the five comparable accounts follows.

Performance Reports

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

QUALIFICATIONS AND EXPERIENCE

Relevant Experience

Please describe the experience of the Bidder's organization that would be considered relevant to the successful accomplishment of the scope of work required.

A HISTORY OF GREAT GAMES

For more than 50 years, Aristocrat games have been delivering exciting entertainment to players worldwide and joy to operators who love to welcome patrons with new experiences. Our games have certainly collected a mountain of awards detailed in our game catalog. However, it is the game performance that operators and players genuinely enjoy. Our focus on game development has resulted in market-leading iconic fan-favorite games such as Buffalo™, Lightning Link™, Dragon Link™, Fu Dai Lian Lian™ Panda™, and Dragon™ and Gold Stacks 88™. These games are the spotlight feature of casinos and venues large and small and deliver results for the operator, entertainment for the player and return to the State authorities.

Our relevant experience and worthiness of a Lot 2 Qualified Supplier award are outlined below and are grounded in our mission to bring joy to life through the power of play.

Willingness to Invest and the Strength to do so

Our company has roots in the Australian gaming industry. However, we have certainly made our footprint here in the US since the early 2000s. We love to create top-performing games from our US headquarters in Las Vegas, Nevada, and our network of games design studios and manufacturing facilities. So much so that despite the pandemic, we invested \$355 million (USD) in design and development to bring the highest performing games and leading-edge cabinets to market.

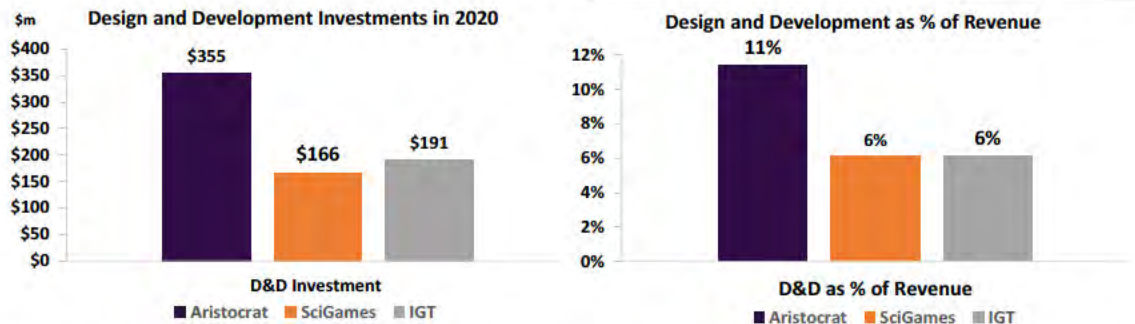
ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

Our investment as a percent of revenue is almost double that of our competitors, giving the Commission the confidence that the games will continue to be supported with a pipeline of quality content.

We believe that this differentiated approach in investing in game development and the strength of Aristocrat vs. competitors in the market will continue to deliver an exciting game roadmap for years to come. Investing 11% of Aristocrat Revenue puts us in a leadership position to attract game designers, develop new technologies, and support our casino partners with new games that feel like they were born in a casino.

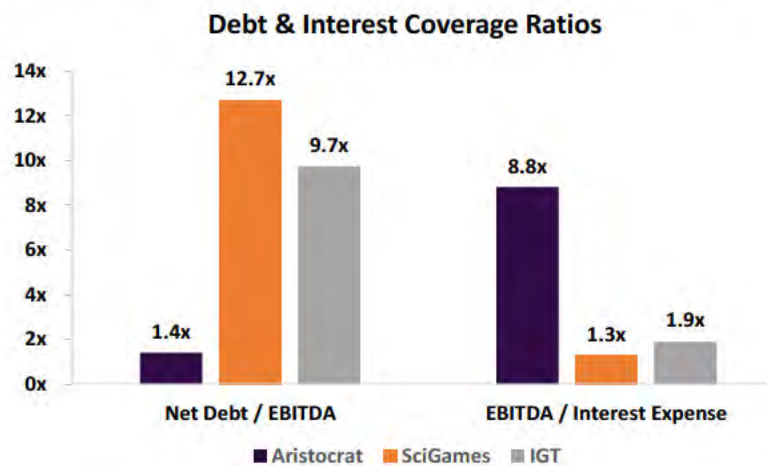


Source: 2020 annual reports

Our Financial Strength will Deliver for New York Lottery

We have the team, the experience, and the financial strength to be trusted to perform throughout a long-term agreement. Our relatively low debt to EBITDA ratio gives us the flexibility to continue to invest in products at a far higher rate of revenue than our competitors. That provides customers with the confidence that not only do we say we can invest in delivering results, but that we have the financial standing to make good on that promise.

According to financial statements, this approach enabled us to continue to grow design and development investments during FY20, when key competitors reduced their research and development spending. We all hope that the future will not see any repeats of 2020. However, our current balance sheet and broad portfolio mean that Aristocrat is well-positioned to weather storms without making choices that harm the player or customer experience.



Investment Results in High Performing Games

Our investment approach has resulted in top-performing games by any measure. From fan favorites to spotlights on the floor, Aristocrat games deliver. The table below shows that Aristocrat's games have easily held the most spots on the Top 25 performance reports for the key categories in the Eilers-Fantini performance data, the gaming industry go-to third-party source for game performance.

TOP 25 % OF TITLES BY SUPPLIER: LAST 6 MONTHS REPORTS
(September '20 – February '21)

Supplier	Core		Premium				Total
	Overall	Low-Denom Video	Leased	WAP	Leased + WAP (Theme)	Leased + WAP (Family)	Core + Leased + WAP (Theme)
Aristocrat	31%	47%	63%	45%	54%	42%	42%
Sci Games	26%	31%	25%	17%	21%	25%	24%
IGT	5%	4%	7%	38%	23%	11%	14%
Everi	30%	11%	0%	0%	0%	10%	15%
All Others	8%	7%	5%	0%	3%	11%	5%

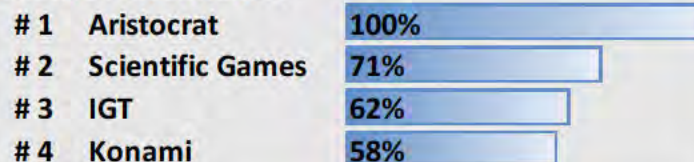
Source: Eilers-Fantini Central Game Performance Database (as of Feb. 2021)

Across all key market segments, the performance of Aristocrat's cabinets and titles is apparent in the supplier rankings published by Eilers & Krejcik.

All Cabinet Types *			
Rank	Supplier	Slots	Theo Net Win vs. House
# 1	Aristocrat	26,016	1.37x
# 2	Scientific Games	25,567	0.97x
# 3	IGT	24,318	0.85x
# 4	Konami	11,831	0.80x

* More than 10,000 units

Relative Performance:



Premium Leased & WAP *				Owned Cabinets *			
Rank	Supplier	Slots	Theo Net Win vs. House	Rank	Supplier	Slots	Theo Net Win vs. House
# 1	Aristocrat	3,682	3.04x	# 1	Aristocrat	20,384	1.08x
# 2	Everi	571	2.00x	# 2	Scientific Games	21,959	0.89x
# 3	Scientific Games	1,649	1.98x	# 3	Konami	10,962	0.79x
# 4	IGT	1,283	1.52x	# 4	IGT	21,089	0.79x

* More than 500 units

Relative Performance:

# 1	Aristocrat	100%
# 2	Scientific Games	66%
# 3	IGT	65%
# 4	Konami	50%

* More than 10,000 units

Relative Performance:

# 1	Aristocrat	100%
# 2	Scientific Games	82%
# 3	IGT	73%
# 4	Konami	73%

Aristocrat Service and Support Sets Operators Up for Success

We thrive on providing superior service for our partners. We have made a strategic choice that service can be a differentiator in selecting a gaming supplier, and our growth has been great games paired with excellent service. Our support foundation is powered by providing a team of certified technicians trained to install, service, and support all our Aristocrat products.

Our field team in New York will be led by a leadership team composed of Customer Service Managers, a Project Manager, and an Operations Manager who provide the support, leadership, and technical experience to support and guide our MWBE partners. Our service team members are also required to take on-going training. As a result, they are always on demand to deliver a personalized, high-touch customer service experience that will keep the New York floors operational.

WE STAND BEHIND OUR PRODUCT

Maintenance and Service

Our comprehensive maintenance services are designed to protect your casino floor investment. We offer certified technicians, an extensive parts network, and flexible service to meet your specific needs. Frequent customer service surveys guide our offerings and keep us ahead of the pack to anticipate our partners' needs.

Installation Services

- Pre-installation visits for planning and training
- Pre-delivery quality control inspection
- Professional game and sign installations by certified technicians
- Verification processes for proper game configurations and payouts
- Post-installation customer visits to ensure your satisfaction
- Support Services
- On-site game diagnosis and service
- Preventative maintenance programs
- Software upgrades and game conversions

Other Services

- Casino game moves
- On-site engineering support
- Customized customer service projects
- Customer jackpot verifications
- On-site casino technician game training

Customized Marketing Support

We love to market our games, just as much as we enjoy building them. We offer a full suite of on-demand marketing assets to properties customized for their business objectives. We specialize in operator and venue player events, digital and social media marketing. We have made a strategic choice to staff an outstanding in-house creative design team, videographers, and animators that create the most exciting and entertaining advertising to support our games on floors around the US.

Mission and Values Differentiate Aristocrat

At Aristocrat, our mission is to bring joy to life through the power of play. Our values are rooted in creativity and technology alongside our rich history of innovation which has helped shape our industry over many decades. However, our laser focus on our company culture sets us apart. A healthy culture inspires and motivates our team to create the best products while simultaneously attracting and retaining the best talent worldwide. We provide a holistic customer experience that validates our integrity as an organization by staying connected to our customers and players to source feedback to improve continuously.

Furthermore, we empower our people to dream big while feeling safe, knowing that we will always have their back. We recognize that what makes Aristocrat great is our ability to work collectively with our talented team to create an incredible impact. Finally, it should come as no surprise that we take our responsibility to do the right thing very seriously for our customers, players, shareholders, and others.

Ready to Serve New York

We believe that our products can deliver the performance New York VLT properties need to grow faster and compete more effectively in the market. That higher growth rate would translate into tangible improvements for the state of New York and the budgets funded by the program.

PROVEN RELEVANT EXPERIENCE: LETTERS OF COMMENDATION

Following are letters of commendation that showcase Aristocrat's ability to service contracts and provide our clients outstanding customer service.



From: Peter Arceo <Peter.Arceo@sanmanuel.com>
Sent: Thursday, March 4, 2021 5:13 PM
To: Fernandez, Hector
Subject: [EXTERNAL] Aristocrat

Hector,

San Manuel Casino considers Aristocrat a key partner, who is a significant contributor to the success of our property. Aristocrat's games have consistently performed at a high level and as such represents the majority of the slot machines on our casino floor. The innovation and creativity of Aristocrat's design team have kept the product fresh and attractive for our guests. Additionally, the partnership forged over the years has allowed us to work collaboratively to improve the marketing and brand value at San Manuel Casino. We have enjoyed a solid relationship and look forward to continue to enhance it in the coming years. I want to thank you and the team for being a solid partner.

Peter

Peter Arceo
CASINO GENERAL MANAGER
Email: Peter.Arceo@sanmanuel.com
O: (909) 425-4972
M: (909) 936-4338
777 San Manuel Blvd Highland California 92346



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CASINO KC

December 29, 2020



To: Aristocrat Team

CC: Autumn Renner

Business Development Executive, Midwest

I would like to take a moment and extend my gratitude to the Aristocrat team and especially Autumn Renner, for her work in helping Casino KC complete its Lightning Link Lounge. Initial conversations of adding a Lounge started in October 2019, so this has been quite a long process. Since initial talks, we have been sold from ERI/Caesars to a new company BALLY (formerly Twin River Management Company), Autumn was out for maternity leave (congrats by the way), then COVID-19 hit the world unexpectedly and changed things forever in the casino business. Casino KC closed on March 19, 2020 to slow down the spread of COVID-19 and reopened on June 1, 2020. A month later we were purchased by BALLY from ERI/Caesars and changed all our operating systems internally. Our General Manager accepted another position within the BALLY company and Michael Donovan accepted the role of General Manager. After internal discussions, Michael was all in to make the Lounge happen.

After the transition to BALLY and conversations with our new General Manager, we moved forward with all the finer details of pricing, game counts, themes, and commitments. When all was agreed upon by both parties the only thing left to do was plan an install date which was less than 4 weeks away if we wanted it to be done before the new year.

During this time of planning, Edward Murzyn and Meghan Sleik were working with Casino KC Marketing Manager Maria Imhoff to design a "Lightning Link Lounge" concept with the help of SpeedPro, a local printing company Casino KC utilizes frequently. There were numerous emails back and forth from both parties to ensure the graphic utilization that ATI supplied us with would ensure that the LLL concept was an "attention grabber" from the welcome deck of the casino. SpeedPro printed and installed the LLL graphics, with just a few areas to be completed soon. Casino KC would like to thank both Meghan and Edward for all their expertise and knowledge to make this happen.

We received 17 slot machines and a semi load of signs and other items on 12/15/20. On 12/20/20 ATI sent two Field Service Techs to begin the install. The plan was to get our LLL area up prior to 12/24/20 and finish the other remaining games and signs the following week, however ATI got more help on Tuesday and Wednesday. With the additional help ATI was able to remove 1 sign, install 3 signs, and get all games tested by Missouri Gaming by Wednesday afternoon. We still have 1 sign and 4 spacers to install later after they are received. Thank you, Wesley Jones, for staying late several nights and Troy, Jeremy, Ryan for all your assistance to complete the install ahead of schedule.

LOT 2 • VOLUME 1

INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
- B. BIDDER FINANCIAL VIABILITY
- C. BIDDER EXPERIENCE
- D. REFERENCES**
- E. PROJECT MANAGEMENT AND STAFFING
- F. WORK PLAN
- G. DIVERSITY PRACTICES

d. References

References. Each Bidder shall provide three (3) references relevant to any of the requested services. References must include company name, contact person (name, title, phone number, email address, and mailing address) and include a general statement of the type of engagement performed for this reference. Qualifications and Experience. The Bidder should include sufficient detail to demonstrate the relevance of such qualifications and experience to the RFP and the Contract, by providing the following:

- (1) If submitting a joint Proposal, the Bidder shall provide three (3) references for each company; and*
- (2) If utilizing a subcontractor for any significant portion of the work, the Bidder shall provide two (2) references for each subcontractor.*
- (3) The Commission reserves the right to contact provided references and to contact as additional references as necessary to obtain a complete understanding of the Bidder's performance and experience. References may be used to substantiate the Technical Proposal.*

PRIME REFERENCES

We are providing three (3) references for Aristocrat:

- 1) Oregon State Lottery
- 2) Delaware North
- 3) Accel Entertainment

SUBCONTRACTOR REFERENCES

Reference sheets and reference letters are provided for our subcontractors at the end of this subsection.

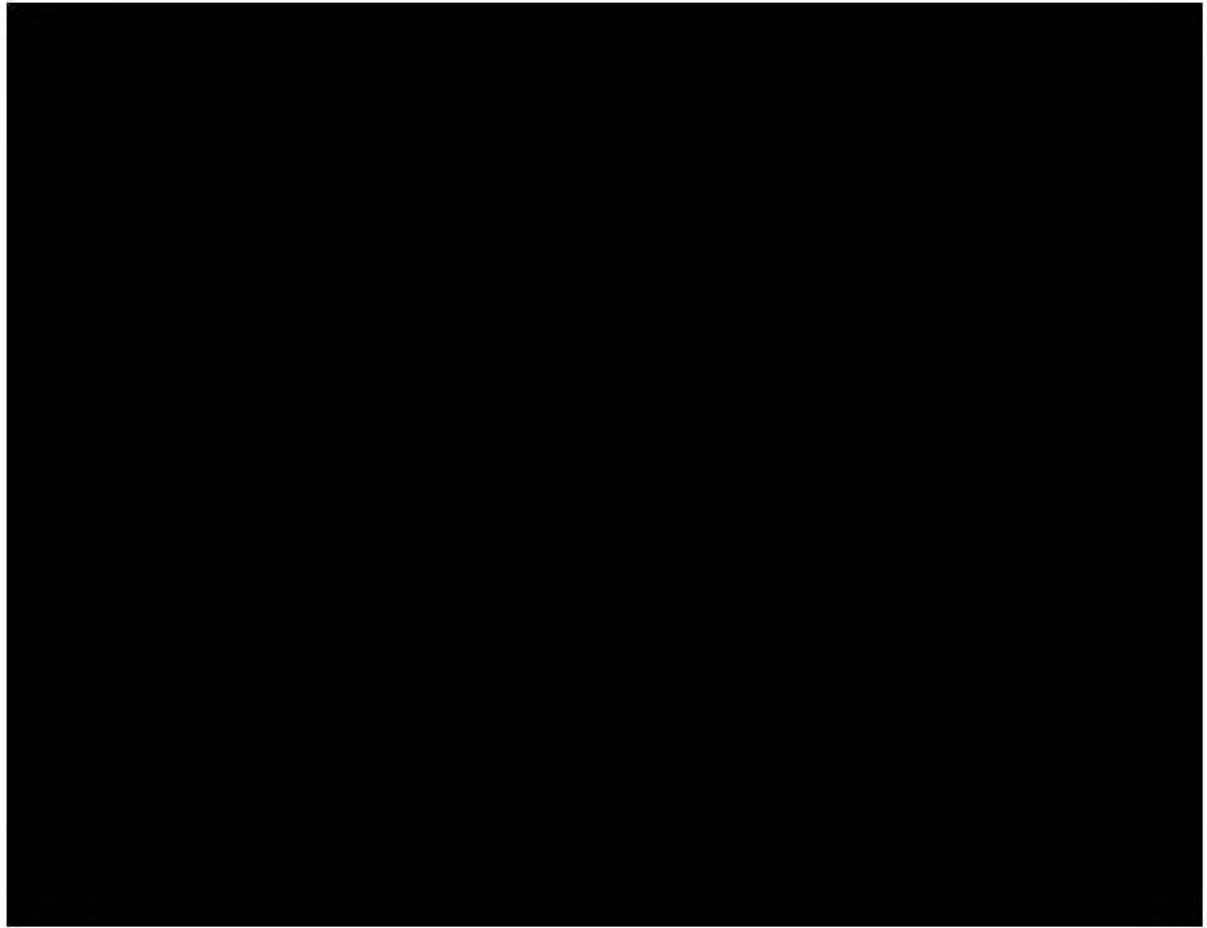
REFERENCES, PRIME SUPPLIER: ARISTOCRAT

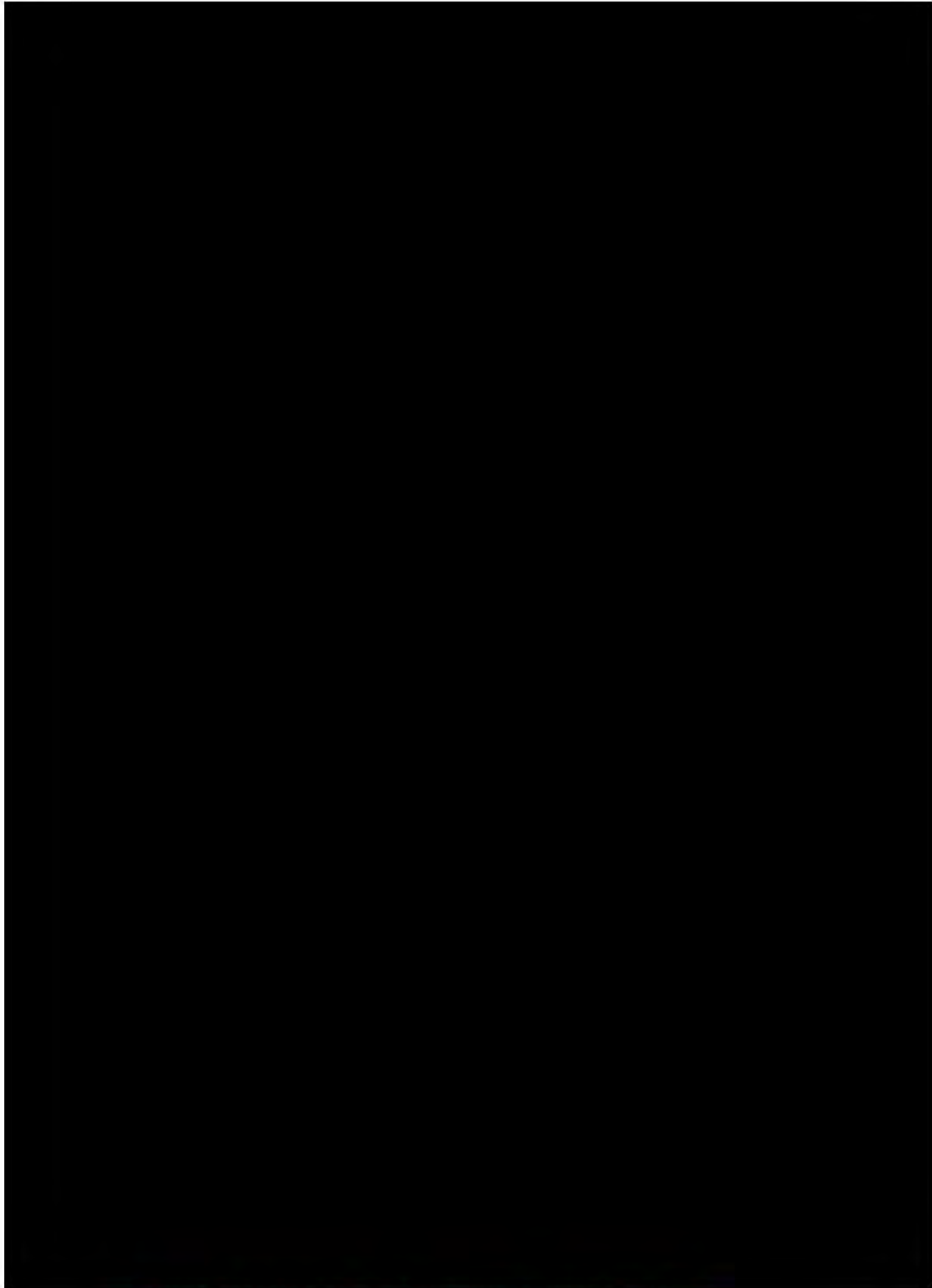
Please see Aristocrat's reference list below detailing three contracts that align with the RFP. We welcome you to contact our references.

References. Each Bidder shall provide three (3) references relevant to any of the requested services. References must include company name, contact person (name, title, phone number, email address, and mailing address) and include a general statement of the type of engagement performed for this reference. Qualifications and Experience. The Bidder should include sufficient detail to demonstrate the relevance of such qualifications and experience to the RFP and the Contract.

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS







ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS

REFERENCES, SUBCONTRACTORS

Refer to reference sheets and letters for our subcontractors. We welcome you to contact our subcontractors' references.



