

Exhibit X.B.3 – Job Opportunities and Training for Unemployed

Submit as Exhibit X.B.3. the Applicant's and, as applicable, the Manager's strategy to provide on-the-job opportunities and training in areas, and with respect to regional and local demographic groups with high unemployment.

CVCR will strive to fill 30% of all front-line hourly positions in partnership with the New York State Career Center, including Career Central in Albany.

We envision utilizing Career Central and the NYS Department of Labor, Division of Employment & Workforce Solutions, in a similar fashion as utilized by Whole Foods, in their recently completed efforts to post jobs, source candidates, match skills, interview, provide pre-employment training and offer jobs.

We believe that by partnering with the NYS Dept. of Labor Career Central, combined with our many outreach efforts in the region, we will be able to source those who have been unemployed. CVCR efforts will include a focus on the long-term unemployed and will involve both skills and workability training which is competency-based and will focus on real world job skills, identical to those used at the job site.

We will develop partnerships with training professionals to assist in developing and implementing new programs and coordinate with already established community-based job training programs. Such professionals include the Hudson Valley Community College (HVCC), which includes the HVCC Workforce Development Institute, HVCC Continuing Education Department and HVCC Workforce Development Department. We also anticipate working with Schenectady Community College recognizing their recently developed Casino curriculum. Training programs blend classroom instruction, seminars and on-the-job-training: each module of the program is designed to train and improve the participant's ability to carry out entry-level tasks and responsibilities.

Individuals without a current job history will be assessed for inclusion into the Capital View Casino & Resort (CVCR) Pre-employment Training Program. The Pre-employment Training Program will be a partnership between CVCR and existing community resources, such as the Hudson Valley Community College Capital District Educational Opportunity Center. The Pre-employment Training Program will include the following components:

- Workability training.
- Skills assessment.
- Placement into one of four (4) career paths including Dealer, Slot Technician, Hotel Front Desk/ Hospitality, and Cashier.
- Vestibule training in which the trainee will achieve skill mastery using equipment identical to that used at the work site.
- Simulation training during pre-opening.
- On-the-job coaching during the first 90 working days of employment.

The job titles included in the CVCR Pre-employment Program were not selected randomly. The Dealer and the Slot Technician positions are traditionally two of the highest paid front-line positions in a casino. Because these jobs are at the core of the Gaming Industry, they often lead to advancement in casino organizations.

The Hotel/Hospitality and Cashier Positions are integral to the operation of the casino. These customer-facing positions are transferable to any hospitality or money handling position.



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In addition to the positions mentioned above, we will need to fill many other positions in the casino and hotel. To name a few, we will need Bartenders, Buspenders, Cocktail Servers, Commissary Attendants, Concession Workers, Cooks, Dishwashers, Waitstaff, Slot Attendants, Cleaners, Laborers, Food Servers, Specialty Chefs, Maintenance and Grounds Workers, Banquet Servers, and Bar Porters. Indeed, we have many employment and training opportunities for the unemployed.