CS-1 TRANSPORTATION USA LLC

CS-1 Transportation Inc.
955 West Chandler Blvd.
Chandler, AZ 85225

Telephone: 602.734.9957
Toll Free: 1.877.746.4271
1.877.RING.CS1

• EMERGENCY SHIPMENTS • LTL • FTL • FLAT-BED • AIR FREIGHT/CHARTERS •

US Trade References

Everlast Logistics
399 Mill Rd
Edison, NJ
Attention: Steve Franzini
Phone: 732-727-0634
Fax: 732-727-7210

Team Worldwide
3217 Broadway
Cheektowaga, NY
Attention: Tom Callahan
Phone: 716-839-1411
Fax: 716-839-1417

Accurate Freight Systems
28159 Ave Stanford # 180
Valencia, CA
Attention: Tony Demma
Phone: 661-257-7200
Fax: 661-257-7210

Usko Express
6345 Auburn Blvd, Suite B
Citrus Heights, CA
Attention: Peter
Phone: 916-233-4455
Fax: 916- 515-8066

REFERENCES

DACK Consulting Solutions, Inc has worked with several major companies. Below is a list of our references:

Joseph D'Amato

Empire Resorts/Montreign Operating Company
Retired CEO/Board Member
609.457.2081

Tryphina Ramsey

NYS OGS Office of MWBE
Director
Tryphina.ramsey@ogs.state.ny.us
518.473.7083

Michael M. Clay

Dormitory Authority of the State of New York
Senior Director Opportunity Programs Group/Resource
Acquisition
mclay@dasny.org
212.273.5146

Richard Caruso

Mountco Development
Vice President of Construction
rcaruso@mountco.com
914.723.1200

HOLLYWOOD Casino®

— PERRYVILLE, MD —

1201 Chesapeake Overlook Pkwy ★ Perryville, MD 21903

March 01, 2021

Aristocrat Gaming
10220 Aristocrat Way
Las Vegas, NV 89135

To whom it may concern,

American Gaming & Electronics, a subcontractor of Image Power has been a working partner of Hollywood Casino Perryville commencing with our opening in 2010 and have provided technical services support to our property on a continuing basis ever since.

Their ability to carry out the responsibilities of daily slot operations over the years has been demonstrated many times and they have provided our guests with games that are well-maintained and up to date.

I would strongly recommend American Gaming & Electronics as a working partner to anyone seeking these types of services.

Sincerely,



Matthew Heiskell
Hollywood Casino Perryville
1201 Chesapeake Overlook Pkwy
Perryville, MD 21903

410.378.8500 ★ hollywoodcasinoperryville.com

Please play responsibly, for help visit mdgamblinghelp.org or call 1-800-522-4700.

HOLLYWOOD Casino®

— PERRYVILLE, MD —

1201 Chesapeake Overlook Pkwy ★ Perryville, MD 21903

March 01, 2021

Aristocrat Gaming
10220 Aristocrat Way
Las Vegas, NV 89135

To whom it may concern,

Image Power has been our slot technical service provider at Hollywood Casino Perryville for the past ten years and continue to fill that role today.

Image Power works closely with our in-house staff to provide our guests with courteous, helpful and professional customer service. They take the lead in making sure our gaming equipment is up to date, clean and in good repair at all times and we value their partnership considerably.

I would strongly recommend Image Power as a working partner to anyone seeking these types of services.

Sincerely,



Matthew Heiskell
Hollywood Casino Perryville
1201 Chesapeake Overlook Pkwy
Perryville, MD 21903

410.378.8500 ★ hollywoodcasinoperryville.com

Please play responsibly, for help visit mdgamblinghelp.org or call 1-800-522-4700.



March 5, 2021

Max Skaare
Vice President, Technology Services
Aristocrat Technologies, Inc.
10220 Aristocrat Way
Las Vegas, NV 89135

Dear Mr. Skaare,

I have worked with Keith Harper and A&B Talent for recruitment against a wide range of positions at Dynamic Social Gaming. He and his team have always proven to be very thorough, thoughtful and effective. They are very accessible and responsive as well. They understood our requirements and, in some cases, helped us craft better job descriptions for our positions. I am extremely impressed with them and am always happy to engage them for all our open jobs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Charles Barksdale', written in a cursive style.

Charles Barksdale
President

LOT 2 • VOLUME 1

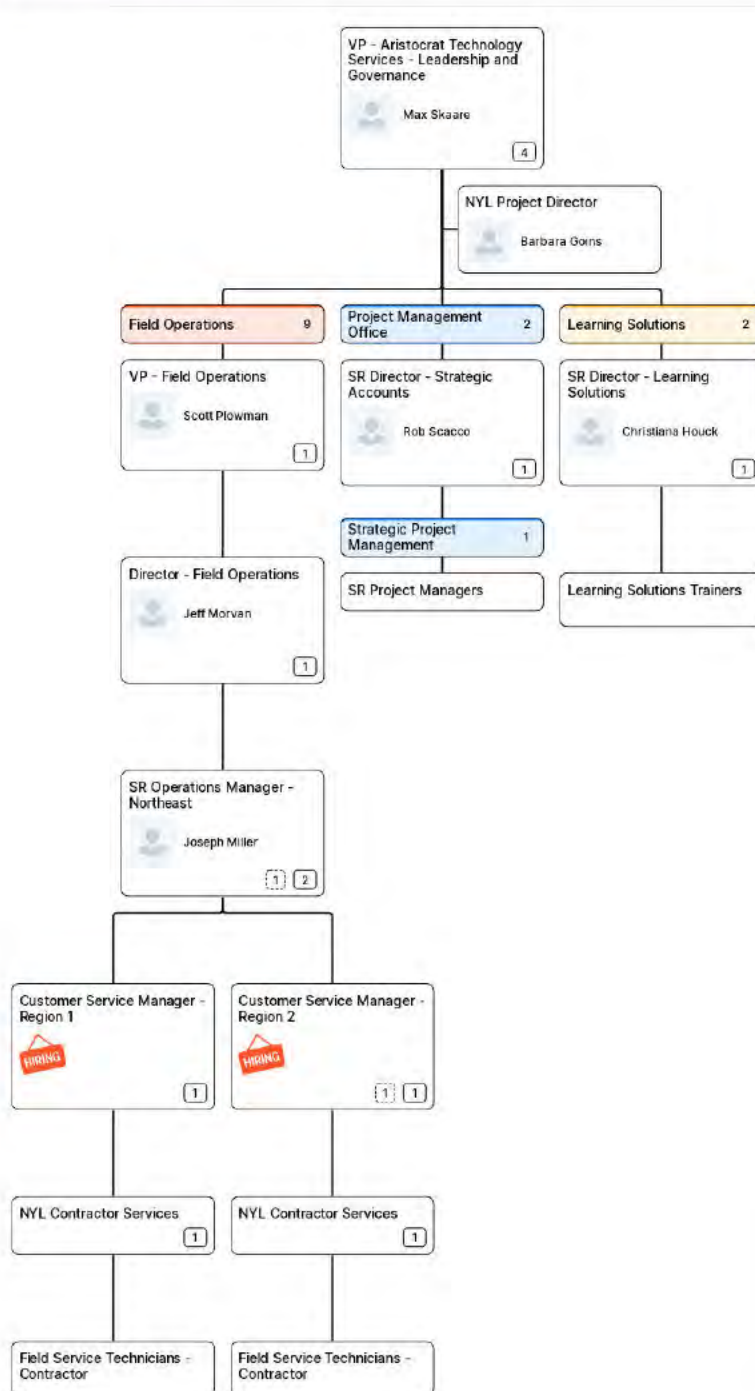
INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
- B. BIDDER FINANCIAL VIABILITY
- C. BIDDER EXPERIENCE
- D. REFERENCES
- E. PROJECT MANAGEMENT AND STAFFING**
- F. WORK PLAN
- G. DIVERSITY PRACTICES

e. Project Management and Staffing

- (1) Identify all staff (name and title/position), including a fulltime dedicated staff project director, and other personnel to be used under an ensuing Contract. The project director shall have overall responsibility for all work conducted pursuant to this RFP. Exceptions may be made only with the approval of the Commission. If staff is "To Be Determined," a Bidder must indicate the staff title, and the qualifications and attributes required for the position.

ORGANIZATION CHART



Project Management Team and Organization

Aristocrat’s mission is to provide the New York Lottery Commission with an enterprise-wide approach to identify, prioritize, and successfully execute a technology portfolio of initiatives and projects aligned with Aristocrat’s and our customer’s strategic goals.

Our primary responsibility is to manage and control project constraints. We will ensure all New York Lottery project plans are implemented on schedule, within scope, and budget. Our Project Management team will be responsible for establishing and implementing best practices for the mutual benefit of Aristocrat and the New York Lottery in a way that encourages collaboration, standardization, and continuous improvement in our community.

- ✓ Dedicated Support Team - We are a dynamic group comprised of seasoned Project Management professionals with experience in project management, process improvement, and Field and Technical Services.
- ✓ Professional Certifications include:
 - PMP
 - PMI ACP
 - Six Sigma Black Belt
 - ITLv3
- ✓ Our team applies Project Management Body of Knowledge (PMBOK) best practices and a combination of both Agile and Waterfall methodologies:
 - Project Governance
 - Risk and Issue Management
 - Time and Task Management for multiple business stakeholder teams
 - Resource and Schedule Management
 - Reporting and Business Intelligence insights

Exceptional Customer Service

Aristocrat’s dedicated New York Lottery Video Lottery Terminal project team will provide Exceptional Customer Service that includes a dedicated Project Director, Field Operations and Customer Service Managers, Technical Specialists, and Service Technicians. All will work closely with key stakeholders of the New York Lottery Commission to manage each step of the process.

NAME	TITLE
Barbara Goins	Project Director – NYL
Scott Plowman	Vice President – Field Operations
Jeff Morvan	Director – Field Service
Joseph Miller	Senior Operations Manager - NYL
Open – TBD	Customer Service Manager – NYL – Resume requirements provided in (2)
Open - TBD	Field Service Technician – NYL – Resume requirements provided in (2) <i>*Will be provided by our outsourced partners*</i>

(2) Provide résumés (not biographies) for all proposed staff indicating the relevant experience of each. Biographies do not provide sufficient information to allow for adequate evaluation of the individual's capabilities.

Response: Refer to Attachment E02 Resumes at the end of this subsection.

(3) Indicate the role each staff member will have in the project and the anticipated percentage of time allocated for each in the proposed work effort.

NAME	TITLE	% PROJECT ALLOCATION
Barbara Goins	Project Director – NYL	Lot 2 100%
Scott Plowman	Vice President – Field Operations	50%
Jeff Morvan	Director – Field Service	60%
Joseph Miller	Senior Operations Manager - NYL	100%
Open – TBD <i>Lot 2 – Qty 1</i>	Customer Service Manager – NYL	100%
Open – TBD <i>Lot 2 – Qty 13-18</i>	Field Service Technician – NYL <i>*Will be provided by our outsourced partners*</i>	100%

Indicate the role, if any, that proposed staff has had in previous projects with the organization, particularly those presented in the Proposal under gaming experience.

NAME	TITLE	ROLE IN PREVIOUS PROJECTS
Barbara Goins	Project Director – NYL	Responsible for Large Scale Customer Installation and Deployments, New Product and Services Deployments, Program and Process Improvement Initiatives
Scott Plowman	Vice President – Field Operations	Responsible for Service leadership for VLT, Class 2 and Class 3 products. Planning and oversight for business strategy execution
Jeff Morvan	Director – Field Service	Responsible for Field Managers for the Eastern Region of the US, maintain offsite warehouse operations and personnel to support customers
Joseph Miller	Senior Operations Manager - NYL	Responsible for managing Field Service staff for Eastern Region of the US, Supporting Field Service teams in delivering new product deployments achieving high customer and employee satisfaction
Open – TBD <i>(Lot 2 qty of 1)</i>	Customer Service Manager – NYL	Will be responsible for managing all NYL VLT customers and projects by ensuring technical support and installation services
Open – TBD <i>(Lot 2 min-max qty 13-18)</i>	Field Service Technicians – NYL	<i>^Will be provided by our outsourced partners*</i> Will be responsible for support all NYL customers by install, support, and providing on-going technical services

(4) *If applicable, list all subcontractors to be utilized, including each subcontractor's name and address, contact person (name, title, phone number, email address, and mailing address), and a complete description of work to be subcontracted to each. Descriptive information relative to the subcontractor's organization and capabilities must be included. If the Bidder intends to utilize subcontractors, but has yet to identify them, the Proposal must include a description of the credentials that will be sought of such subcontractor(s). If the Bidder does not intend to utilize subcontractors, the Bidder should indicate the same in the*

Response: We are proud to work with the following subcontractors. They provide an additional depth of service that allows us to provide comprehensive service to the New York Gaming Commission and this response. We have worked with these subcontractors in previous projects; this established communication and project history will provide enhanced, responsive service to the New York Gaming Commission.

Our subcontractors are committed to Aristocrat and the New York Gaming Commission and have provided teaming letter agreements and information about their companies, as provided in Attachment 05 Subcontractor Teaming Letters.

ABOVE AND BEYOND TALENT ACQUISITION INC

Above and Beyond Talent Acquisition is a Diversity Certified minority owned, New York City-based full service staffing firm.

48 Wall Street, 5th Floor, New York, NY 10005 / 646-779-5260

Mr. Keith Harper CEO

- **Function/Capacity/Service:** Recruiting and Staffing Organization for VLT Support Service for Aristocrat and Image Power

AMERICAN GAMING AND ELECTRONICS

Established in 1993, American Gaming and Electronics is the largest and most complete gaming support company in the United States.

Corporate Headquarters: 223 Pratt St., Hammonton, NJ 08037 / 609-704-3000

Office: 3250 W. Ali Baba Lane Suite B, Las Vegas, NV 89118 / 609-704-3000

Mr. Tony Tomasello – President and Chief Executive Officer

Function/Capacity/Service:

- VLT Installations, Set Up, and Testing
- VLT Floor Moves and Removals
- VLT Service Calls and Service Level Agreement
- VLT Preventative Maintenance
- VLT Storage and Distribution
- VLT Diagnosis and Repair

CS1 TRANSPORTATION

CS-1 Transportation is a full-service transportation and logistics management company specializing LTL/FTL, Flatbed, and Expedited and Air Solutions.

955th Street, Chandler Blvd., Chandler, AZ 85225 / 602-734-9957

- **Function/Capacity/Service:** Freight, Delivery, and Transport for Image Power

IMAGE POWER INC.

Image Power, Inc. is a certified MBE Gaming, Public Relations, and Advertising firm with an intensive focus on slot machine projects, marketing creativity, and special events.

95 West Street, Annapolis, Maryland 21401 / 410-269-8888

Mr. Carroll H. Hynson Jr – President and Chief Executive Officer

- **Function/Capacity/Service:** Primary Business Operations for supporting VLT Market for Aristocrat Service

INTEGRATED STAFFING

Integrated Staffing is a small, woman-owned business based in New York. Since 2009, Integrated Staffing has provided staffing solutions and experiences, supporting government and commercial clients.

463 Maple Avenue, Saratoga Springs, NY 12866 / 518-583-7823

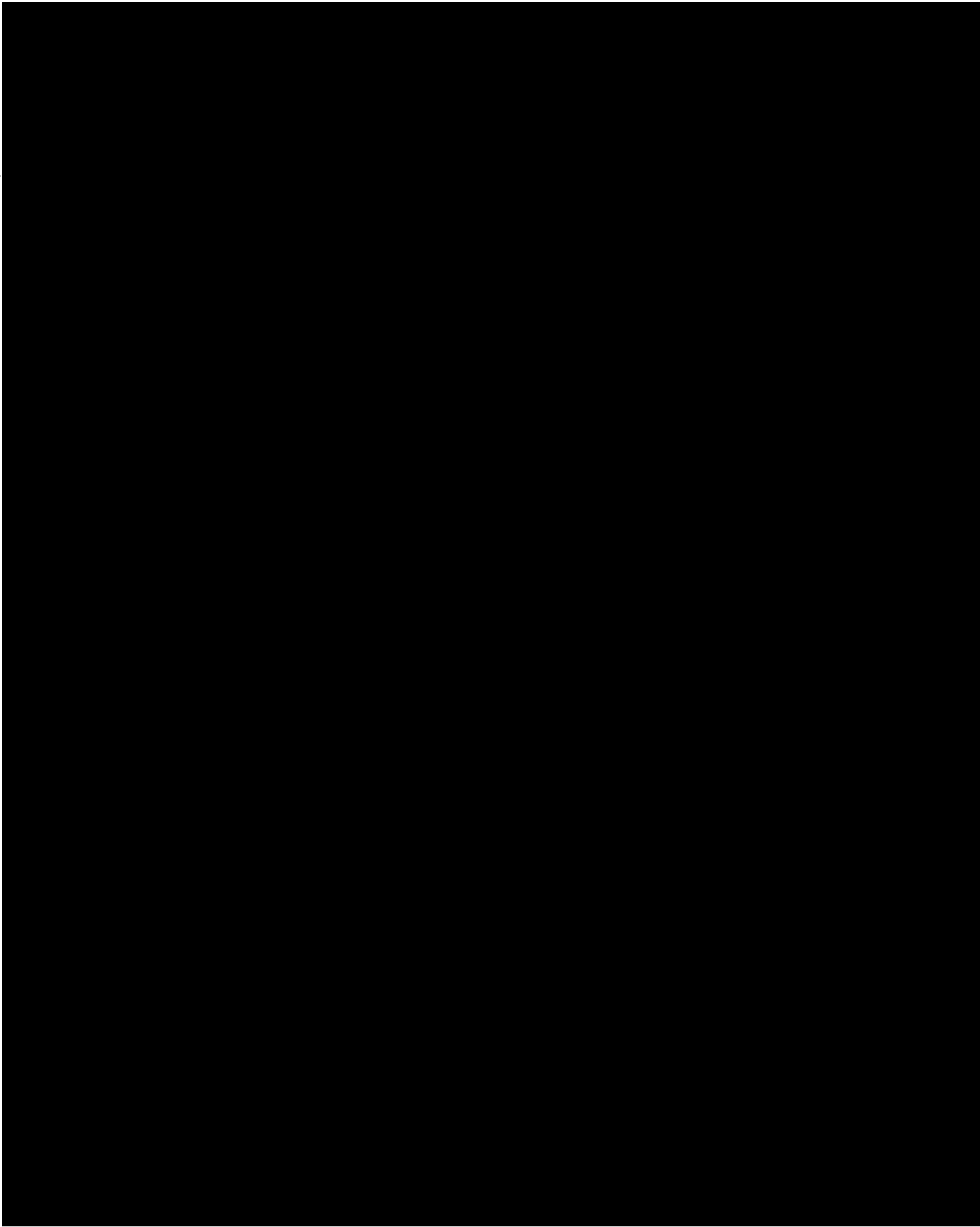
Dhianna Yezzi - Owner and President

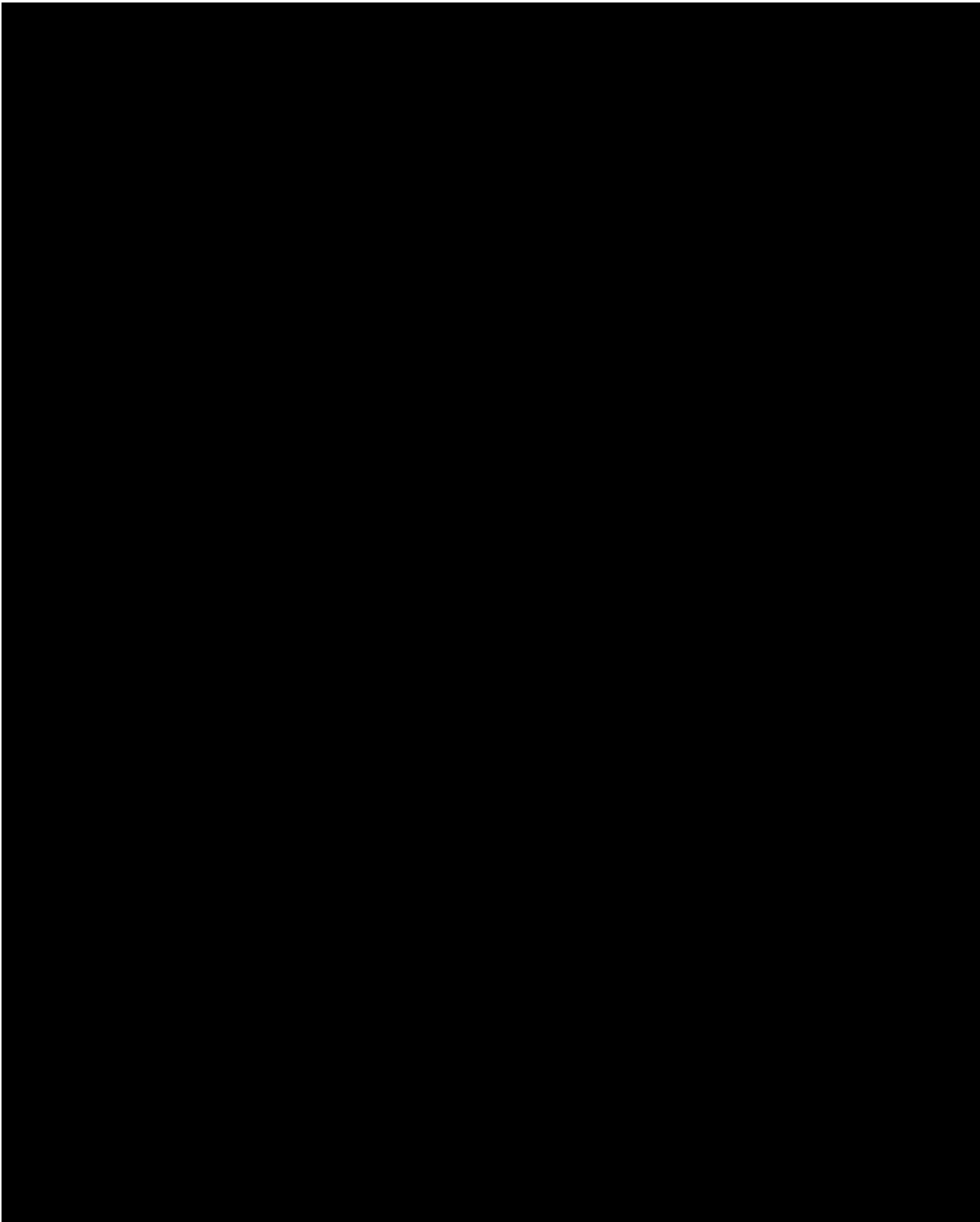
- **Function/Capacity/Service:** Recruiting and Staffing Organization for VLT Support Service for Aristocrat and Image Power

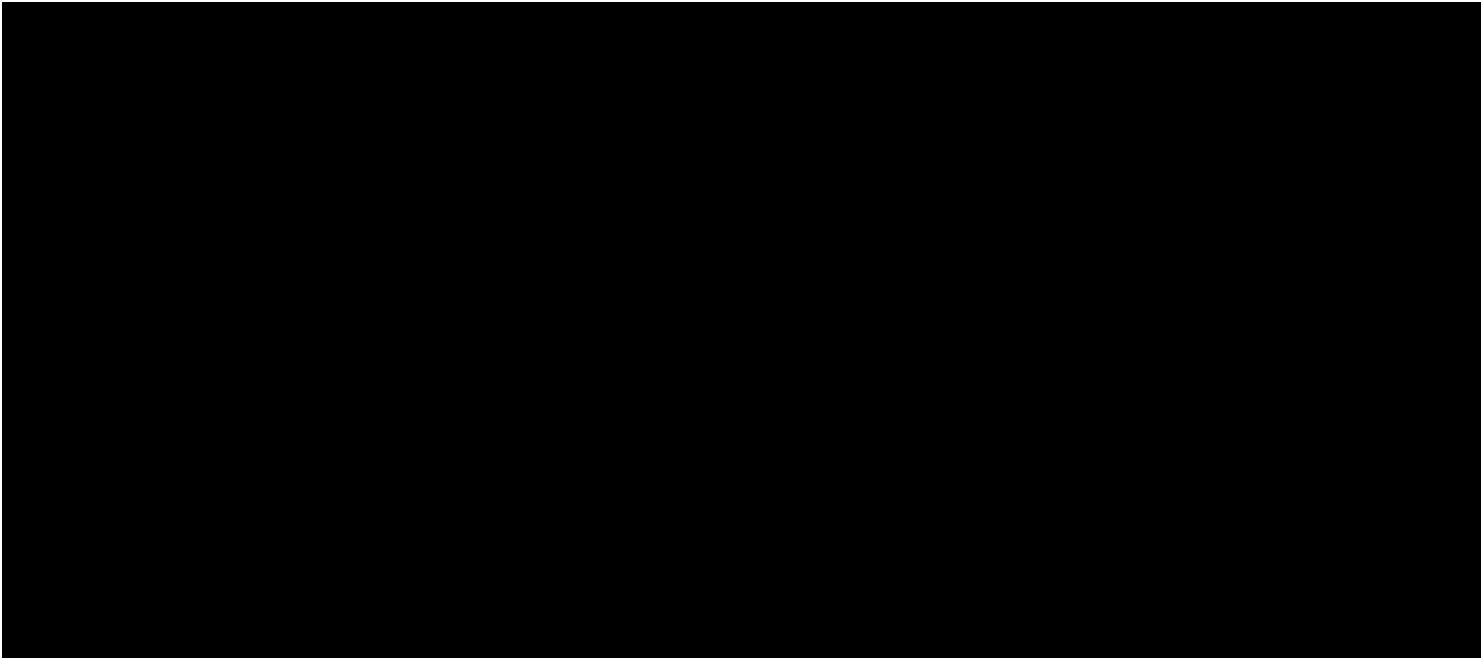
LOT 2 • VOLUME 1

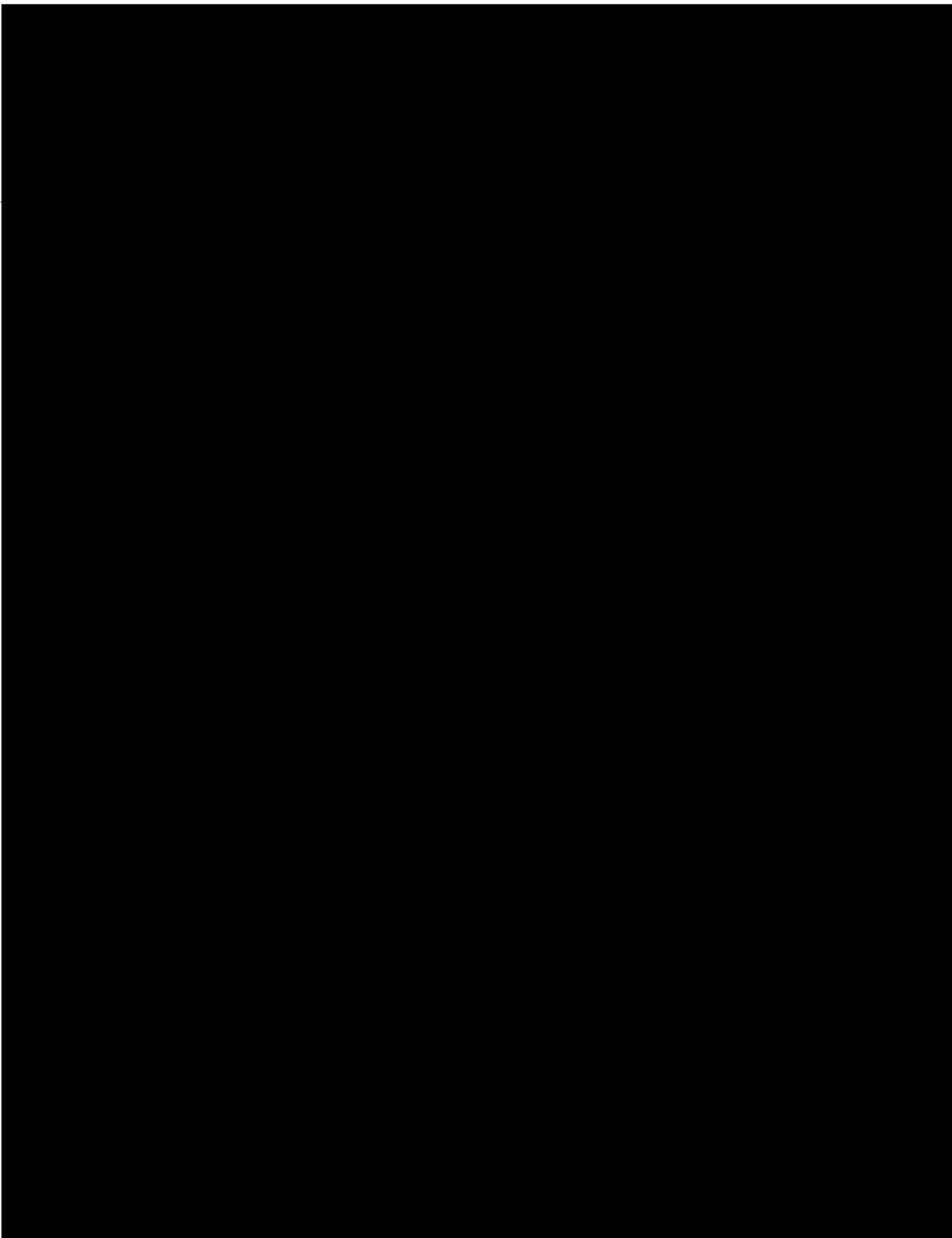
INFORMATION VOLUME

ATTACHMENTS, PROJECT MANAGEMENT

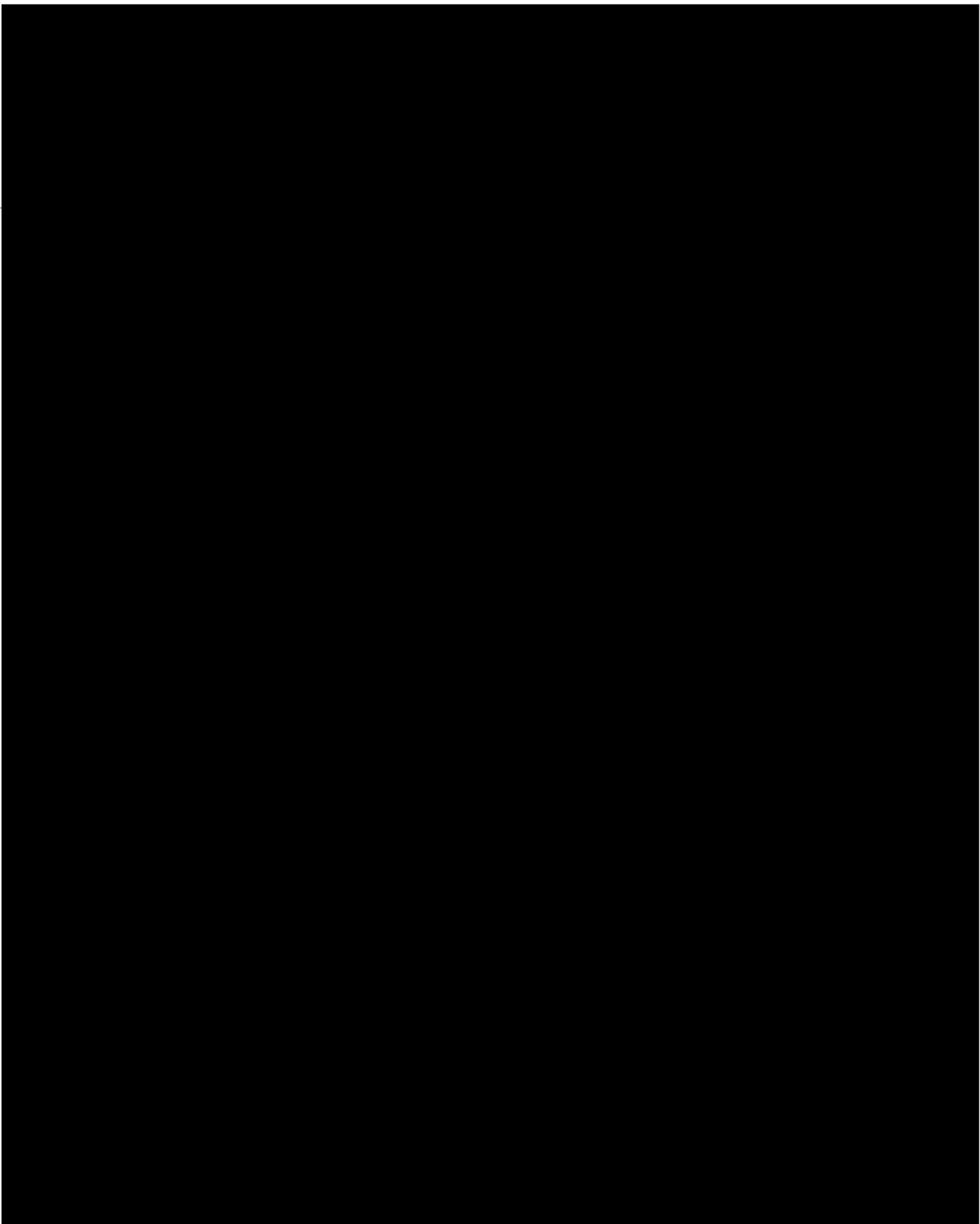


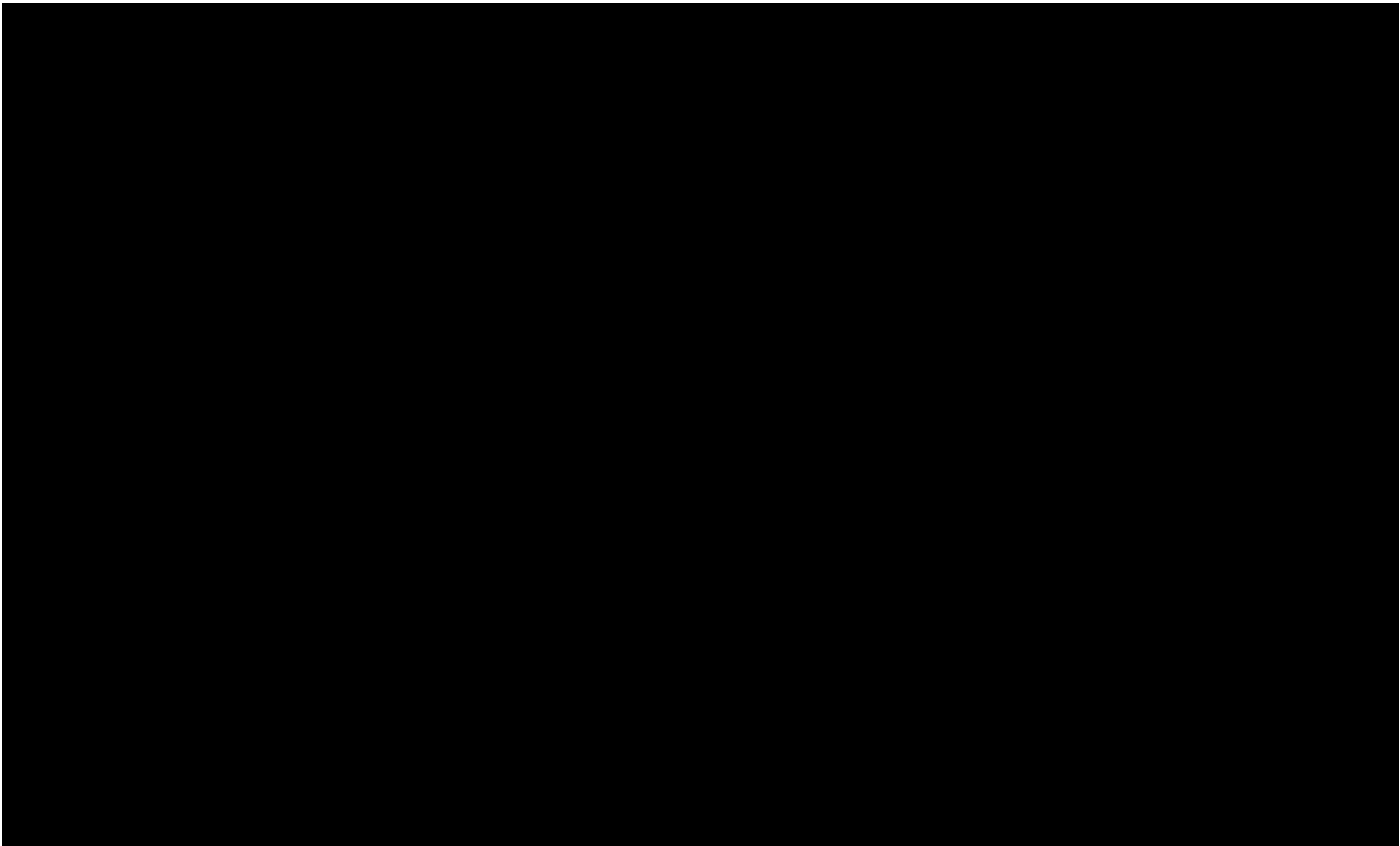












TBD - OPEN LAST NAME

Address · Phone

[Email](#) · [LinkedIn Profile](#) · [Twitter/Blog/Portfolio](#)

Responsible for managing all NYL VLT customers and projects. Ensures technical support and installation services are provided to support all activities for NYL Sites. Provides leadership to manage resources and implement strategic initiatives. Provides guidance to subordinates within the latitude of established company policies as well as general supervision to service personnel per the Regional Operations Manager and delivers contracted services. Accountable to achieve the highest customer and employee satisfaction levels. Committed to all key drivers and core capabilities of the Aristocrat values

EXPERIENCE

DATES FROM – TO
JOB TITLE, COMPANY

DATES FROM – TO
JOB TITLE, COMPANY

EDUCATION

MONTH YEAR
DEGREE TITLE, SCHOOL
Electronics Degree or Equivalent work experience

MONTH YEAR
DEGREE TITLE, SCHOOL

SKILLS

- Strong focus on delivery consistent high quality customer service
- Dedicated to meeting and/or exceeding the expectations and requirements of both customers and internal teams
- Extremely self-motivated and self-disciplined with ability to meeting changing demands and quickly adapting to frequently changing priorities
- Hands on leader that is passionate about delivering world class results
- Visionary and Passionate Leader that develops detailed and comprehensive plans to strengthen customer delivery service and overall business efficiencies
- Developing service relationships with customers that build trust and confidence in our ability to deliver consistent results
- Problem solver who can assess strengths and opportunities for improvement for all personnel which drives personal accountability and strategic decision making

TBD-OPEN LAST NAME

Address · Phone

[Email](#) · [LinkedIn Profile](#) · [Twitter/Blog/Portfolio](#)

Responsible for supporting the NYL customer account by install and support activities and ongoing technical service in the field for various types of slot machines and related products. Committed to the mission and principles of Aristocrat and the Customer Service Organization.

EXPERIENCE

DATES FROM – TO

JOB TITLE, COMPANY

DATES FROM – TO

JOB TITLE, COMPANY

EDUCATION

MONTH YEAR

DEGREE TITLE, SCHOOL

2+ year Electronic Degree or equivalent experience

MONTH YEAR

DEGREE TITLE, SCHOOL

SKILLS

- Experience with building strong customer service and support relationships
- ATI Master Certification
- Install, conversions, troubleshoot, repair all Gaming Machines, Signs, controllers, and all other peripherals
- Self-motivated with ability to complete all customer site visits and work necessary to exceed customer expectations
- Capture and document all pre-install requirements to ensure all parts and resources are scheduled to support all customer activities
- Supporting customer advocacy for Aristocrat Products and Services

ACTIVITIES

TBD-Open

VOLUME 1

INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
- B. BIDDER FINANCIAL VIABILITY
- C. BIDDER EXPERIENCE
- D. REFERENCES
- E. PROJECT MANAGEMENT AND STAFFING
- F. WORK PLAN**
- G. DIVERSITY PRACTICES

f. Work Plan

A Proposal shall include a detailed Work Plan identifying all aspects of the project, including specific deliverable dates, implementation process, and features. A work plan shall describe the approach to the project, including the:

- (1) Phase in schedule to achieve the required allocation, if all terminals will not be available upon the contract start date,*
- (2) A terminal and title refresh schedule over the term of the contract;*
- (3) Lead time required to fulfill a request to provide additional terminals when required.*

Response:

Refer to these Attachments immediately following:

- Lot 2 VLT Cabinet Release Plan
- Lot 2 VLT Games Release Plan

ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION BEGINS



LOT 2 • VOLUME 1

INFORMATION VOLUME

- A. BIDDER BACKGROUND INFORMATION
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- F. WORK PLAN
- G. DIVERSITY PRACTICES

g. Diversity Practices

In addition to requirements specified in Section 2.18 of this RFP, each Bidder must provide, in writing, their Diversity Practices using the form provided in this RFP as Appendix K – Diversity Practices. Pursuant to § 310(22) of Article 15-A of New York State Executive Law, "Diversity Practices" shall mean the Contractor's practices and policies with respect to:

- (1) Utilizing certified minority- and women-owned business enterprises in contracts awarded by a state agency or other public corporation, as subcontractors and suppliers; and*
- (2) Entering into partnerships, joint ventures, or other similar arrangements with certified minority- and women-owned business enterprises as defined in this article or other applicable statute or regulation governing an entity's utilization of minority- or women-owned business enterprises.*

Response: Aristocrat is a forward-thinking organization with a strong track record of delivering operational excellence and customer-focused solutions. Aristocrat is committed to operating in a safe, responsible, and sustainable manner to benefit our employees, communities, suppliers, subcontractors, and business partners. These values are integrated into our projects, services, and businesses to align with one of our core values, "Good Business, Good Citizen." By fostering social, economic, and ethical responsibility within our corporate culture, Aristocrat has built an organization capable of positively impacting our clients, subcontractors, and the communities we serve.

Aristocrat is committed to being the premier Video Lottery Terminal games provider in North America. To that end, we must continuously improve our business performance while simultaneously adhering to high ethical standards. Our guiding principles guide how we operate our relationships with our employees, customers, suppliers, subcontractors, and the communities where we do business.

Diversity and Inclusion

In 2020, Aristocrat appointed a specialist Diversity and Inclusion (D&I) enterprise leader and other dedicated staff as part of stepping up our Diversity and Inclusion effort globally and ensuring active regional engagement and execution. We are focused on improving our People and Culture practices from gender equality, diversity, and inclusion in recruitment, promotion, development, and remuneration.

In addition to upholding our legal obligations concerning non-discrimination and employee rights, Aristocrat also adheres to a global Diversity & Inclusion Policy, which was updated in June 2020. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, collaboration, respect, and a genuine sense of belonging. It sets out what is expected from employees. The policy aligns and complies with Recommendation 1.5 of the ASX 4th Edition.

Our policy aims to promote Diversity and inclusion through the following actions:

- Attracting and retaining team members with a diverse mix of skills and experience.
- Setting measurable objectives for gender diversity and assessing progress annually.
- Encouraging and supporting flexible working arrangements, where practicable.
- Reviewing processes and systems on an on-going basis to identify any significant trends or biases and developing actions to mitigate these.
- On-going enhancement of the inclusion strategy, which aims to promote all areas of Diversity and establish measurable Objectives and Key Results (OKRs) for initiatives and programs as they are developed; and
- Demonstrating zero tolerance towards behavior that is inconsistent with this policy.

Refer to Attachment G01 Diversity and Inclusion at the end of this subsection.

Our Governance

Aristocrat has a strong commitment to diversity and inclusion and recognizes the value of attracting, retaining, and motivating employees with diverse backgrounds, knowledge, experiences, and abilities.

Diversity contributes to our business success and benefits individuals, customers, teams, shareholders, and stakeholders. Our business policies, practices, and behaviors promote Diversity and equal opportunity and create an environment where individual differences are valued. All employees can realize their potential and contribute to Aristocrat's success.

Our Diversity and Inclusion policy sets out what we expect from everyone, starting with the atmosphere we all create. Built on respect, reflective of our diverse communities, and accommodating difference, our inclusive environment makes for better ideas, better customer experiences, and a better place to work.

At Aristocrat, we understand and accept that everyone is different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates Diversity of thought, which is fundamental to developing organizational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and everyone experiences a genuine sense of belonging. This policy applies to all employees of Aristocrat and its associated entities, including contractors and temporary employees.

Our Partnerships

We believe in creating partnerships that benefit the community, and ultimately, the states in which we hold contracts.

In pursuit of Good Faith Efforts to meet New York's Lottery RFP MWBE/SDVOB requirements, Aristocrat exclusively partnered with DACK Consulting Solutions, Inc., a NYS certified MWBE, to assist our company to aggressively outreach to and become familiar with New York's MWBE/SDVOB supplier community. Actions included conducting two (2) recent MWBE/SDVOB supplier and workforce outreach efforts, held on December 3, 2020, and February 4, 2021, to develop effective communication with these businesses and communities throughout New York State. These efforts resulted in the combined attendance of over 100 MWBEs/SDVOBs with the assistance of the ESD Division of Minority and Women's Business Development and NYS OGS Division of Service-Disabled Veterans' Business Development. With these outreach efforts, we were able to inform over 9,000 New York State certified firms about Aristocrat ahead of the solicitation to grow our Supplier Diversity program to expand our supply base working with MWBE suppliers.

Partnering for the Future

We believe in furthering minority/women-owned businesses. We want to create more opportunities for minorities and grow the minority-owned business sector to grow our business and our supply chain with minority-owned businesses. A part of our outreach program was dedicated to mentoring and helping further minority education to start or become a minority-owned business and certified in the state of New York. This portion of the program included a wealth of information and knowledge to help minorities start or become certified minority-owned businesses to grow MWBE's throughout the state for the good of the State and the future of business.

Results of our MWBE Outreach webinar, program, attendees and results are available upon request.

We understand the importance of diversity. We have a strong diversity and inclusion corporate program and encourage our procurement managers worldwide to utilize groups that have been marginalized.

Aristocrat is proactive in selecting and developing diversity suppliers globally for underutilized product, service, and commodity areas, ensuring that the supplier screening process is fair and consistent; 26% of our direct material spend supports small, minority or woman-owned businesses.

As we have done previously in other regions, we are prepared to offer technical training to minority business enterprises that support existing regional technical assistance programs currently operating in New York State.

Our Suppliers

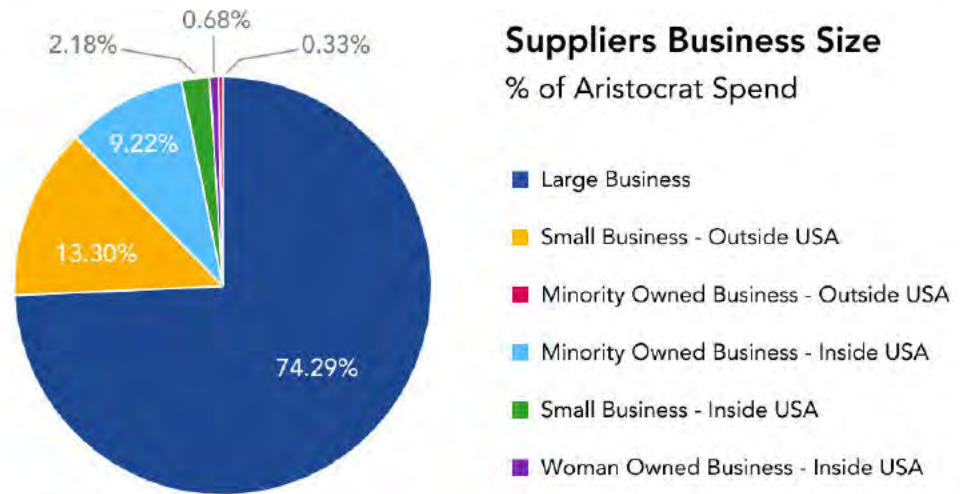
We are committed to building strong relationships with our suppliers through ethical and upfront dealings. It is our policy to work with many certified MBWE and WOBE subcontractors.

We have partnered with the following certified minority subcontractors to fulfill portions of this contract to ensure the State of New York also benefits from and furthers the success of minority-owned businesses.

We intend to increase the numbers of minority and women-owned businesses significantly as we do more work throughout the State of New York. We are currently working with these Certified Minority and Women-Owned Business Enterprises:

- Above and Beyond Talent Acquisition Inc
- DACK Consulting Solutions, Inc
- Image Power Inc
- Integrated Staffing

Below reflects are current % of Aristocrat (direct) spend with small, woman or minority owned business.



Supplier Code of Conduct

Aristocrat Leisure Limited and its affiliates (collectively, “Aristocrat Group”) are committed to ensuring that working conditions in Aristocrat Group’s operations and supply-chains are safe, that all workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

This Supplier Code of Conduct (the ‘Supplier Code’) reflects Aristocrat Group’s values, to which all suppliers to Aristocrat Group must adhere.

Suppliers must also follow the applicable laws, rules, and regulations in the countries in which they operate for or on behalf of Aristocrat.

Refer to our Attachment G02 Supplier Code of Conduct at the end of this subsection.

OUTREACH EFFORTS TO INCREASE DIVERSITY

Refer to Attachment G03 MWBE-SDVOB Workforce Outreach for program and report information detailing our outreach efforts to MWBE and SDVOB participants to garner and expand MWBE and SDVOB employees and supplier partnering opportunities in anticipation of this project. Due to length of program and reports, the following are condensed; we can furnish in full size upon NYL's request.

LOT 2 • VOLUME 1

INFORMATION VOLUME

ATTACHMENTS, DIVERSITY PRACTICES

DIVERSITY & INCLUSION

REFERENCE

1.6

EFFECTIVE DATE

June 2020

OWNER

People & Culture

1. OBJECTIVE

Aristocrat has a strong commitment to diversity and inclusion and recognizes the value of attracting, retaining and motivating employees with diverse backgrounds, knowledge, experiences and abilities. Diversity contributes to our business success and benefits individuals, customers, teams, shareholders and stakeholders.

Our business policies, practices and behaviors promote diversity and equal opportunity and create an environment where individual differences are valued, and all employees have the opportunity to realize their potential and contribute to Aristocrat's success.

Our Diversity & Inclusion policy sets out what we expect from everyone, starting with the atmosphere we all create. Built on respect, reflective of our diverse communities and accommodating of difference, our inclusive environment makes for better ideas, better customer experiences and a better place to work – for all of us.

At Aristocrat, we understand and accept that everyone is different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates diversity of thought, which is fundamental to developing organisational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and everyone experiences a genuine sense of belonging.

2. SCOPE

This policy applies to all employees of Aristocrat and its associated entities, including contractors, and temporary employees.

3. WHAT IS DIVERSITY AND INCLUSION?

Diversity and inclusion (“D&I”) recognizes and values the contribution of people with differences in background, experience and perspectives. D&I encompasses but is not limited to gender, age, ethnicity, cultural background, gender identity, marital or family status, religion, disability, socio-economic background, sexual orientation, as well as differences in perspective and life experience.

At Aristocrat, diversity means:

- An inclusive workplace that embraces individual differences
- Difference in all forms, visible and non-visible
- A workplace which is free from discriminatory behaviors and business practices

- Equitable frameworks and policies, processes and practices that limit potential unconscious bias
- Equal employment opportunities based on capability and performance
- Awareness of the different needs of employees
- The provision of flexible work practices and policies to support employees
- Attraction and retention of a diverse range of talented people
- Respect and value differences that exist within our workforce and making reasonable adjustment when required

Team members: Value and respect the differences in others and speak up about behaviour that isn't consistent with this policy.

Aristocrat leaders: Role model and encourage behaviour consistent with our values and ways of working and contribute to continuous improvement in our culture, as well as actively balancing the needs of team members and the business when applying this policy.

CEO and Executive Leadership Team: Responsible for our inclusion strategy: provide strategic guidance on its implementation, monitor progress, report to the Board and act as ambassadors to drive inclusion across the organisation.

Aristocrat Board: Aims to attract and maintain a Board of Directors which has an appropriate mix of skills, experience and diversity and is responsible for governance, setting measurable objectives for achieving gender diversity and monitoring progress towards achieve them, disclosures and oversight of the inclusion strategy.

4. ARISTOCRAT'S DIVERSITY STRATEGY

The strategic priorities which form our diversity and inclusion strategy align to the current and emerging needs of the Aristocrat workforce. The priorities encompass building inclusion capabilities, flexibility (activity-based working), gender diversity and cultural diversity. By valuing and respecting our employees' uniqueness and positioning this as an advantage, Aristocrat frames its diversity and inclusion as supporting employees' growth and development and the company's sustainable growth as well as meeting the expectations of customers and shareholders. It also promotes all people-related processes and decisions are made free from bias to foster an environment free of discrimination, harassment, and bullying. The goal is to continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive Aristocrat's success.

We aim to promote diversity and inclusion through the following actions:

- Attracting and retaining team members with a diverse mix of skills and experience;
- Setting measurable objectives for gender diversity and assessing progress annually;
- Encouraging and supporting flexible working arrangements, where practicable;
- Reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these;
- Ongoing enhancement of the inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and OKRs for initiatives and programs as they are developed; and
- Demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

5. DIVERSITY AT ARISTOCRAT

To achieve a diverse and inclusive environment, we support the following programs and practices:

Recruitment, Selection and Promotion

Equal opportunity forms an integral part of the Recruitment and Selection Policy and we recognize the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience. Our recruitment and selection processes identify candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality. Testing, independent evaluations and behavioral interviewing are used to promote equitable and unbiased selection and promotion decisions.

Career Development and Performance

Employees are encouraged to develop and progress their careers through opportunities that build capability and all employees are supported to participate in career development conversations. Available opportunities for promotion and transfer are advertised to all employees to enable individuals to apply for roles to develop their career path.

We encourage and reward excellence. Performance is measured based on agreed objectives (OKRs) to remove bias and promote equity. An annual review of OKRs is conducted to ensure no gender disparity.

Talent and Succession Planning

Talent and succession planning are core practices within the organization and an annual process identifies high performing and high potential individuals across Aristocrat.

Talented individuals are identified based on their performance and potential and divisional reviews ensure that talent and succession decisions are equitable, consistent and aligned to diversity and equal opportunity principles across Aristocrat.

The talent and succession process is used to identify candidates for accelerated development programs and gender diversity is given consideration during candidate selection.

Activity Based Working (Flexibility)

At Aristocrat, we empower our people with a measure of control over where, when and how they work to balance individual, team and business needs. We believe roles can be performed flexibly. We have an Activity Based Working Framework and support tools which empower employees and Leaders to utilize, manage and embed this way of working.

Opportunities are available for employees on extended parental leave to maintain their connection with the organization. Options are available to receive all-staff communications and to attend work functions and training programs without any obligation.

Cultural and Religious Diversity

Employees from different cultures and religions are welcomed and valued. Employees who have cultural or religious commitments are supported to participate in these activities through Activity Based Work arrangements.

Gender Diversity

Gender equality at all levels of the organization is a key component of our Diversity Strategy. Increasing the representation of women at senior and at all levels of management will remain one of our strategic priorities on an ongoing basis.

In addition to recruitment protocols that promote gender diversity, there are several other initiatives such as:

- mentoring and support groups for employees who return from maternity and paternity leave
- identifying talented women through the talent and succession process
- annual remuneration analysis to address any gender pay gap
- targeting high potential women for leadership development to enable them to progress in their careers
- retaining our status as an accredited Breastfeeding Friendly Workplace to assist women to transition back from maternity leave.

Employee Consultation

Employees are consulted annually through surveys, focus groups and forums to gain insight into potential barriers to diversity and identify opportunities for further action.

6. REPORTING AND MEASURING DIVERSITY

Senior leaders annually set OKRs to ensure gender diversity is priority and leaders are held accountable.

The ESC regularly reviews diversity scorecards at the organization and business unit level. The diversity scorecard outlines diversity related metrics, the results of which can be used to measure diversity objectives and progress towards reducing the gender gap.

7. THE ROLE OF THE BOARD

The Board is responsible for setting measurable objectives for achieving gender diversity, conducting an annual review of those objectives and reporting on the progress against those objectives through the Corporate Governance Statement.

Management will update the Board on our Diversity & Inclusion strategy annually and the Board will also review this Policy periodically to monitor its effectiveness and whether any changes are required to the policy.

8. PROCEDURES

To ensure diversity is embedded in business practices and behaviors, our day to day procedures support diversity, inclusivity and equity.

9. ARISTOCRAT POLICIES

The Diversity & Inclusion Policy is supported by our Global Employee Handbook and Code of Conduct. Team members are encouraged to speak up if they become aware of any behaviors inconsistent with this policy. Employees who wish to report a breach in this policy should notify their manager and/or People & Culture Business Partner to resolve any grievances in connection with the policy.

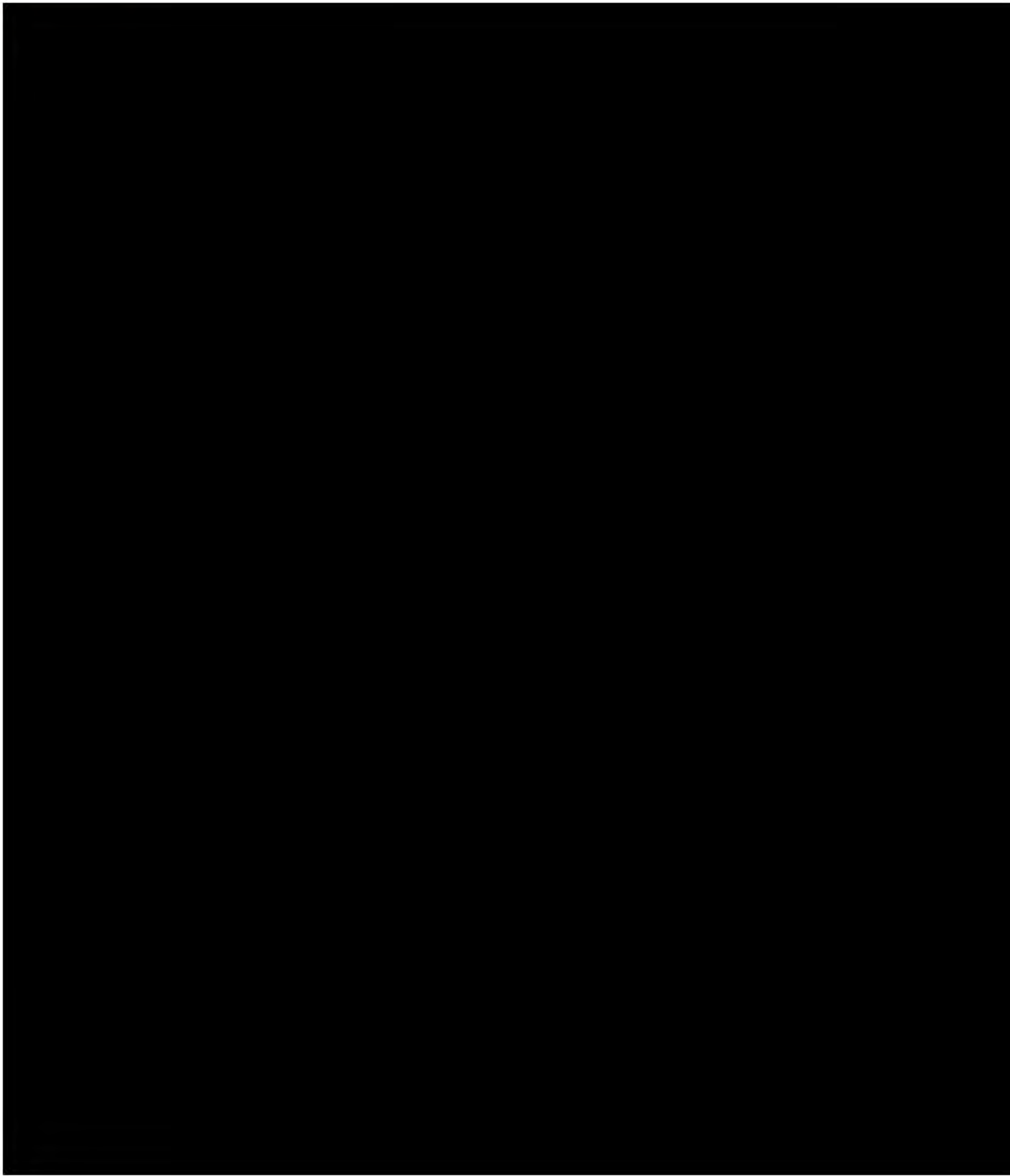


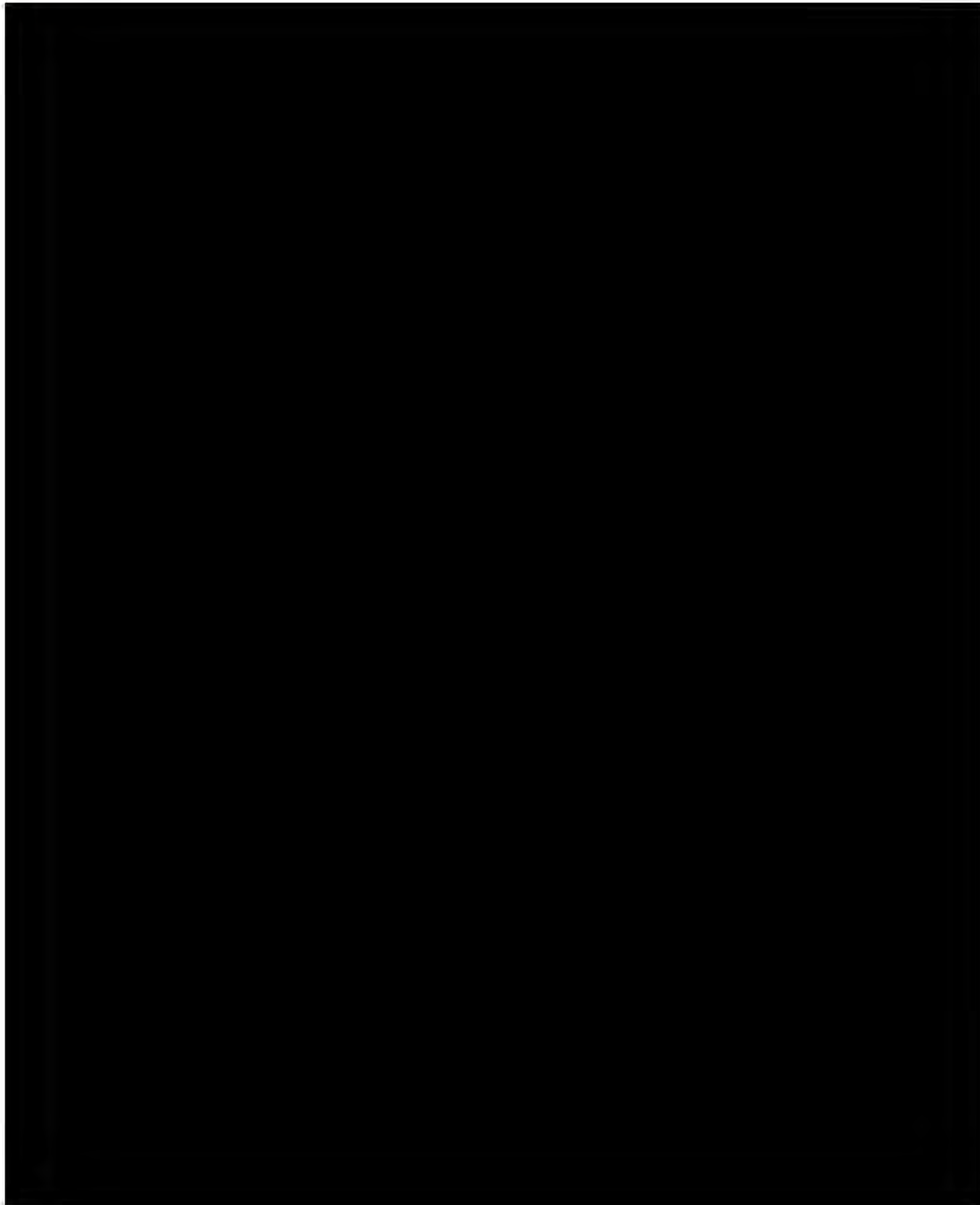
Supplier Code of Conduct – November 2019

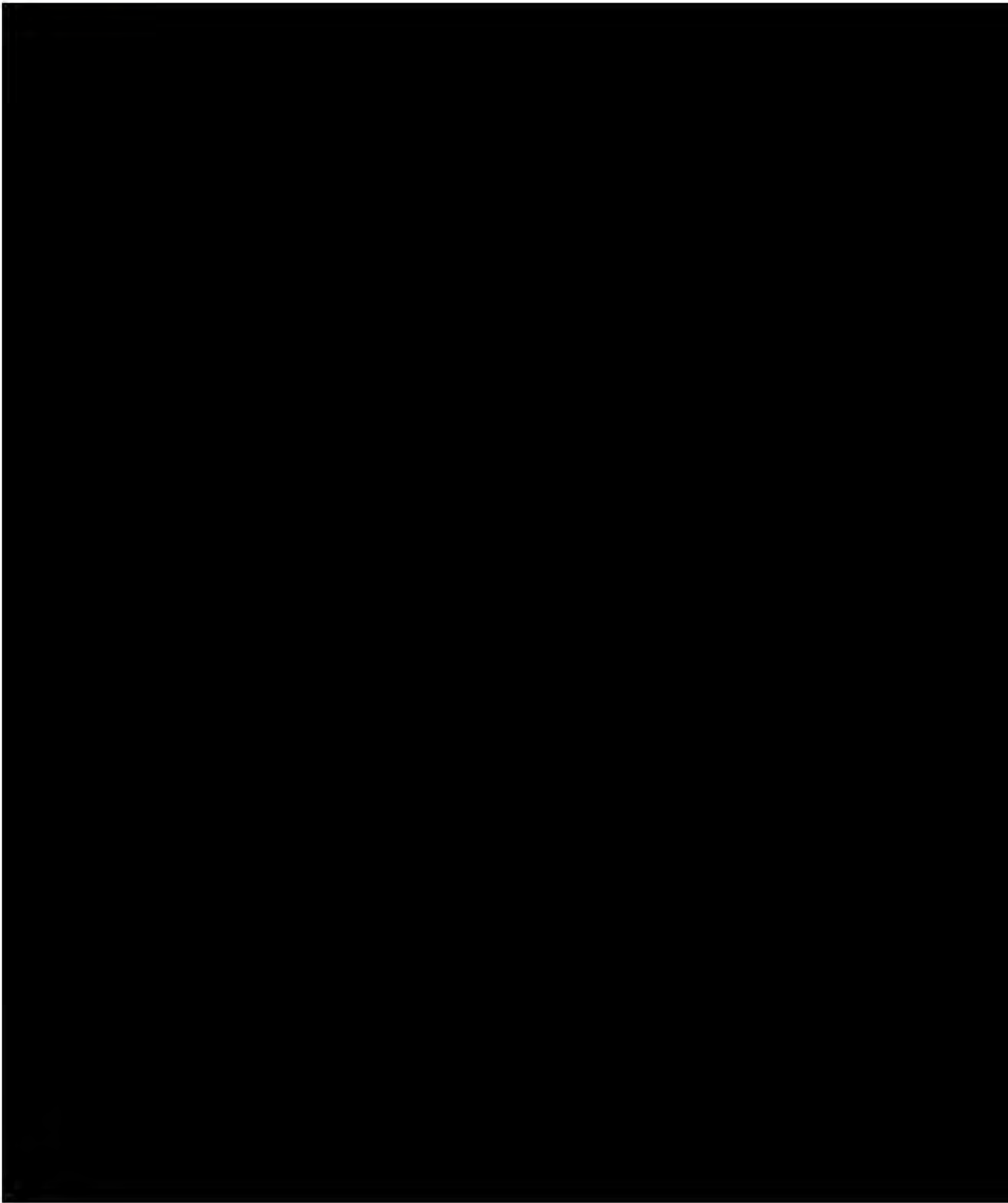
Aristocrat Leisure Limited

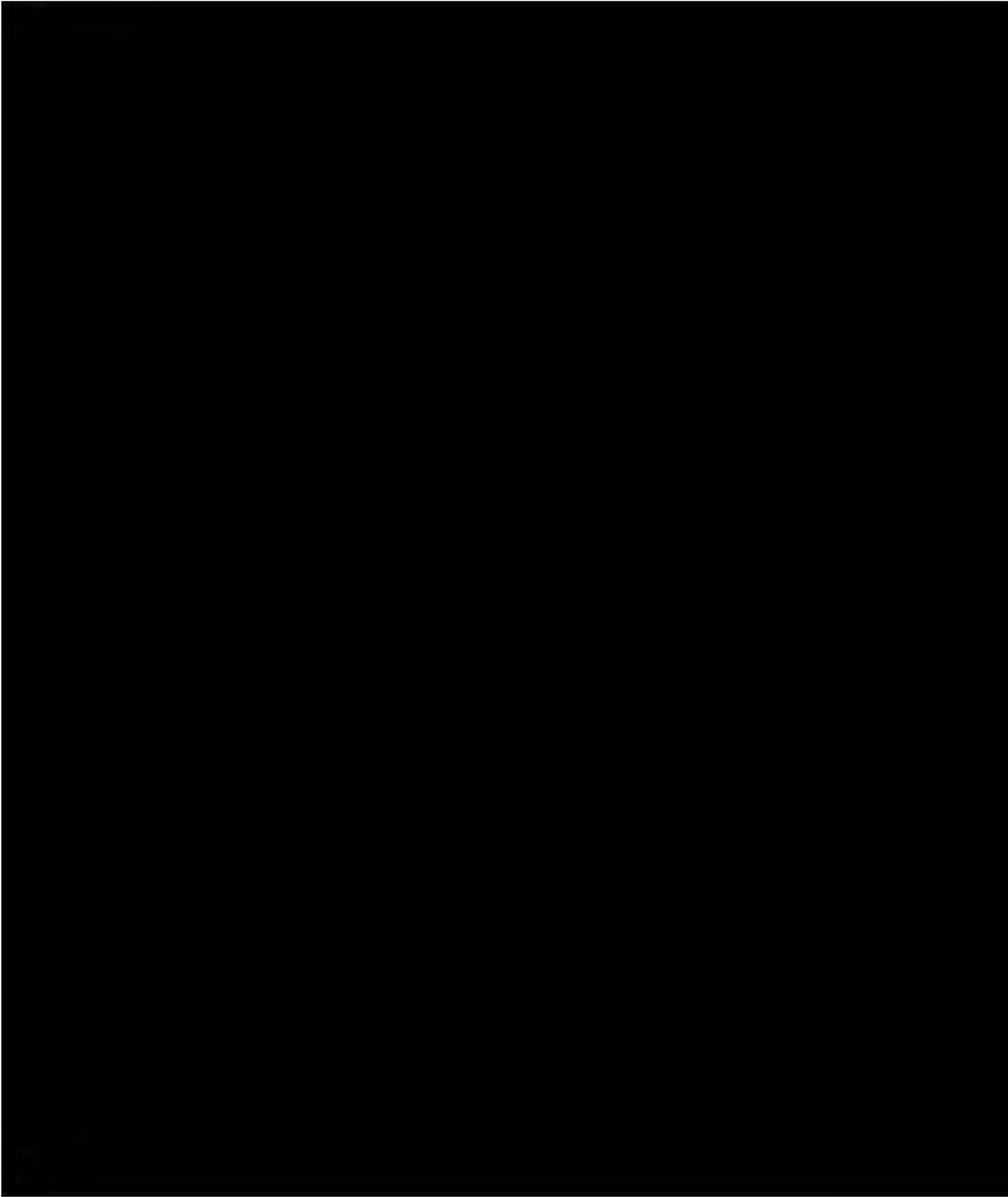
85 Epping Road
North Ryde, NSW 2113
Australia

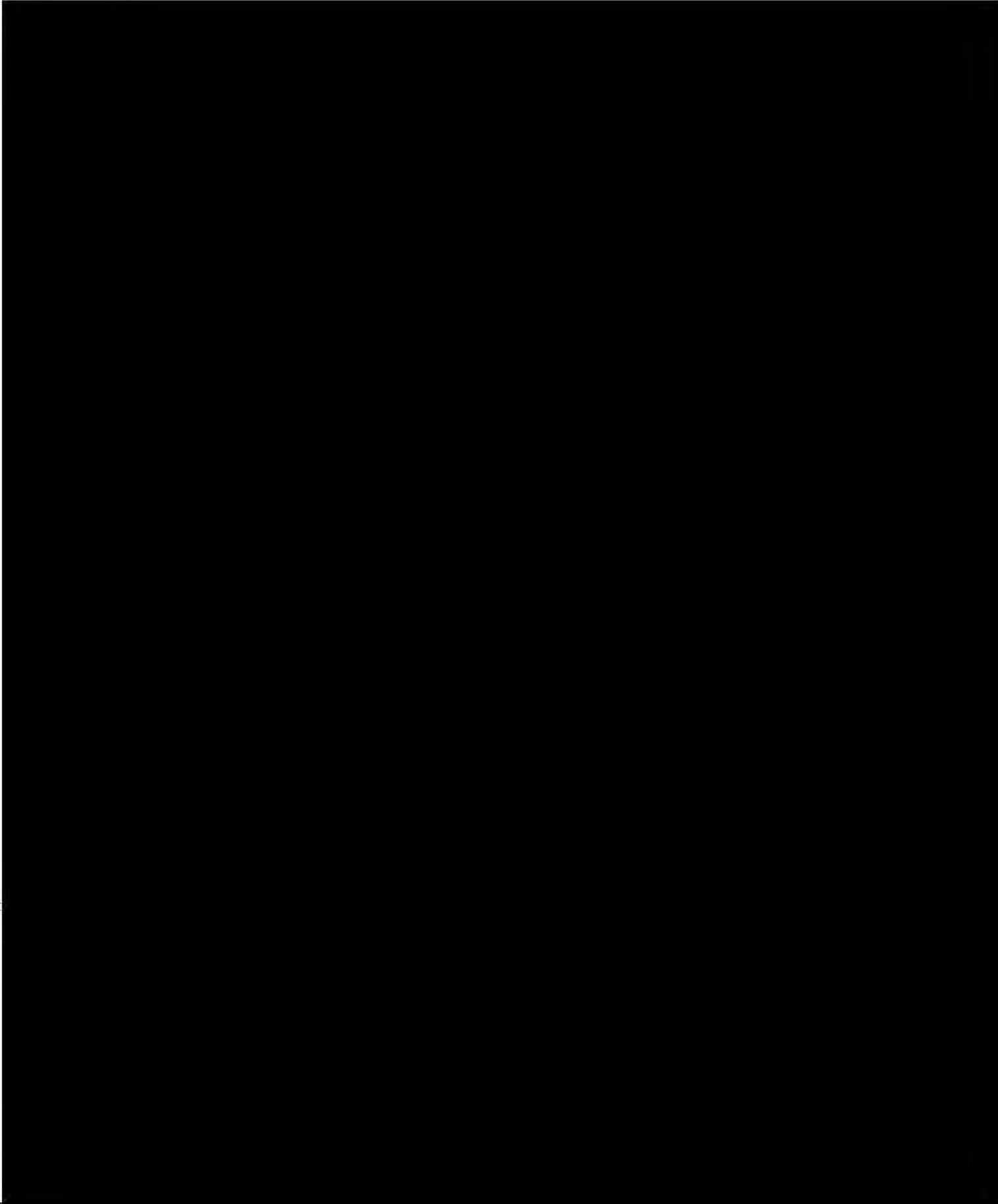
Phone: +61 2 9013 6000
Fax: +61 2 9013 6000

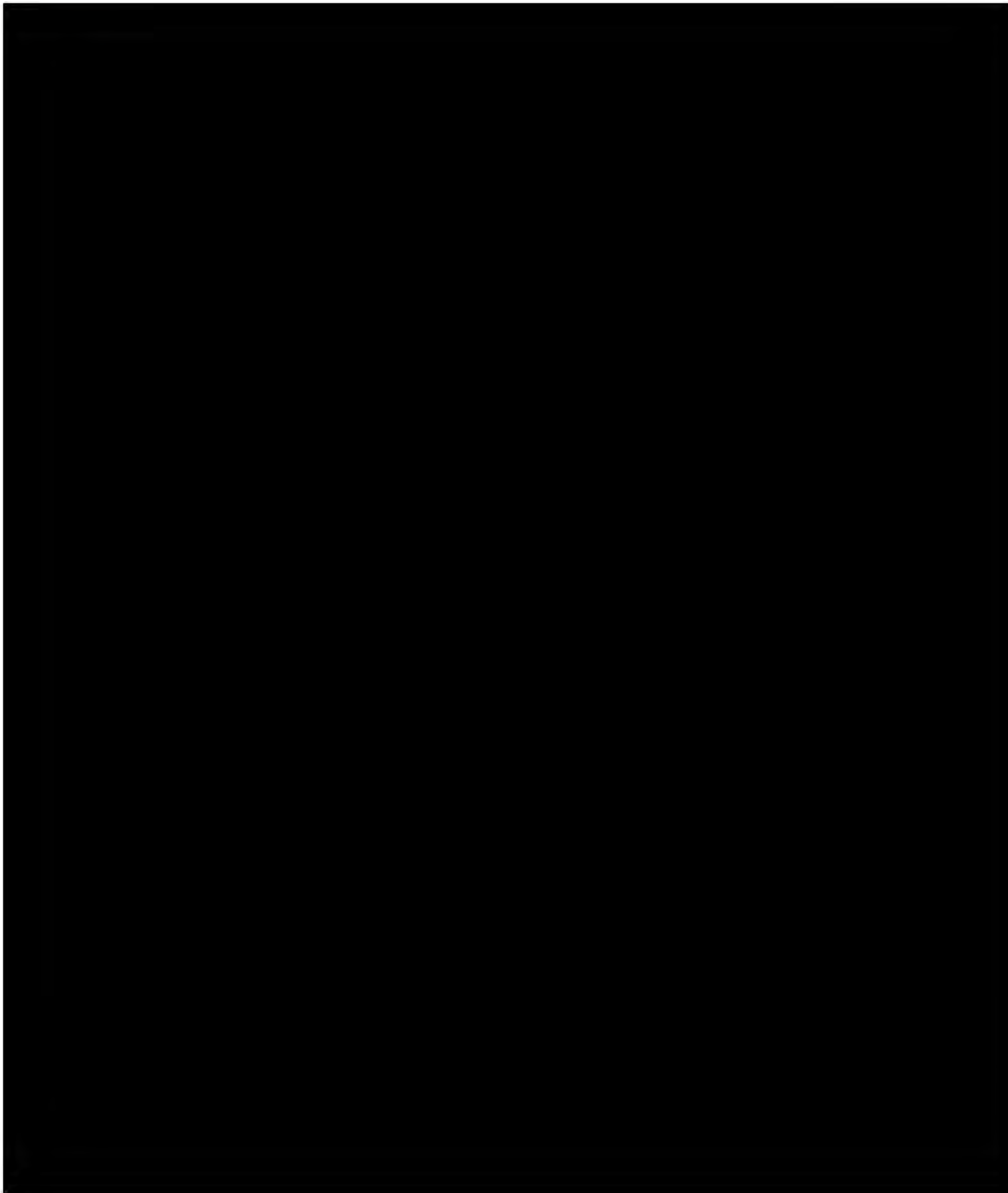


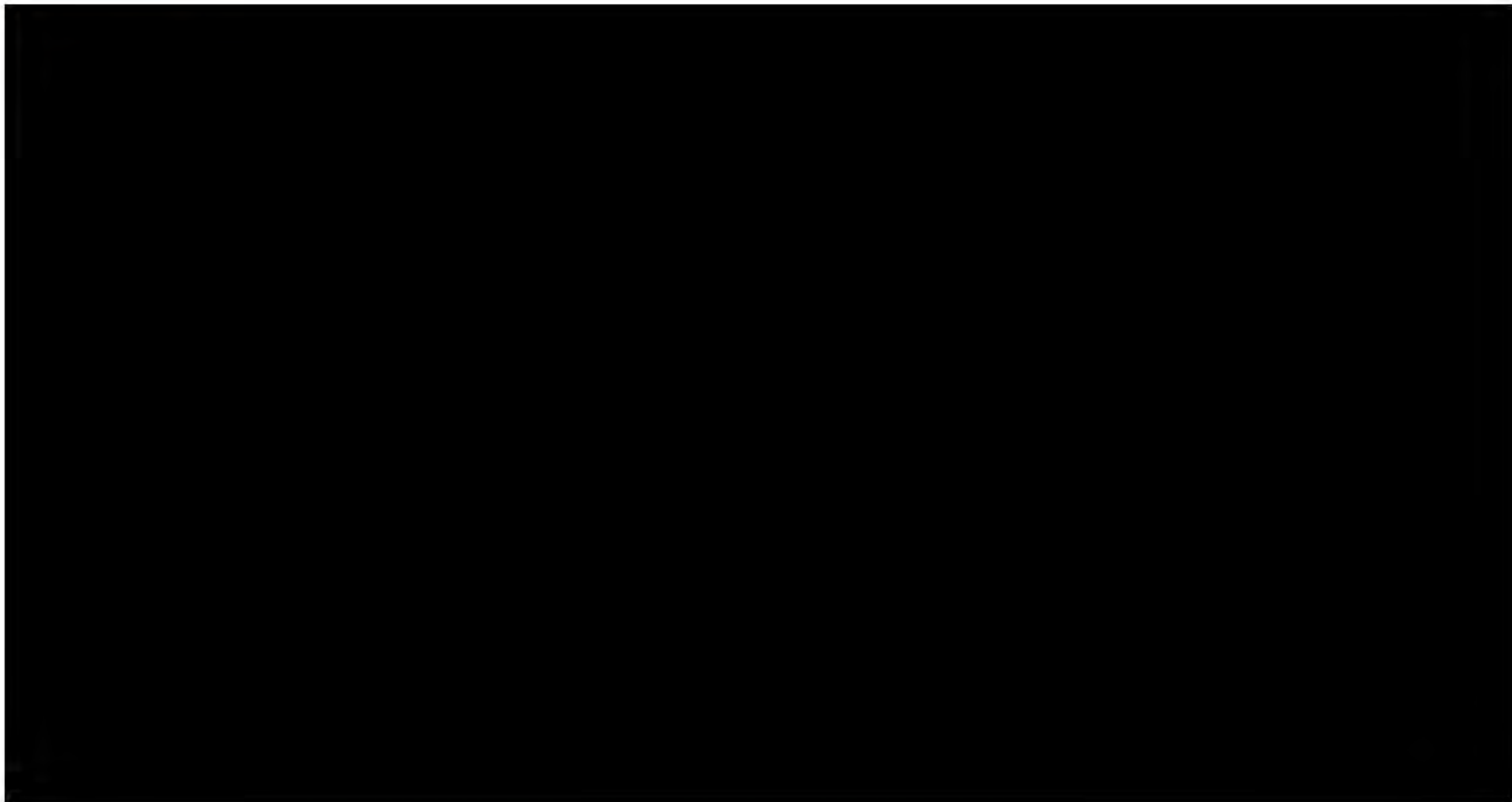












ARISTOCRAT PROPRIETARY AND CONFIDENTIAL INFORMATION ENDS



Aristocrat Gaming

About Us – December 2020

ARISTOCRAT
GAMING

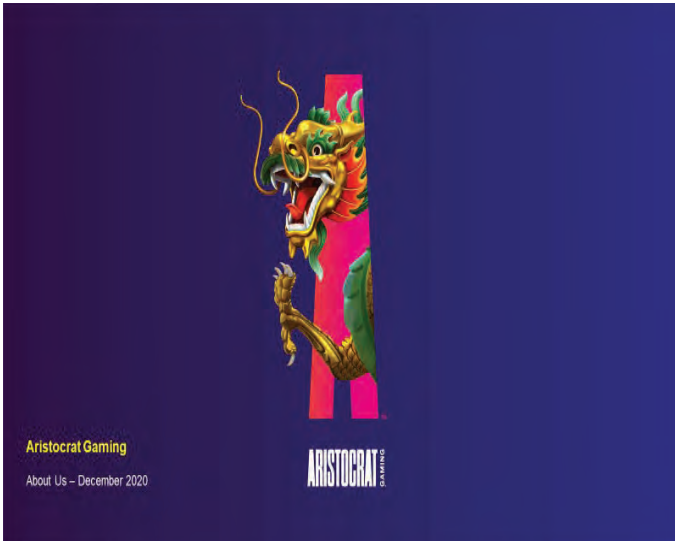
ARISTOCRAT GAMING REPORT

NYS MWBE/SDVOB/WORKFORCE DIVERSITY

OUTREACH WEBINAR

1:00 – 2:00 PM

DECEMBER 3, 2020



ARISTOCRAT GAMING REPORT

NYS MWBE/SDVOB/WORKFORCE DIVERSITY

OUTREACH WEBINAR

1:00 – 2:00 PM

DECEMBER 3, 2020

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 - 8. Zoom Chat
 - 9. Evaluation Form
 - 10. DACK Skill Matching Form

MEETINGS

KICK-OFF MEETINGS

During a period starting September 15 through October 21 2020a series of meetings were held with DACK Consulting Solutions, Inc (“DACK”) and Aristocrat Gaming (“Aristocrat”) to plan MWBE/SDOV/Workforce Diversity Outreach in New York State In attendance:

The Aristocrat Team included:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Darren Holley, Senior Vice President Global Operations
- Gary Toms, Senior Vice President Global Strategic Sourcing
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager
- Max Skaare, Vice President of Technology Services

The DACK Team included:

- Aleksandra Chancy, President
- Ronald Peek, Director of Business Development

STRATEGIC CONFERENCE CALLS

Wednesday, November 11, 2020 at 6:00 p m DACK Consulting Solutions, Inc (“DACK”) had a conference call with Aristocrat

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

- Aleksandra Chancy, President
- Ronald Peek, Director of Business Development
- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer

Discussion topics included:

- Confirmation for approval of vendor/job fair flyer to be distributed
- Components of Aristocrat presentation
- Aristocrat Team discussed:
 - o Business model
 - o Expansion to New York
 - o Projects they desire within New York State market
 - o Significance of their prospective projects to communities in New York State
 - o Potential employment opportunities
 - o Methods to demonstrate sincere intent for meeting NYS MWBE/SDVOB and workforce diversity goals
- DACK offered that the process of reaching out to the Department of Labor, NYS Development (ESD), churches, and community-based groups already started to spread the word about the Webinar through the distribution of Save The Date flyers
- The call concluded with Aristocrat and DACK vowing to have draft presentations in circulation by the following week

Friday, November 20, 2020 at 12:30 p m DACK Consulting Solutions, Inc (“DACK”) had a conference call with Aristocrat

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

- Aleksandra Chancy, President
- Ron Peek, Director of Business Development
- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer

Discussion topics included:

- Confirmation of vendor/workers registered for the December 3, 2020 Webinar (approximately 50 as of 11-20-20)
- Zoom was chosen as webinar technology
- Reminder Eblast to be sent on 11-23-20
- The Zoom link will go out 11-30-20
- Webinar personnel roles
- Slide format
- Aristocrat final copy to DACK asap
- Aristocrat will update their NY racetrack map
- DACK will develop a one-page synopsis of Aristocrat to send out to participants post webinar
- Aristocrat would like to be introduced as "Aristocrat Gaming"

The call concluded with Aristocrat request for a copy of all the vendor/workers that registered DACK will include that information in the report for the December 3, 2020 Outreach

Monday, November 30, 2020 at 6 p.m. DACK Consulting Solutions, Inc ("DACK") had a conference call with Aristocrat

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

- Aleksandra Chancy, President
- Ronald Peek, Director of Business Development
- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer



Discussion topics included:

- Aristocrat edited their slides
- Aristocrat discussed what personnel would be presenting each of their portions of the presentation
- Aleksandra discussed providing the Outreach Summary to be sent to the attendees
- Tanya stated that Aristocrat will control the slides
- Aristocrat suggested everyone sign in 30 minutes prior to start of webinar to confirm everything will run smoothly
- DACK would provide the webinar summary to Aristocrat prior to the webinar to allow them the opportunity to edit/add to it and for their approval

The call concluded with emphasis that Aristocrat and DACK teams sign on early to resolve any technical issues we may have with Zoom



EVENT

MWBE/SDVOB/WORKFORCE DIVERSITY WEBINAR INTRODUCING ARISTOCRAT

Thursday, December 3, 2020

In attendance:

Aristocrat Gaming

- Rob Schramer - Senior Vice President of Strategic Initiates
- Lauralyn Sandoval - Vice President of New Markets
- Tanya Shearer - Director of Global Strategic Sourcing Compliance
- Jeff Crozier - Product Manager of Video Lottery Terminal
- Max Skaare - Vice President of Technology Services

DACK

- Aleksandra Chancy - President
- Barbara Joyner - M/WBE Compliance Officer
- Irene Fiorello - M/WBE Compliance Officer

DACK introduced Aristocrat

Aristocrat promoted regional business and work opportunities for M/WBE/SDVOB Vendors/Workers

The panel of speakers included:

Aristocrat Gaming

- Rob Schramer - Senior Vice President of Strategic Initiates
- Lauralyn Sandoval - Vice President of New Markets
- Tanya Shearer - Director of Global Strategic Sourcing Compliance
- Jeff Crozier - Product Manager of Video Lottery Terminal
- Max Skaare - Vice President of Technology Services

DACK

- Aleksandra Chancy - President
- Barbara Joyner - M/WBE Compliance Officer

DACK has attached a list of Participants and the dialogue that took place (Chat) during the question and answer period at the end of the Event in the Attachments Section of this Report



COMMUNITY OUTREACH

DACK collaborated with Aristocrat to create a marketing flyer that was distributed via E-blast to churches, town halls, and other community-based organizations throughout New York State in an effort to inform communities about the potential opportunities with Aristocrat. The outreach took place on December 3, 2020. (The Flyer is attached to this report)

OUTREACH DETAILS

DACK reached out to various vendors/workers across New York State. The results from our effort through Vertical Response are documented below. We sent out a Save the Date eblast, Reminder eblast with the Eventbrite link attached and a Zoom Link to attract potential participants.

Below is the breakdown of what the Eblasts sent out identify.

- How many flyers went out
- How many Clicks on the flyer
- How Many Bounces
- How many people Unsubscribed
- Spam Complaints
- Non-Responders

Summary of Eblasts Sent Out on November 9, November 17, November 23, November 30, December 1, and December 2

Subject	From	To	Open	Click	Bounce	Unsub	Spam	Non-Res
Save the Date 12-03-20 for NYE Gaming Webinar/Event Flyer - Regular Template	Event	Send	4011	716	21	6	21	12403000 at 11:45am
Reminder 12-03-20 for NYE Gaming Webinar/Event Flyer - Regular Template	Event	Send	4000	720	20	74	26	12403000 at 7:15am
Save the Date 12-03-20 for NYE Gaming Webinar/Event Flyer - Regular Template	Event	Send	4104	800	43	29	17	12403000 at 10:05am
Save the Date 12-03-20 for NYE Gaming Webinar/Event Flyer - Regular Template	Event	Send	4100	807	28	30	14	12403000 at 10:05am
Save the Date 12-03-20 for NYE Gaming Webinar/Event Flyer - Regular Template	Event	Send	4090	814	29	24	18	12403000 at 10:05am
Save the Date 12-03-20 for NYE Gaming Webinar/Event Flyer	Event	Send	4122	1068	35	62	42	12403000 at 11:45am



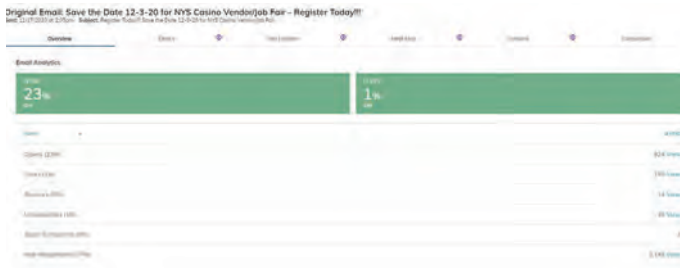
Save the Date- Sent out November 9, 2020



Save the Date Eblast with Eventbrite Link sent out November 23, 2020



Save the Date Eblast with Eventbrite Link sent out November 17, 2020



Zoom Link Eblast that went out to Registered participants on November 30, 2020, December 2, and December 3

Below is the link for you to join us at the NYS Casino Vendor/Job Fair Introducing Aristocrat on **Thursday, December 3, 2020 at 1:00 pm EST (10:00 AM PST).**

Barbara Joyner is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

https://zoom.us/j/99428416143?pwd_VUFobVJwclRoYUo0cGJ6bXJrdVE2UT09

Meeting ID 994 2841 6143

Passcode 981644

One tap mobile

+16465588656,,99428416143#,,,,,0#,,981644# US (New York)

+13126266799,,99428416143#,,,,,0#,,981644# US (Chicago)

Dial by your location

+1 646 558 8656 US (New York)

+1 312 626 6799 US (Chicago)

+1 301 715 8592 US (Washington D.C.)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

Meeting ID 994 2841 6143

Passcode 981644

Find your local number <https://zoom.us/j/abQ3mcM5UJ>

Regards,

Barbara Joyner

M/WBE/SDVOB Compliance Division

D|A|C|K Consulting Solutions, Inc.

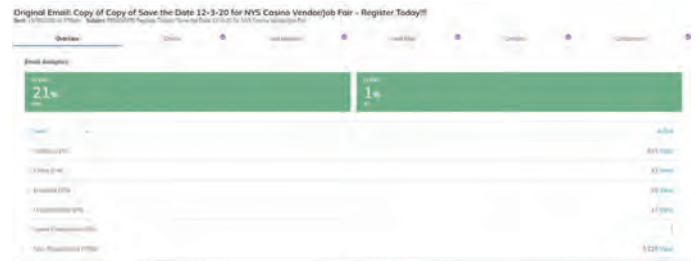
2 William Street – Suite 202

White Plains, NY 10601

mwbearistocrat@dackconsulting.com

(646) 945 0174

Save the Date Eblast with Eventbrite Link sent out November 30, 2020



Save the Date Eblast with Eventbrite Link sent out December 2, 2020



Below is the Eventbrite Dashboard that tells us how many tickets were requested for the event.

Eventbrite Dashboard

Completed
Congratulations on completing your event!
130 Tickets Sold / 500

28%

- Tickets sold
130
- Add-ons sold
0
- Page views
453

Tickets sold

All time Available Free

Tickets sold via Eventbrite Channels

[Learn more](#)

Pending	0
Free	130
Available	370

Sales by Ticket Type

Ticket Type	Price	Sold	Status	End Sales
General Admission		130/500	Ended	12/3/20 11:30 PM

REFERRAL LOGS

As a component of DACK's role to aid Aristocrat in demonstrating their good faith effort, all contact activities and requests were documented, to provide a clear view of Aristocrat's determination. To achieve this goal, the following logs are maintained:

Aristocrat Communications Log - documenting all the communication between DACK and interested vendors/workers

Aristocrat Eventbrite Log - indicating the number of anticipated participants registered for the Aristocrat MWBE/SDVOB Workforce Diversity event.

The most current logs are attached to the report

ATTACHMENTS:

1. Aristocrat Communication Log
2. Aristocrat Eventbrite Log
3. Aristocrat Flyer with Registration Link
4. Aristocrat Timeline
5. NYS Casino Vendor/Job Fair Introducing Aristocrat Presentation
6. Presentation Summary
7. Zoom Participants List
8. Zoom Chat
9. Evaluation Form
10. DACK Skill Matching Form

ARISTOCRAT COMMUNICATIONS LOG

Order #	Date	Order #	Company	Trade	CI Ref #	Lot Name	F & I Name	Phone Number	Name	Package
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000

Order #	Date	Order #	Company	Trade	CI Ref #	Lot Name	F & I Name	Phone Number	Name	Package
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000

ARISTOCRAT EVENBRITE LOG

Order #	Date	Order #	Company	Trade	CI Ref #	Lot Name	F & I Name	Phone Number	Name	Package
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000
10000000000000000000	11/09/2021	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000	10000000000000000000



NYS CASINO VENDOR/JOB FAIR

INTRODUCING



ARISTOCRAT TIMELINE FOR DECEMBER 3, 2020 EVENT

We are looking for reliable MWBE Vendors and Workers to join our team for gaming services and support for roles such as:

- Service Technicians & Supervisors
- Slot Machine Transportation and Logistics
- Recruiting Services
- Temporary Hotel and Lodging Services
- Other Game Installation and Support Services

Register Today!

For

Thursday, December 3, 2020

1:00 pm – 2:00 pm EST

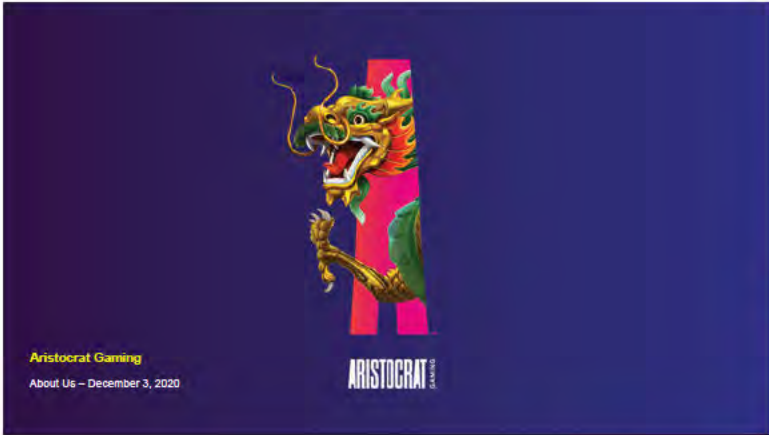
We hope you will join us!



ARISTOCRAT TIMELINE

DAY	DATE	TASK	RESPONSIBLE	COMMENTS
WEDNESDAY	1 /4/2020	Zoom meeting to meet Aristocrat and EMI (Express Manufacturing Inc.) and discuss MWBE Certification for EMI		Done 11-4-20
THURSDAY	1 /4/2020	Send Save The Date notice to Aristocrat for Approval	Barbara	Done 11/5/2020
FRIDAY	1 /9/2020	Send Out Approved Save The Date Notice VIA Email Blast	Barbara & Irene	Done 11-9-20
WEDNESDAY	11/11/2020	Prepare Presentation - Draft (1)	Barbara & Irene	Done
MONDAY	11/16/2020	Update Presentation Material to create Final Presentation	Barbara & Irene	Sent to Aristocrat and they sent their presentation to DACK
MONDAY	11/17/2020	Send Approved Flyer out and Call People	Barbara & Irene	Done
MONDAY	11/16/2020	Record Responses	Barbara & Irene	Communication Log and Registration Log
MONDAY	11/16/2020	Create Power Point Presentation	Barbara	Done
TUESDAY	11/17/2020	Send Outline to Aristocrat for Approval & Additional Information	Barbara	Done
WEDNESDAY	1 /17/2020	Review Presentation - Practice Presentation		Registration w ll be from Nov. 18th to Dec. 3rd
WEDNESDAY	11/18/2020	Send Out Registration Eblast	Barbara & Irene	Done
THURSDAY	11/19/2020	Confirm Aristocrat Is Prepared For Webinar		Practice DACK's Presentation. Ask Aristocrat for a copy of their presentation
MONDAY	11/23/2020	Send out Reminder Eblast	Barbara & Irene	Done
MONDAY	11/30/2020	Send out Reminder Flyer with Zoom Link	Barbara & Irene	Practice DACK's Presentation Meeting with Aristocrat
THURSDAY	12/3/2020	Sign on early to make sure connection video and audio are working properly.		Are we sending out a copy of presentation to participants? No a Summary of Presentation

NYS CASINO VENDOR JOB FAIR INTRODUCING ARISTOCRAT PRESENTATION



Good afternoon.

Thank you for attending today.

I am an M/WBE Compliance Officer with DACK Consulting Solutions Inc.

Our web site for your reference is:
<https://www.dackconsulting.com>



Hosting the Webinar

- Today we are hosting this M/WBE/SDVOB and Workforce Development outreach webinar on behalf of Aristocrat Gaming, a leading global provider of gaming solutions. Their web site for your reference is:
- <https://www.aristocrat.com/about/>



DACK Consulting Team

- Aleksandra Chancy PE President/CEO
- Barbara Joyner M/WBE Compliance Officer
- Irene Fiorello M/WBE Compliance Officer



Why are Aristocrat and DACK working together?

DACK has been hired by Aristocrat to aid them in working with NYS M/WBE/SDVOB owned businesses and putting together a diverse workforce.

DACK

Outreach Purpose

The purpose of this outreach is to inform M/WBE/SDVOB businesses and communities throughout New York State of the potential contracting and employment opportunities associated with the Aristocrat business model.

DACK

Achieving or Exceeding the M/WBE Diversity Goal

Aristocrat and DACK are committed to working with Minority and Women owned businesses ("M/WBE") and Service-Disabled Veteran Owned businesses ("SDVOB") and a diverse workforce. We are committed to achieving or exceeding the Diversity goal.

DACK

Helping You Get Certified

We will also assist companies that are not M/WBE/SDVOB certified to apply for certification with New York State Empire State Development and OGS as firms must be NYS certified MWBE/SDVOB for Aristocrat to meet their diversity goals.

DACK

Chat Box for Questions

We have a chat box for submission of questions that we will answer today or provide by email to all participants along with other requested information.

D.A.C.K.

INTRODUCING



ARISTOCRAT
GAMING

Aristocrat Gaming

About Us – December 3, 2020

Aristocrat Gaming Team - Introductions

Rob Schramer,
Senior Vice President of Strategic Initiatives

Lauralyn Sandoval,
Vice President of New Markets

Tanya Shearer,
Director of Global Strategic Sourcing Compliance

Jeff Crozier,
Product Manager of Video Lottery Terminal

Max Skaare,
Vice President of Technology Services

ARISTOCRAT

17 |

Aristocrat Gaming – At a Glance



Aristocrat Gaming – At a Glance

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”

COUNTRIES
80

EMPLOYEES
6,400+



12 |

ARISTOCRAT

Aristocrat Gaming – We Provide Industry Leading Games

Our values are rooted in creativity and technology. We have a rich history of innovation that has shaped our industry over many decades. In over 80 countries we offer a unique blend products and services.
WE ARE PROUD TO BE A GLOBAL GAMES POWERHOUSE

WE LOVE TO PLAY.



ARISTOCRAT

Aristocrat Gaming – Our Values Guide Us

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”

OUR VALUES

We have a strong focus on culture across our business because we know that a healthy culture inspires and motivates our people and helps us to attract and retain the very best talent in the world.



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ARISTOCRAT

Aristocrat Gaming – Our Values Guide Us

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”



We stay connected to our customers and players to get feedback and ensure we can offer more service and value – with more entertaining game experiences – every day.



We provide employees with the tools they need to do their best work and empower them to make decisions and take calculated risks safe in the knowledge that we'll always have their back. Our inclusive culture gives everyone the opportunity to step up, challenge the status quo and contribute to our shared success.



There is no “I” in team “we” recognise that a collective of immensely talented individuals can have an outstanding impact. When we’re all focused on the same goal, the limitations are only bound by our imagination and we know that when we work as one, we can achieve extraordinary things and push each other to do better. In addition, it is important to acknowledge that the world has changed and with it its antiquated models of employment. If parents need to work from home or require flexibility in their hours we empower and support our staff to work the way they need to be successful.



We are a big company with big responsibilities. We are committed to transparent practices, listening more and continuously improving the way we work in order to maintain being an industry leader. It should come as no surprise that we take our responsibility to do the right thing for our customers, players, shareholders and each other very seriously. Being a responsible business and a good citizen is critical to our vision of a long-term, sustainable and vibrant games industry. It is what we are proud of.

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ARISTOCRAT

Aristocrat's Sustainability Priorities Aligned with Aristocrat's Core Value: "Good Business, Good Citizen"



Aristocrat Gaming – Diversity & Inclusion Aligned with Aristocrat's Core Value: "Good Business, Good Citizen"

DIVERSITY & INCLUSION

Employees play a key role in bringing our diversity and inclusion commitments to life. For example, our Global D&I Councils, which operate in all regions, create and lead their own local diversity and inclusion events and initiatives, engaging local employees in ways that are meaningful and relevant to them.



New York Racetrack VLT Market



New York Racetrack VLT Market – History / Background

- New York State legalized **Video Lottery Terminals (VLT)** in 2001, with operations commencing in 2003-2004
- \$21 billion approximate net win to date with 8 tracks operating approximately 17,300 units earning \$335 per day per machine. Revenue has been increasing every year since inception.
- Balance of Gross Gaming Revenue (GGR) Distribution 46% education, 12% racing and breeding, 10% lottery administration, 9% capital investment including marketing, 23% operations
- The existing Video Lottery contract has been in existence for over 15 years. The gaming commission has declared plans to issue a Request for Proposal (RFP) allowing new suppliers for 2021.

Month	Credits Played	Free Play Allowance	Credits Won	Net Win	Avg Daily VLTs*	Win/VLT per Day
Apr-19	\$3,438,405,892	\$2,800,368	\$3,214,812,829	\$185,987,897	18,029	\$103
May-19	\$3,489,825,849	\$2,716,684	\$3,211,145,078	\$186,944,919	17,228	\$108
Jun-19	\$3,297,827,474	\$2,693,123	\$3,191,878,941	\$172,291,410	17,221	\$103
Jul-19	\$3,340,273,298	\$2,144,341	\$3,122,366,912	\$175,701,681	17,216	\$102
Aug-19	\$3,403,130,021	\$2,182,276	\$3,228,885,674	\$186,207,375	17,219	\$109
Sep-19	\$3,222,264,474	\$2,518,724	\$3,026,625,468	\$172,740,261	17,201	\$101
Oct-19	\$3,294,565,421	\$2,693,214	\$3,041,221,396	\$172,691,481	17,226	\$118
Nov-19	\$3,203,887,822	\$18,951,471	\$3,014,158,108	\$172,547,343	17,485	\$129
Dec-19	\$3,216,974,288	\$26,648,888	\$3,124,288,108	\$175,265,311	17,271	\$102
Jan-20	\$3,247,272,202	\$2,538,555	\$3,188,951,202	\$173,181,563	16,941	\$103
Feb-20	\$3,240,410,122	\$2,543,343	\$3,148,429,698	\$17,268,517	16,958	\$103
Mar-20						
Total	\$39,772,214,920	\$28,988,794	\$34,882,662,491	\$1,940,726,688	17,241	\$104
			0.65%	34.07%	5.23%	

End of Year - 2019 Gaming Commission reports

New York Racetrack VLT Market – Games Overview



- Regulated and managed by the New York Gaming Commission
- Games designed meeting legal requirements adopted specifically for NY racetracks
- Games pulled from centrally determined finite pool run on a system by Everi Gaming
- Games are video and mechanical reel style
- No new games supplier RFP since 2003 has limited competition to only two vendors
 - International Game Technology (IGT)
 - Scientific Games
- Anticipated new games supplier RFP will
 - Increase competition with new suppliers
 - Bring new world class games to the market
 - Provide new opportunities for MWBE companies

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New York Racetrack VLT Market - Properties



- Empire City Casino at Yonkers (Westchester County)
- Batavia Downs (Genesee County)
- Finger Lakes Gaming/Racetrack (Ontario County)
- Hamburg Gaming (Erie County)
- Jakes 58 Hotel and Casino (Suffolk County)
- Resorts World Casino at Aqueduct (Queens County)
- Saratoga Casino Hotel (Saratoga County)
- Vernon Downs (Oneida County)

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Aristocrat Gaming – Technology Services



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Aristocrat Gaming – Technology Services



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- ISO Certification Pursuit Underway
- Solid Service Culture
- Ranked #1 as “Setting the Standard in the Gaming Industry”
- Service Level Driven with Responses Times
- High Touch, White Glove Model, Quality of Delivery
- Recent MWBE Experience in Pennsylvania

“Installation and support organization for our products throughout the Americas”

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Aristocrat Gaming – NY VLT Requirements



Permanent Service Technicians & Supervisors

- Gaming License Eligible
- 2 years junior college, Military, Industry Experience
- Temporary positions during Start-up
- Utilization of Employment Agencies

Support Services for the Labor Team

- Lodging and Services such as Catering
- Uniform Sourcing
- Tools Sourcing (Sign Jacks, Hand tools, etc.)
- Service Van Leasing

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Aristocrat Gaming – NY VLT Requirements



Game Transportation & Logistics

- “Door to Door” Las Vegas to New York
- “White Glove Service”
- Typical 53’ trailers
- Blankets and straps

Temporary Warehousing

- Secure with Surveillance
- Compliance Review by Regulatory body
- Distribution Deliveries with Small Trucks

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Bringing
joy to life
through
the power
of play.

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Questions?

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Outreach Summary

Thank you all for attending the NYS Casino Vendor/Job Fair introducing Aristocrat on Thursday, December 3, 2020

Aristocrat Gaming (“Aristocrat”) and DACK Consulting Solutions, Inc (“DACK”) are committed to working with Minority and Women owned businesses (“M/WBE”), Service-Disabled Veteran Owned businesses (“SDVOB”) and developing a diverse workforce team. We are committed to achieving or exceeding these diversity goals.

Aristocrat described a preliminary overview of the potential contracting opportunities for M/WBE/SDVOB businesses and areas of possible employment regarding New York State government procurement, including:

Support Services for the Labor Team

- Lodging and Services
- Uniform Sourcing
- Equipment Sourcing
- Vehicle Leasing

Game Transportation & Logistics

- “Door to Door” Las Vegas to New York
- “White Glove Service”
- Typical 53’ trailers
- Blankets and straps

Temporary Warehousing

- Secure with Surveillance
- Compliance Review by Regulatory body
- Distribution Deliveries with Small Trucks

Individual companies that are not M/WBE/SDVOB certified, please apply for certification through Empire State Development (“ESD”) and SDVOB certification through NYS Office of General Services

NYS CASINO VENDOR JOB FAIR INTRODUCING ARISTOCRAT PRESENTATION SUMMARY

For more information, call NYS ESD in your area or visit the website listed below:

Empire State Development - Main Offices

633 Third Avenue – Floor 37
New York, NY 10017
(212) 803-3100

625 Broadway
Albany, NY 12245
(518) 292-5100

95 Perry Street, Suite 500
Buffalo, NY 14203
(716) 846-8200

<https://www.ny.gov/services/apply-mwbe-certification-new-york-state>

NYS MWBE Help Line at (212) 803-2414

NYS Office of General Services

<https://www.ny.gov/services/become-certified-service-disabled-veteran-owned-small-business>

VeteransDevelopment@ogs.ny.gov
(518) 518-474-2015

ZOOM PARTICIPANTS LIST

**Please forward all inquiries concerning Aristocrat to:
mwbearistocrat@dackconsulting.com
or call (914) 686-7102**

Devlene Maxwell		12/3/2020 13:10	12/3/2020 13:10	1
Devlene Maxwell		12/3/2020 13:10	12/3/2020 14:02	52
Debbie		12/3/2020 13:13	12/3/2020 13:13	1
Debbie		12/3/2020 13:13	12/3/2020 14:03	50
Ruth Freeman	guardianaditem10032@gmail.com	12/3/2020 13:13	12/3/2020 13:13	1
Christian Noveltees (Ruth Freeman)	guardianaditem10032@gmail.com	12/3/2020 13:14	12/3/2020 13:47	34
Zoom user	caroblei@icloud.com	12/3/2020 13:15	12/3/2020 13:15	1
Carol Bleiweiss	Repub ic Supply NYS WBE caroblei@icloud.com	12/3/2020 13:15	12/3/2020 14:02	48
vanessa		12/3/2020 13:18	12/3/2020 13:18	1
vanessa		12/3/2020 13:18	12/3/2020 14:02	45
Johayra M		12/3/2020 13:20	12/3/2020 13:20	1
Johayra M		12/3/2020 13:20	12/3/2020 14:02	42
iPhone		12/3/2020 13:22	12/3/2020 13:22	1
Tami Cole	tami.docstrats@gmail.com	12/3/2020 13:22	12/3/2020 13:22	1
iPhone		12/3/2020 13:22	12/3/2020 13:48	27
Tami Cole	tami.docstrats@gmail.com	12/3/2020 13:22	12/3/2020 13:52	31
livingstonbuchanan		12/ /2020 13:22	12/3/2020 13:22	1
livingstonbuchanan		12/ /2020 13:22	12/3/2020 13:29	8
Hugo Acosta		12/3/2020 13:31	12/3/2020 13:31	1
Hugo Acosta		12/3/2020 13:31	12/3/2020 13:33	2
Diesode		12/3/2020 13:36	12/3/2020 13:37	1
Midwestern Security Services (Diesode)		12/3/2020 13:37	12/3/2020 14:03	27
Polly		12/3/2020 13:40	12/3/2020 13:41	1
Polly		12/3/2020 13:41	12/3/2020 13:41	1
Polly		12/3/2020 13:42	12/3/2020 13:43	1
Polly		12/3/2020 13:43	12/3/2020 13:45	3
Renata Comeaux		12/3/2020 13:46	12/3/2020 14:03	8
Albert Christie		12/3/2020 13:48	12/3/2020 13:48	1
iPhone		12/3/2020 13:48	12/3/2020 14:03	15
Albert Christie		12/3/2020 13:50	12/3/2020 14:03	13

ZOOM CHAT

13:24:46 From Terry : Are there special insurance requirements for a small business that participates as a gaming subcontractor in New York State?

13:26:04 From Robert Schramer : There is a minimum insurance \$ level that we require from our suppliers We can get you more information on that

13:26:57 From livingstonbuchanan : Good Afternoon All, I wanted to know if there was an opportunity to provide language services, i e (translation, localization) services?

13:28:14 From Robert Schramer : I'm afraid that I don't see a need for language services

13:29:28 From livingstonbuchanan : Ok Thanks for the reply, Robert

13:29:35 From Isabel : Is there an opportunity for recruiting?

13:29:55 From Max Skaare : yes

13:30:01 From Karen Nabinger : Is there any opportunity for temporary staffing?

13:30:03 From Max Skaare : we wil be talking about this shortly

13:30:21 From Isabel : Thank you

13:33:23 From Terry : Thanká@Ms Robert!

13:39:33 From Heather Kollar, h2ocleanse NYS MWBE to DACK Consulting(Direct Message) : Can we get the name of the staffing agencies so we can forward applicants?

13:39:36 From Peter C Ling LLC : Will you be servicing Tioga Downs in upstate NY?

13:40:04 From Peter C Ling LLC : thank you!

13:40:12 From Empire Electronics : Can you provide us with your contact information

13:40:20 From Karen Nabinger : Will there be an RFP issued for staffing needs?

13:40:32 From Helena : When is the estimated contract award date?

13:40:53 From iPhone : what the compliance working with NYS casino ?

13:41:15 From Tami Cole : are there any opportunities for documentation and/or training opportunities?

13:41:51 From iPhone : what is the license process

13:42:20 From Danielle Lopez : Thanks for the presentation! What is the timeline for the RFP? Is it available in full - with needed services illustrated?

13:42:38 From Michelle, Laurie and Ron : Are there opportunities at Del Lago?

13:42:39 From Christian Noveltees : We do promotional products will you look to local companies to supply?

13:46:39 From glennchinn : We do custom lighting for public spaces Does Aristocrat ever have any input on space planning and on the design of interior space?

13:47:17 From Empire Electronics to DACK Consulting(Direct Message) : Do you purchase both Current or Discontinued Computer Hardware and Electronic Components?

13:47:22 From Kate Morris : any training opportunities?

13:49:06 From Isabel : Will you be issuing an RFP for each one of your services? Or one RFP for all the services

13:49:59 From Robert Schramer : on the interior space, we don't do that consistently but have had several situations where we have partnered with the casino operator to build out and design specialized spaces for our games We would be interested in getting your information

13:50:22 From Kate Morris : great, thanks

13:50:31 From Felicitas Izar : Will there be an opportunity to support with IT technical professionals like systems engineering and project management?

13:50:31 From Robert Schramer : there will be separate RFP's for different service types we won't be seeking a mega service provider

13:51:14 From Denise : Do you think there is an opportunity to provide logo clothing?

13:52:01 From Dina Meindl : We provide crowd control stanchions, barricades and velvet ropes Would this be a reach out to DACK or direct to procurement at Aristocrat?

13:52:11 From Jesus Linares : Our Firm is a commercial relocation company We are located just outside NYC We are within 45 minutes to 2 hours to all casinos We do work for NYS Gaming Commission We are interesting in moving services, warehousing, and consulting in NY, NJ, Pa Ma, De,

13:52:48 From Peter C Ling LLC : How will we be notified when the rfp is available to apply for, by email? And will Dack contact us?

13:53:33 From Denise : If my company is already been approved by the Gaming Association, would I still need to send in set of finances?

13:56:13 From Danielle Lopez : New normal FYI: We provide a number of professional staffing services. We provide

credentialed health temp screeners

13:56:14 From Robert Schramer : depending on the types of services, our procurement team may still want to understand your finances to be a qualified supplier to Aristocrat along with background checks we have to do independently

13:56:25 From Peter C Ling LLC : thank you! Besides having the mwbe certification, is there anything else we should be prepared to get (insurance, certifications, etc) to help be chosen for the rfp?

14:02:04 From Peter C Ling LLC : for game machine transportation, what location(s) do the machines come from so we get a feel for the travel distances to prepare for?

14:03:39 From Carolyn-AWICS Security : thank you!

14:03:41 From Heather Kollar, h2ocleanse NYS MWBE : Excellent presentation Thank you to Dack and Aristocrat

14:03:53 From Robert Schramer : machines mainly come from Las Vegas and Illinois

**NYS Casino Vendor Job Fair 2020:
"Introducing Aristocrat" Webinar Attendee
Evaluation Form**

Thank you for attending the virtual NYS Casino Vendor Job Fair 2020 "Introducing Aristocrat" on December 3, 2020! Please take a moment to complete this evaluation. We value your feedback and appreciate your time.

Evaluation Questions:

1. On a scale of 1 (not good) - 5 (great), how would you rate the overall virtual event?
2. On a scale of 1 (not good) - 5 (great), over all how would you rate the Presenters?
3. On a scale of 1 (not good) – 5 (great), how helpful was the information provided in this webinar?
4. What did you learn from Aristocrat that you will apply to your business?
5. How could we have improved your virtual experience at DACK?
6. What information would you be interested in for future Aristocrat events?
7. Is there an individual and/or organization that you would like DACK to contact regarding opportunities with Aristocrat? If yes, please provide the name.
8. Would you like to receive future communications from DACK about events, opportunities and information for Aristocrat?
9. Please provide any additional feedback you would like to share about this event.

If you have any questions, please email: mwbearistocrat@dackconsulting.com

Name:
Name of Company
Address:
Phone:
Email:
Trade:
Specification: (e.g. M/WBE)

Thank you again for completing this evaluation!

EVALUATION FORM

M/WVBE Skill Matching Form

Legal Name of Company: _____

Contact Person & Title: _____

Street Address: _____

City, State, Zip Code: _____

Phone: _____ **Fax:** _____

Email: _____ **Website:** _____

Former Names Your Organization Has Operated Under (if applicable):

If name has changed, how long have you been doing Business under your current name?

Federal ID Number: _____

Type of Company: _____
(i.e. corporation sole proprietorship LLC partnership etc.)

State of Incorporation: _____ **Date of Incorporation:** _____

Names of Owners/Corporate Officers/Partners:

Name	Position	Years Experience	Years with Company	% Owned

Business Classification (circle appropriate one(s) and **email or fax a copy of your NYS certificate** along with the completed prequalification form:

MBE **WBE** **LBE** **SBE** **DBE** **HUB** **VBE**

Trade(s) SELF-Performed: _____

SKILL MATCHING FORM

License Information

State: _____ License Number: _____ Expiration: _____

Labor Force: (check applicable one): Union _____ Non-Union _____

of Employees

Office Employees: _____ Field Mechanics: _____

Shop Labor: _____ Field Supervisors: _____

CADD Operators: _____

How many of your employees do you consider to be tech-savvy? _____

FINANCIAL INFORMATION

Gross Revenue:

\$ _____ Calendar Year 2017

\$ _____ Calendar Year 2018

\$ _____ Calendar Year 2019

\$ _____

DUN & Bradstreet Number: Expected Annual Volume _____ Calendar Year 2020

DUN & Bradstreet Rating: _____

Bank Information

Bank Name: _____

Contact Name & Phone: _____

Line of Credit Amount: _____

Credit References (list 2 minimum)

Name & Phone: _____

Name & Phone: _____



List 3 Largest Projects Recently Completed (within the past 3 years):

1) Project Name: _____

GC Company Name: _____

Contact Name & Phone: _____

Contract Amount & Date Completed: _____

Trade(s) Performed: _____

2) Project Name: _____

GC Company Name: _____

Contact Name & Phone: _____

Contract Amount & Date Completed: _____

Trade(s) Performed: _____

3) Project Name: _____

GC Company Name: _____

Contact Name & Phone: _____

Contract Amount & Date Completed: _____

Trade(s) Performed: _____

List 3 References:

1) Name/Company: _____

Telephone #: _____

2) Name/Company: _____

Telephone #: _____

3) Name/Company: _____

Telephone #: _____



Bonding Information

Surety Company: _____ Total Bondable Amount: _____

Contact: _____ Current Bonding Amount in Effect: _____

Phone: _____ Single Project Bond Limit: _____

Bonding Agent: _____ Average Bond Rate (%contract): _____

Contact: _____ Date of Last Bond Issued: _____

Phone: _____

Insurance Information

Insurance Company: _____

Contact & Phone: _____

General Information

- 1 Have any of the officers or principals of your firm been officers or principals in another firm that closed operations in the past three (3) years? If yes explain
- 2 Are there any claims arbitration proceedings or suits pending or outstanding against your firm or its officers or principals? If yes explain
- 3 Does your firm have any outstanding judgments? If yes explain
- 4 Has your firm filed any lawsuits or requested arbitration or mediation with regard to construction contracts within the past three (3) years? If yes explain
- 5 Has your firm either failed to complete any work contracted for or been terminated for default under any construction contract within the past three (3) years? If yes explain
- 6 List any litigation brought against your firm in the past three (3) years asserting that you failed to make payments to anyone



- 7 Has your firm been sighted or fined for safety violations in the last three (3) years? If yes explain
- 8 Does your firm have a written Safety Program in place? If yes please answer the following questions:
 - a Does your firm employ a qualified Safety Manager? _____
 - b Does your firm have a Fall Protection Plan in place? _____
 - c Is Safety Training provided to staff? _____
- 9 Does your firm have a Drug Testing Policy in place?

I certify that this information is true & complete.

Signature: _____

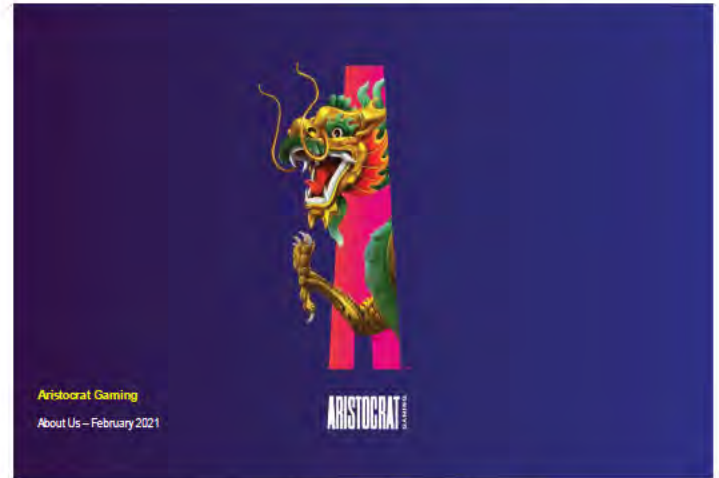
Print Name & Title: _____

Date: _____

* To be considered, please email the completed Prequalification form, along with a copy of your MWVBE certification document(s), to mwbecasino@dackconsulting.com or fax to 845-512-2096.



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ARISTOCRAT GAMING REPORT OUTREACH FEBRUARY 4, 2021

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Attachments.....11

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2. Aristocrat Eventbrite Log
3. Aristocrat Flyer with Registration Link
4. NYS Casino Vendor/Job Fair Introducing Aristocrat Presentation
5. Presentation Summary
6. Zoom Participants List
7. Zoom Chat
8. Zoom Recording
9. Evaluation Form
10. DACK Skill Matching Form

MEETINGS

CONFERENCE CALLS

Tuesday, January 12, 2021 at 11 00 a m (EST)

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

- Aleksandra Chancy, President
- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer
- Ronald Peek, Director of Business Development

Discussion topics included:

- Rescheduling the webinar date of January 21 to February 4
- DACK to provide a new webinar link to send out only to registered participants
- DACK to provide suggested RFP writers - Aristocrat prefers writer to be from the NYS MWBE community

- Aristocrat updated the last slide to state

Questions?

Please forward all inquiries concerning Aristocrat to mwbearistocrat@dackconsulting.com or call (914) 686-7102

- Latest deck will be sent with updated date and the above info added to the last slide

Tuesday, January 26, 2021 at 11 a m DACK Consulting Solutions, Inc ("DACK") had a conference call with Aristocrat

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer

Discussion topics included:

- Aristocrat concerned about not having the RFP when we have the outreach
- Discussion about changing the Outreach date – Decided it best to keep the same date
 - It should be conveyed that Aristocrat is sincere in its intent to meet NYS MWBE/SDVOB and workforce diversity goals
- The call concluded with Aristocrat and DACK agreeing to have dry run call before the Outreach on Tuesday, February 2, 2021

Tuesday, February 2, 2021 at 12:30 p m DACK Consulting Solutions, Inc ("DACK") had a conference call with Aristocrat

Aristocrat was represented by:

- Tanya Sherer, Director of Global Strategic Sourcing Compliance
- Max Skaare, Vice President of Technology Services
- Lauralyn Sandoval, Vice President of New Markets
- Jeffrey Crozier, VLT Product Manager

DACK was represented by:

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- Aleksandra Chancy, President
- Barbara Joyner, MWBE Compliance Officer
- Irene Fiorello, MWBE Compliance Officer
- Ronald Peek, Director of Business Development

Discussion topics included:

- Determination that Barbara will lead the Webinar for DACK
- Aristocrat will not send out complete copies of the presentation
- The call concluded with Aristocrat and DACK agreeing to sign on early February 4 to resolve possible technical issues with Zoom

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EVENT

NYS CASINO VENDOR/JOB FAIR INTRODUCING ARISTOCRAT

Thursday, February 4, 2021

In attendance:

Aristocrat Gaming

- Rob Schramer - Senior Vice President of Strategic Initiates
- Lauralyn Sandoval - Vice President of New Markets
- Tanya Shearer - Director of Global Strategic Sourcing Compliance
- Jeff Crozier - Product Manager of Video Lottery Terminal
- Max Skaare - Vice President of Technology Services

DACK

- Aleksandra Chancy - President
- Barbara Joyner – M/WBE Compliance Officer
- Irene Fiorello – M/WBE Compliance Officer
- Ronald Peek, Director of Business Development

Attended the Virtual NYS Casino Vendor/Job Fair Introducing Aristocrat The Vendor/Job Fair featured presentations by DACK who introduced Aristocrat Aristocrat promoted regional business and work opportunities for M/WBE/SDVOB Vendors/Workers

The panel of speakers included:

Aristocrat Gaming

- Rob Schramer - Senior Vice President of Strategic Initiates
- Lauralyn Sandoval - Vice President of New Markets
- Tanya Shearer - Director of Global Strategic Sourcing Compliance
- Jeff Crozier - Product Manager of Video Lottery Terminal
- Max Skaare - Vice President of Technology Services

DACK

- Aleksandra Chancy - President
- Barbara Joyner – M/WBE Compliance Officer

DACK has attached a link to the Recording of the Outreach, a list of Participants, and the dialogue that took place (Chat) during the question-and-answer period at the end of the Event in the Attachments Section of this Report

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COMMUNITY OUTREACH

DACK collaborated with Aristocrat and created a Marketing Flyer that was distributed via E-blast to churches, town halls, and other community-based organizations throughout New York State in an effort to inform communities about the potential opportunities with Aristocrat. The outreach took place on Thursday, February 4, 2021 (The Flyer is attached to this report)

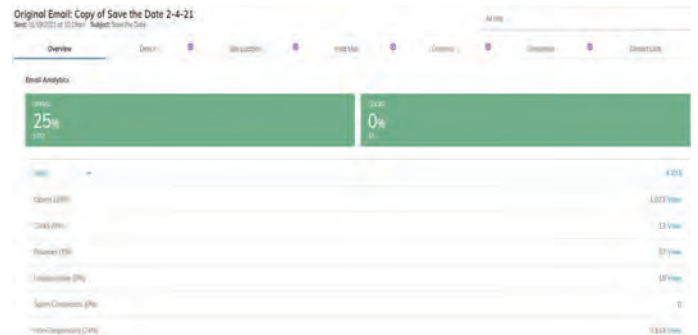
OUTREACH DETAILS

DACK reached out to various vendors/workers across New York State. The results from our effort through Vertical Response are documented below. We sent out a Save the Date eblast, Reminder eblast with the Eventbrite link attached and a Zoom Link to registered participants.

Below is the profile of what the Vertical Response Eblasts sent out identify.

- Fliers that were distributed
- Clicks on the flyer
- Bounces
- Those Unsubscribed
- Spam Complaints
- Non-Responders

Summary of Eblasts Sent Out on January 19, January 25, January 28 February 2, and February 3

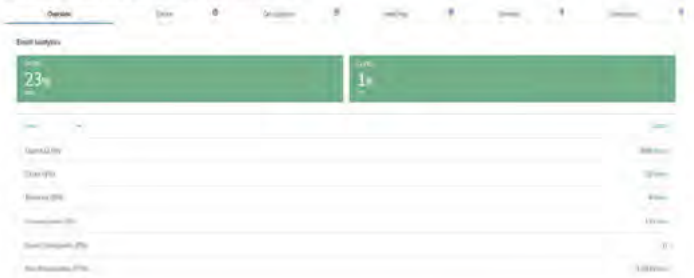


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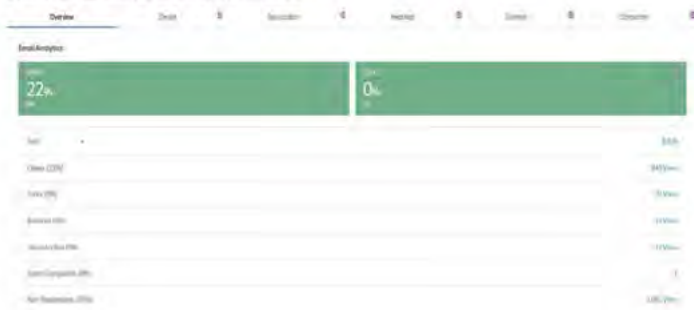
Register Now!!! Save the Date with Eventbrite Link- Sent out January 25, 2021

Original Email: Register Today!! Save the Date 2-4-21 for NYS Casino Vendor/Job Fair



Register Now!!! Save the Date Eblast with Eventbrite Link sent out January 28, 2021

Original Email: Register Today!! Save the Date 2-4-21 for NYS Casino Vendor/Job Fair



Barbara Joyner is inviting you to a scheduled Zoom meeting.

Topic: **NYS Casino Vendor/Job Fair Introducing Aristocrat**
Time: Feb 4, 2021 01:00 PM Eastern Time (US and Canada)

Join Zoom Meeting
<https://zoom.us/j/988316480667>
pwd=UE9QdHE0Q3g2YzQzUzB3eVnbGRPdz09

Meeting ID: 988 3164 8066

Passcode: 649461
One tap mobile
+1646588656, 98831648066#, *649461# US (New York)
+13017158592, 98831648066#, *649461# US (Washington D.C.)

Dial by your location
+1 646 558 8656 US (New York)
+1 301 715 8592 US (Washington D.C.)
+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
+1 253 215 8782 US (Tacoma)

Meeting ID: 988 3164 8066
Passcode: 649461

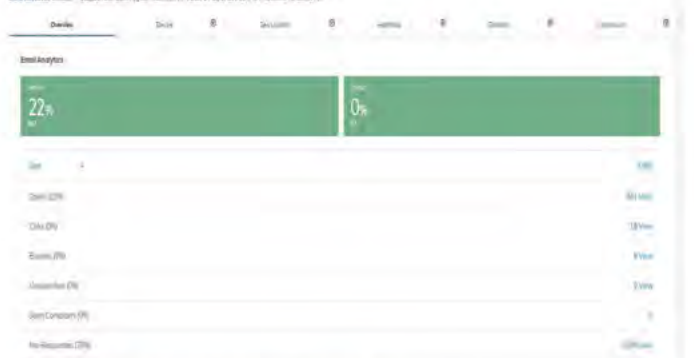
Find your local number: <https://zoom.us/u/adM4VQ3Gmj>

Regards,
Barbara Joyner
M/WBE/SDVOB Compliance Division
D|A|C|K Consulting Solutions, Inc.
2 William Street – Suite 202
White Plains, NY 10601
mwbearistocrat@dackconsulting.com
(646) 945 0174



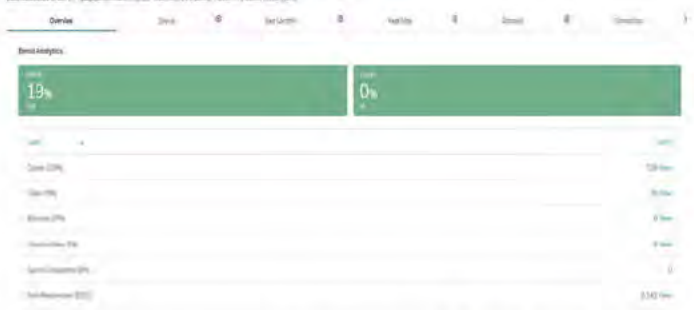
Save the Date Eblast with Eventbrite Link sent out February 1, 2021

Original Email: Register Today!! Save the Date 2-4-21 for NYS Casino Vendor/Job Fair



Save the Date Eblast with Eventbrite Link sent out February 3, 2021

Original Email: Register Today!! Save the Date 2-4-21 for NYS Casino Vendor/Job Fair



Below is the Eventbrite Dashboard that tells us how many tickets were requested for the event.

Event Dashboard



Completed
Congratulations on completing your event!
97 Tickets Sold / 500

Category	Percentage	Count
Tickets sold	20%	97
Add-ons sold	0%	0
Page views	32%	327

Tickets sold
All time Available Free

Tickets sold via Eventbrite Channels
[Learn more](#)
Pending

Category	Count
Free	97
Available	403

Sales by Ticket Type

Ticket Type	Price	Sold	Status	End Sales
General Admission		97/500	Ended	2/4/21 1 00 PM



Game	Game ID	Game Name	Game Type	Game Description	Game Status	Game URL	Game Version	Game Date	Game Time	Game Location	Game Operator	Game Agent	Game Contact	Game Notes
...	

Game	Game ID	Game Name	Game Type	Game Description	Game Status	Game URL	Game Version	Game Date	Game Time	Game Location	Game Operator	Game Agent	Game Contact	Game Notes
...	

ARISTOCRAT EVENBRITE LOG

Game	Game ID	Game Name	Game Type	Game Description	Game Status	Game URL	Game Version	Game Date	Game Time	Game Location	Game Operator	Game Agent	Game Contact	Game Notes
...	

ARISTOCRAT FLYER WITH REGISTRATION LINK



NYS CASINO VENDOR/JOB FAIR

INTRODUCING



We are looking for reliable NYS Vendors and Workers to join our team for gaming services and support for jobs such as:

- Service Technicians & Supervisors
- Slot Machine Transportation and Logistics
- Recruiting Services
- Temporary Hotel and Lodging Services
- Other Game Institutions and Support Services

For more information, check the date for our WEBINAR (info to follow)

Register Today!

Thursday, February 4, 2021
1:00 pm - 2:00 pm EST

We hope you will join us!



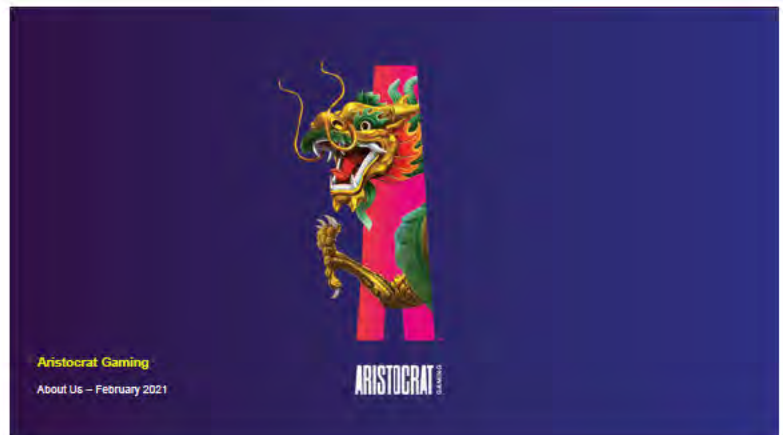
For more information please email: mybearistocrat@daackconsulting.com

Register Now!

DAACK Consulting Solutions Inc
2 William Street
Suite 202
White Plains, NY 10601
914-686-7102

NYS CASINO VENDOR JOB FAIR INTRODUCING ARISTOCRAT

PRESENTATION



Good afternoon.

Thank you for attending today.

I am an M/WBE Compliance Officer with DACK Consulting Solutions Inc.

Our web site for your reference is:
<https://www.dackconsulting.com>

DACK

Hosting the Webinar

- Today we are hosting this M/WBE/SDVOB and Workforce Development outreach webinar on behalf of Aristocrat Gaming, a leading global provider of gaming solutions. Their web site for your reference is:
- <https://www.aristocrat.com/about/>

DACK

DACK Consulting Team

- Aleksandra Chancy PE President/CEO
- Barbara Joyner M/WBE Compliance Officer
- Irene Fiorello M/WBE Compliance Officer

DACK

Why are Aristocrat and DACK working together?

DACK has been hired by Aristocrat to aid them in working with NYS M/WBE/SDVOB owned businesses and putting together a diverse workforce.

DACK



Outreach Purpose

The purpose of this outreach is to inform M/WBE/SDVOB businesses and communities throughout New York State of the potential contracting and employment opportunities associated with the Aristocrat business model.

D.A.C.K.



Achieving or Exceeding the M/WBE Workforce Diversity Goal

Aristocrat and DACK are committed to working with Minority and Women owned businesses ("M/WBE") and Service-Disabled Veteran Owned businesses ("SDVOB") and a diverse workforce team. We are committed to achieving or exceeding the Workforce Diversity goal

D.A.C.K.



Helping You Get Certified

We will also assist companies that are not M/WBE/SDVOB certified to apply for certification with New York State Empire State Development and OGS as firms must be NYS certified MWBE/SDVOB for Aristocrat to meet their diversity goals.

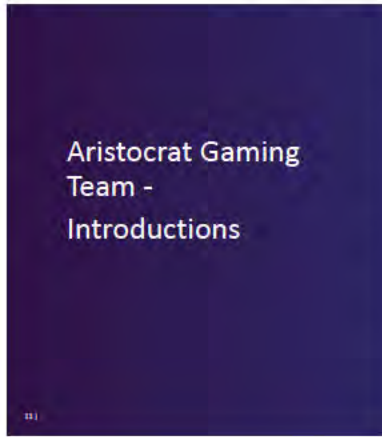
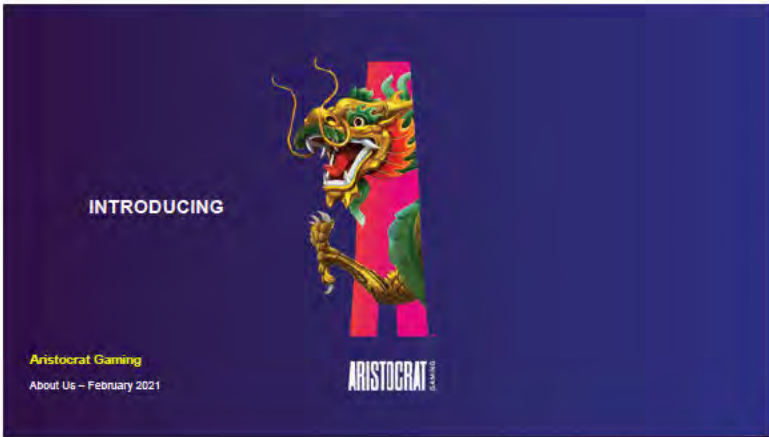
D.A.C.K.



Chat Box for Questions

We have a chat box for submission of questions that we will answer today or provide by email to all participants along with other requested information.

D.A.C.K.



- Rob Schramer,**
Senior Vice President of Strategic Initiates
- Lauralyn Sandoval,**
Vice President of New Markets
- Tanya Shearer,**
Director of Global Strategic Sourcing Compliance
- Jeff Crozier,**
Product Manager of Video Lottery Terminal
- Max Skaare,**
Vice President of Technology Services

Aristocrat Gaming – At a Glance

OUR VALUES
All About the Player
Talent Unleashed
Collective Brilliance
Good Business Good Citizen
 guide and inspire our teams every day and help us realise our mission of **BRINGING JOY TO LIFE THROUGH THE POWER OF PLAY**



Aristocrat Gaming – At a Glance

Aligned with Aristocrat's Core Value: "Good Business Good Citizen"



Aristocrat Gaming – We Provide Industry Leading Games

Our values are rooted in creativity and technology. We have a rich history of innovation that has shaped our industry over many decades. In over 80 countries we offer a unique blend products and services. WE ARE PROUD TO BE A GLOBAL GAMES POWERHOUSE

WE LOVE TO PLAY.



Aristocrat Gaming – Our Values Guide Us

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”

OUR VALUES

We have a strong focus on culture across our business because we know that a healthy culture inspires and motivates our people and helps us to attract and retain the very best talent in the world.



Aristocrat Gaming – Our Values Guide Us

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”



We stay connected to our customers and players to get their feedback to ensure we can offer more valuable services – with more entertaining gaming experiences – every day.



We provide employees with the tools they need to do their best work and empower them to make decisions and take calculated risks safe in the knowledge that we’ll always have their back. Our inclusive culture gives everyone the opportunity to step up, challenge the status quo and contribute to our shared success.



There is no “I” in team “we” recognise that our collective immensely talented individuals can have an outstanding impact. When we’re all focused on the same goal, the limitations are only bound by our imagination and we know that when we work as one we can achieve extraordinary things and push each other to do better. In addition, it is important to acknowledge that the world has changed and with it its antiquated models of employment. If parents need to work from home or require flexibility in their hours we empower and support our staff to work the way they need to be successful.



We are a big company with big responsibilities. We are committed to transparent practices, listening more and continually improving the way we work in order to maintain being an industry leader in gaming. It should come as no surprise that we take our responsibility to do the right thing for our customers, players, shareholders and each other very seriously. Being a responsible business and a good citizen is critical to our vision of a long-term, sustainable and vibrant games industry. It is what we are proud of.

Aristocrat’s Sustainability Priorities

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”



Aristocrat Gaming – Diversity & Inclusion

Aligned with Aristocrat’s Core Value: “Good Business, Good Citizen”

DIVERSITY & INCLUSION

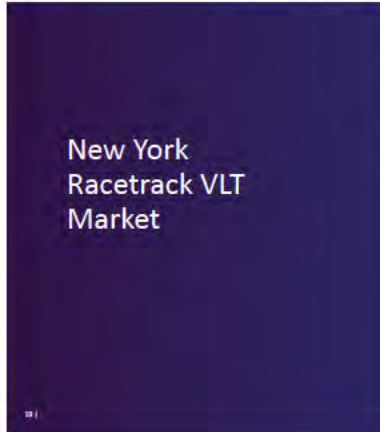
Employees play a key role in bringing our diversity and inclusion commitments to life. For example, our Global D&I Councils, which operate in all regions, create and lead their own local diversity and inclusion events and initiatives, engaging local employees in ways that are meaningful and relevant to them.

At Aristocrat, we create an open, inclusive and belonging environment where our employees feel empowered to flourish. We encourage open minds and open dialogue to create a culture that harnesses the unique and diverse perspectives of our employees, customers and partners.

There are no boundaries when it comes to Diversity & Inclusion. They are integral to everything we do at Aristocrat.



In living our commitment to Diversity & Inclusion, we have foundational pillars that support our approach:



New York Racetrack VLT Market – History / Background

- New York State legalized Video Lottery Terminals (VLT) in 2001, with operations commencing in 2003-2004
- \$21 billion approximate net win to date with 8 tracks operating approximately 17,300 units earning \$335 per day per machine. Revenue has been increasing every year since inception.
- Balance of Gross Gaming Revenue (GGR) Distribution 46% education, 12% racing and breeding, 10% lottery administration, 9% capital investment including marketing, 23% operations
- The existing Video Lottery contract has been in existence for over 15 years. The gaming commission has declared plans to issue a Request For Proposal (RFP) allowing new suppliers for 2021.

Month	Credits Played	Free Play Allowance	Credits Won	Net Win	Avg Daily VGR	Win/VM per Day
Apr-19	\$3,438,456,602	\$27,808,368	\$3,211,812,829	\$183,887,437	\$8,420	\$333
May-19	\$3,480,828,814	\$27,716,884	\$3,241,166,874	\$189,644,919	\$7,228	\$316
Jun-19	\$3,207,827,471	\$22,051,023	\$3,143,875,361	\$172,951,410	\$7,221	\$313
Jul-19	\$3,340,279,288	\$22,134,341	\$3,142,366,312	\$175,910,611	\$7,215	\$310
Aug-19	\$3,423,150,023	\$21,182,278	\$3,228,965,674	\$188,207,076	\$7,219	\$319
Sep-19	\$3,222,264,471	\$20,518,724	\$3,098,826,468	\$172,440,281	\$7,281	\$311
Oct-19	\$3,294,926,431	\$20,860,074	\$3,091,221,286	\$172,604,411	\$7,226	\$316
Nov-19	\$3,200,697,302	\$19,951,471	\$3,014,126,108	\$172,547,343	\$7,485	\$329
Dec-19	\$3,316,274,289	\$20,048,688	\$3,014,289,158	\$173,348,511	\$7,271	\$320
Jan-20	\$3,347,472,252	\$20,528,555	\$3,188,951,253	\$173,581,563	\$6,941	\$325
Feb-20	\$3,347,410,121	\$20,563,913	\$3,148,426,698	\$177,386,517	\$6,858	\$363
Mar-20						
Total	\$32,772,211,921	\$228,988,784	\$34,892,882,468	\$1,843,726,618	\$7,241	\$324
		0.69%	94.67%	5.28%		

Source: NYSGaming Commission website

New York Racetrack VLT Market – Games Overview



- Regulated and managed by the New York Gaming Commission
- Games designed meeting legal requirements adopted specifically for NY racetracks
- Games pulled from centrally determined finite pool run on a system by Everi Gaming
- Games are video and mechanical reel style
- No new games supplier RFP since 2003 has limited competition to only two vendors
 - International Game Technology (IGT)
 - Scientific Games
- Anticipated new games supplier RFP will
 - Increase competition with new suppliers
 - Bring new world class games to the market
 - Provide new opportunities for MWBE companies

New York Racetrack VLT Market - Properties



- Empire City Casino at Yonkers (Westchester County)
- Batavia Downs (Genesee County)
- Finger Lakes Gaming/Racetrack (Ontario County)
- Hamburg Gaming (Erie County)
- Jakes SB Hotel and Casino (Suffolk County)
- Resorts World Casino at Aqueduct (Queens County)
- Saratoga Casino Hotel (Saratoga County)
- Vernon Downs (Oneida County)

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Aristocrat Gaming – Technology Services

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Aristocrat Gaming – Technology Services



- ISO Certification Pursuit Underway
- Solid Service Culture
- Ranked #1 as “Setting the Standard in the Gaming Industry”
- Service Level Driven with Responses Times
- High Touch, White Glove Model, Quality of Delivery
- Recent MWBE Experience in Pennsylvania

“Installation and support organization for our products throughout the Americas”

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Aristocrat Gaming – NY VLT Requirements



Permanent Service Technicians & Supervisors

- Gaming License Eligible
- 2 years junior college, Military, Industry Experience
- Temporary positions during Start-up
- Utilization of Employment Agencies

Support Services for the Labor Team

- Lodging and Services such as Catering
- Uniform Sourcing
- Tools Sourcing (Sign Jacks, Hand tools, etc.)
- Service Van Leasing

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Aristocrat Gaming – NY VLT Requirements



Game Transportation & Logistics

- “Door to Door” Las Vegas to New York
- “White Glove Service”
- Typical 53’ trailers
- Blankets and straps

Temporary Warehousing

- Secure with Surveillance
- Compliance Review by Regulatory body
- Distribution Deliveries with Small Trucks

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ARISTOCRAT |

Questions?

Please forward all inquiries concerning Aristocrat to:
mwbearistocrat@dackconsulting.com
or call (914) 686-7102

ARISTOCRAT |

Bringing
joy to life
through
the power
of play.

ARISTOCRAT |

**NYS CASINO VENDOR JOB
FAIR INTRODUCING
ARISTOCRAT**

**PRESENTATION
SUMMARY**



Outreach Summary

Thank you for attending the NYS Casino Vendor/Job Fair introducing Aristocrat on Thursday, February 4, 2021

Aristocrat Gaming (“Aristocrat”) and DACK Consulting Solutions, Inc (“DACK”) are committed to working with Minority and Women owned businesses (“M/WBE”), Service-Disabled Veteran Owned businesses (“SDVOB”) and developing a diverse workforce team We are committed to achieving or exceeding these diversity goals

Aristocrat described a preliminary overview of the potential contracting opportunities for M/WBE/SDVOB businesses and areas of possible employment regarding New York State government procurement, including:

Support Services for the Labor Team

- Lodging and Services
- Uniform Sourcing
- Equipment Sourcing
- Vehicle Leasing

Game Transportation & Logistics

- “Door to Door” Las Vegas to New York
- “White Glove Service”
- Typical 53’ trailers
- Blankets and straps

Temporary Warehousing

- Secure with Surveillance
- Compliance Review by Regulatory body
- Distribution Deliveries with Small Trucks

Individual companies that are not M/WBE/SDVOB certified, please apply for certification through Empire State Development (“ESD”) and SDVOB certification through NYS Office of General Services

For more information, call NYS ESD in your area or visit the website listed below:

Empire State Development - Main Offices

633 Third Avenue – Floor 37
New York, NY 10017
(212) 803-3100

625 Broadway
Albany, NY 12245
(518) 292-5100

95 Perry Street, Suite 500
Buffalo, NY 14203
(716) 846-8200

<https://www.ny.gov/services/apply-mwbe-certification-new-york-state>

NYS MWBE Help Line at (212) 803-2414

NYS Office of General Services

<https://www.ny.gov/services/become-certified-service-disabled-veteran-owned-small-business>

VeteransDevelopment@ogs.ny.gov
(518) 518-474-2015

**Please forward all inquiries concerning Aristocrat to:
mwbe Aristocrat@dackconsulting.com
or call (914) 686-7102**

ZOOM PARTICIPANTS LIST

Meet ng D	Topic	Start Time	End Time	Duration (Minutes)	Participants
98831648066	NYS Casino Vendor/Job Fa r - Thursday, February 4, 2021 at 1 00 PM (EST)	2/4/2021 12 30	2/4/2021 14 40	131	30
Number	Name (Original Name)	User Email	Total Duration (Minutes)	Guest	
1	Ba ba a loyne	bjoyne @dackconsult ng.com	131	No	
2	Tanya Shea e	tanya.shea e @a stoc at.com	79	Yes	
3	I ene F e lo	ene.f o ello@gma l.com	77	Yes	
4	Aleksand a Chancy (DACK) (achancy)		71	Yes	
5	Jeff C oz e (Jeff ey C oz e)	jeff ey.c oz e @a stoc at.com	64	Yes	
6	16462462942		64	Yes	
7	ma k lav n		64	Yes	
8	Lau alyn Sandoval	lau alyn.mcca thy@a stoc at.com	54	Yes	
9	Adnan Long		44	Yes	
10	Robe t Sch ame	obe t.sch ame @a stoc at.com	52	Yes	
11	Max Skaa e	max.skaa e@a stoc at.com	51	Yes	
12	Paul (m paulzube @gma l.com)	m paulzube @gma l.com	61	Yes	
13	Ka en Nab rge	ka ennab rge @yahoo.com	51	Yes	
14	Mike Lomba do		45	Yes	
15	Ronald Hatche	.hatche @vpm.us.com	50	Yes	
16	Don a	dp@don aa.com	50	Yes	
17	John	ca ychevat@gma l.com	50	Yes	
18	Al son Mad son		49	Yes	
19	Polly		48	Yes	
20	Fel c tas Iza		46	Yes	
21	Gwen Wald on	gwen@bluef elfy nc.com	45	Yes	
22	16467939281		44	Yes	
23	Eloy Ma t nez	eloy.ma t nez@a stoc at.com	40	Yes	
24	Te Stua t - De ve Technologies		40	Yes	
25	E ca Co n e		36	Yes	
26	Cl a YaB et a	glap et a@cla smov ng.com	Yes	Yes	
27	Helena van de Me we		36	Yes	
28	N mal		34	Yes	
29	Ronald Peek	peek@dackconsu t ng.com	31	Yes	
30	Jay Tang		15	Yes	

ZOOM CHAT

13:39:55 From Polly : our
13:39:55 From Adnan Longi : Are there any requirements related to IT such as IT technicians or software related services such as Business intelligence or web portal related/Microsoft SharePoint development for collaboration/project management, etc
13:40:33 From Polly : Is this powerpoint available for download
13:40:37 From Donia : Are you currently looking for M/WBE subcontractors for current contracts (nationwide)?
13:41:47 From Robert Schramer : we will be posting permanent hire positions both on LinkedIn and at Aristocrat.com. <https://www.linkedin.com/jobs/search/?keywords=aristocrat> and <https://aristocrat.wd3.myworkdayjobs.com/AristocratExternalCareersSite/> we will have new website www.aristocratgaming.com launching soon
13:41:58 From mark lavin : Would you need construction for the IT services? Who would pay for those services?
13:44:04 From Allison Madison : Would you like a general capability statement submitted to DACK or a specific proposal for this project?
13:44:27 From Donia : I'm definitely interested in starting that relationship now on your existing contracts. We provide contract support services nationwide. I'd like a chance to discuss our capabilities with you for the NY and your existing contract. I will send DACK and email and hope to more discussions with you
13:46:05 From John : do you have documentation about what sort of specific services you have sourced from previous clients that might be applicable ?
13:46:08 From Terri Stuart - Derive Technologies : How do we register?
13:46:34 From John : this list would help us contemplate whether or not it's worth exploring this opportunity
13:46:38 From Tanya Shearer : Please forward all inquiries concerning Aristocrat to: mwbearistocrat@dackconsulting.com or call (914) 686-7102
13:50:47 From Polly : is the website ro register dackconsulting.com
13:50:53 From Polly : ??
13:51:01 From Polly : As an MWBE
13:51:02 From Donia : Thank you!

13:06:32 From mark lavin : Good afternoon
13:10:38 From Karen Nabinger : will you be using temporary staffing companies?
13:11:18 From Donia : Good afternoon,
13:12:33 From Robert Schramer : yes, we primarily focus on permanent hires but there will be temp needs.
13:12:59 From Donia : I submitted my capability statements to DACK a few days ago. We can provide the following services to support this effort: • Service Technicians & Supervisors
• Recruiting Services
• Contract Staffing or Payrolling Services
• Back Office Support
• Administrative Support
• Training Programs Development and Administration
13:13:11 From Robert Schramer : excellent
13:14:11 From Donia : Please confirm whether mwbearistocrat@dackconsulting.com is the best contact info?
13:14:59 From Terri Stuart - Derive Technologies : My company, Derive Technologies, is a MWBE certified by the State. What do I need to do to take advantage of the upcoming opportunities
13:15:00 From Karen Nabinger : we were on the last webinar and we submitted our capabilities statement and registered on the site - will they be letting us know when the rfp is available?
13:16:42 From Polly : Will Aristocrat have any Automated External Defibrillators at there locations and will they be interested in training there employees in CPR AED.
13:16:44 From Robert Schramer : good idea we can reach back out once the RFP is officially out.
13:17:09 From Robert Schramer : yes on AED units and training
13:17:35 From Polly : My company teaches and certifies in CPR AED and first aid.
13:18:24 From Polly : how would I know who to contact if I would like to be a potential Vendor for this training
13:19:12 From Polly : Is there an individual I can send the Capability Statement to for consideration
13:20:37 From Robert Schramer : please send to DACK and we will get to the right person at Aristocrat to evaluate. Thank you!
13:20:51 From Polly : DACK?
13:22:35 From Polly : I'm not sure what DACK is. Is there an email
13:22:38 From Ronald Hatcher : My company is a media planning & buying service. We do not focus on recruitment. Our primary strength is building the brand and increasing sales/revenue. Does Aristocrat plan on developing a marketing budget, co-op or otherwise, that will be used to promote gaming? If not, can Aristocrat or DACK provide key contacts at the NYS casinos and gaming sites that my company can reach out to?
13:23:39 From Robert Schramer : yes, we are starting marketing initiatives in the market targeted to players.
13:24:06 From Robert Schramer : We don't do TV and very limited radio. primarily internet based media.
13:24:24 From Robert Schramer : also billboards
13:25:31 From Gwen Waldron : Who do we reach out to in regard to your Marketing needs?
13:26:08 From Terri Stuart - Derive Technologies : Who do I send my capabilities statement and MWBE Certification to?
13:30:26 From Lauralyn Sandoval : You should send all your certifications and capabilities statements to DACK for appropriate distribution.
13:33:05 From Allison Madison : Where are the locations that you anticipate servicing?
13:34:01 From Donia : Will you require subcontractors to send you bids/proposals during the NYS procurement or will you get proposals from subs after Aristocrat is confirmed as a vendor by NYS
13:34:10 From Polly : is there a site we can view what positions may be available
13:36:35 From Polly : The AED question came from Wilson Emergency Medical Training, LLC, Minority and Veteran Owned Business
13:37:41 From Allison Madison : Will you be contracting with one partner per segment (ie one marketing, one shipping, one staffing, etc) or will you be contracting with several?
13:39:25 From mark lavin : We can service Empire City, Suffolk, Queens, and the Catskills
13:39:47 From mark lavin : And Atlantic City, NJ
13:39:48 From Polly : Do we send Proposals with out Capability Statements

ZOOM CLOUD RECORDING

Hi DACK Consulting Solutions,

Your cloud recording is now available.

Topic **NYS Casino Vendor/Job Fair - Thursday, February 4, 2021 at 1:00 PM (EST)**

Date Feb 4, 2021 1 00 PM Eastern Time (US and Canada)

Share recording with viewers

<https://zoom.us/rec/share/a1IAH0LehugeNbKHxzEiivz1vCITo2fnCNfEq4nQVQo5s-DtKMJrdDNyVBSrEc2F.dFXdti2kLl01x0A> Passcode D5 b6Yk

Thank you for choosing Zoom.
-The Zoom Team

EVALUATION FORM

NYS Casino Vendor/Job Fair: "Introducing Aristocrat" Webinar Attendee Evaluation Form

Thank you for attending the virtual NYS Casino Vendor/Job Fair "Introducing Aristocrat" on February 4, 2021. Please take a moment to complete this evaluation. We value your feedback and appreciate your time.

Evaluation Questions:

1. On a scale of 1 (not good) - 5 (great), how would you rate the overall virtual event?
2. On a scale of 1 (not good) - 5 (great), over all how would you rate the Presenters?
3. On a scale of 1 (not good) - 5 (great), how helpful was the information provided in this webinar?
4. What did you learn from Aristocrat that you will apply to your business?
5. How could we have improved your virtual experience at DACK?
6. What information would you be interested in for future Aristocrat events?
7. Is there an individual and/or organization that you would like DACK to contact regarding opportunities with Aristocrat? If yes, please provide the name.
8. Would you like to receive future communications from DACK about events, opportunities, and information for Aristocrat?
9. Please provide any additional feedback you would like to share about this event.

If you have any questions, please email: mwbearistocrat@dackconsulting.com

Name:
Name of Company
Address:
Phone:
Email:
Trade:
Specification: (e.g. M/WBE)

Thank you again for completing this evaluation!

SKILL MATCHING FORM

MWVBE Skill Matching Form

Legal Name of Company: _____
 Contact Person & Title: _____
 Street Address: _____
 City, State, Zip Code: _____
 Phone: _____ Fax: _____
 Email: _____ Website: _____
 Former Names Your Organization Has Operated Under (if applicable): _____

 If name has changed, how long have you been doing Business under your current name?

 Federal ID Number: _____
 Type of Company: _____
 (i.e. corporation sole proprietorship LLC partnership etc.)
 State of Incorporation: _____ Date of Incorporation: _____

Names of Owners/Corporate Officers/Partners:

Name	Position	Years Experience	Years with Company	% Owned

Business Classification (circle appropriate one(s) and email or fax a copy of your NYS certificate along with the completed prequalification form:

MBE WBE LBE SBE DBE HUB VBE

Trade(s) SELF-Performed: _____



MWVBE Skill Matching Form

License Information

State: _____ License Number: _____ Expiration: _____
Labor Force: (check applicable one): Union _____ Non-Union _____

of Employees

Office Employees: _____ Field Mechanics: _____
 Shop Labor: _____ Field Supervisors: _____
 CADD Operators: _____
 How many of your employees do you consider to be tech-savvy? _____

FINANCIAL INFORMATION

Gross Revenue:

\$ _____ Calendar Year 2018
 \$ _____ Calendar Year 2019
 \$ _____ Calendar Year 2020
 \$ _____

DUN & Bradstreet Number: Expected Annual Volume Year 2021

DUN & Bradstreet Rating: _____

Bank Information

Bank Name: _____
 Contact Name & Phone: _____
 Line of Credit Amount: _____

Credit References (list 2 minimum)

Name & Phone: _____
 Name & Phone: _____



MWVBE Skill Matching Form

List 3 Largest Projects Recently Completed (within the past 3 years):

- Project Name: _____
 GC Company Name: _____
 Contact Name & Phone: _____
 Contract Amount & Date Completed: _____
 Trade(s) Performed: _____
- Project Name: _____
 GC Company Name: _____
 Contact Name & Phone: _____
 Contract Amount & Date Completed: _____
 Trade(s) Performed: _____
- Project Name: _____
 GC Company Name: _____
 Contact Name & Phone: _____
 Contract Amount & Date Completed: _____
 Trade(s) Performed: _____

List 3 References:

- Name/Company: _____
 Telephone #: _____
- Name/Company: _____
 Telephone #: _____
- Name/Company: _____
 Telephone #: _____



MWVBE Skill Matching Form

Bonding Information

Surety Company: _____ Total Bondable Amount: _____
 Contact: _____ Current Bonding Amount in Effect: _____
 Phone: _____ Single Project Bond Limit: _____
 Bonding Agent: _____ Average Bond Rate (%contract): _____
 Contact: _____ Date of Last Bond Issued: _____
 Phone: _____

Insurance Information

Insurance Company: _____
 Contact & Phone: _____

General Information

- Have any of the officers or principals of your firm been officers or principals in another firm that closed operations in the past three (3) years? If yes explain
- Are there any claims arbitration proceedings or suits pending or outstanding against your firm or its officers or principals? If yes explain
- Does your firm have any outstanding judgments? If yes explain
- Has your firm filed any lawsuits or requested arbitration or mediation with regard to construction contracts within the past three (3) years? If yes explain
- Has your firm either failed to complete any work contracted for or been terminated for default under any construction contract within the past three (3) years? If yes explain
- List any litigation brought against your firm in the past three (3) years asserting that you failed to make payments to anyone



MWVBE Skill Matching Form

- 7 Has your firm been sighted or fined for safety violations in the last three (3) years? If yes explain _____

- 8 Does your firm have a written Safety Program in place? If yes please answer the following questions:
 - a Does your firm employ a qualified Safety Manager? _____
 - b Does your firm have a Fall Protection Plan in place? _____
 - c Is Safety Training provided to staff? _____

- 9 Does your firm have a Drug Testing Policy in place? _____

I certify that this information is true & complete.

Signature: _____

Print Name & Title: _____

Date: _____

* To be considered, please email the completed Prequalification form, along with a copy of your MWVBE certification document(s), to mwbecasino@dackconsulting.com or fax to (914) 686 7103

LAST PAGE OF DOCUMENT





Aristocrat Gaming

February 2021

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ARISTOCRAT GAMING GAMING REPORT OUTREACH

LOT 2 VOLUME 2 - APPLICANT INFORMATION
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