

Exhibit X.B.5 – Organized Labor Contracts

Submit as Exhibit X.B.5. a statement as to whether the Applicant and, as applicable the Manager has, is subject to, or is negotiating any contract with organized labor, including hospitality services, and whether the Applicant or, as applicable, the Manager has the support of organized labor for its Application, which specifies:

- a. the number of employees to be employed at the proposed Gaming Facility, including detailed information on the pay rate and benefits for employees and contractors,*
- b. the total amount of investment in the proposed Gaming Facility and all infrastructure improvements related to the project,*
- c. completed studies and reports including an economic benefit study, for the State, the Region, and the Host Municipality, and*
- d. detailed plans for assuring labor harmony during all phases of the construction, reconstruction, renovation, development and operation of the Gaming Facility.*

CVCR projects the approximate number of construction jobs and the approximate number of regular jobs in Exhibits VIII.C.21 and VIII.B.7.a, respectively.

CVCR has signed a Labor Peace Agreement and a Project Labor Agreement For Construction of the East Greenbush Casino Project with the Greater Capital Region Building and Construction Trades council, AFL-CIO, together with its affiliated Local Union members identified in their respective Collective Bargaining Agreements. A copy of the agreement is attached to Exhibit X.B.6.

Additionally, Saratoga Casino and Raceway is a partner with Churchill Downs Incorporated in the CVCR proposal. Saratoga Casino and Raceway has a current labor agreement with the New York Hotel and Motel Trades Council, AFL-CIO that contains a side letter that outlines neutrality and card check procedures as it relates to Hotels, Concessionaires and gaming facilities in the remainder of the Greater New York City Metropolitan Area, Northern and Central New Jersey, and the New York State Capital District. A copy of the agreement is also attached to Exhibit X.B.6.

The amount of the investment in the proposed facility is provided in Exhibit VIII.C.19.

An economic benefit study and the economic impact for the State, Region and Host Municipality are provided in Exhibits VIII.B.3.b and VIII.B.3.a, respectively.

Rates of pay for the casino and hotel positions are displayed in Exhibit VIII.B.7.a.

Union employees will be eligible for pay and benefits as outlined in the Collective Bargaining Agreement attached to Exhibit X.B.6.



Exhibit X.B.5 – Organized Labor Contracts

Submit as Exhibit X.B.5. a statement as to whether the Applicant and, as applicable the Manager has, is subject to, or is negotiating any contract with organized labor, including hospitality services, and whether the Applicant or, as applicable, the Manager has the support of organized labor for its Application, which specifies:

- a. the number of employees to be employed at the proposed Gaming Facility, including detailed information on the pay rate and benefits for employees and contractors,*
- b. the total amount of investment in the proposed Gaming Facility and all infrastructure improvements related to the project,*
- c. completed studies and reports including an economic benefit study, for the State, the Region, and the Host Municipality, and*
- d. detailed plans for assuring labor harmony during all phases of the construction, reconstruction, renovation, development and operation of the Gaming Facility.*

Regular full-time non-union employees will be eligible for an array of benefits which may include the following:

- Medical, Dental and Vision Insurance
- Prescription Drug Coverage
- Health Advocate Assistance
- Employee Assistance Program
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Short Term and Long Term Disability Insurance
- Paid Time Off (includes vacation, holidays, sick and personal time)
- Flex Spending Accounts
- 401(k) Retirement Plan
- Tuition Reimbursement
- Various Leave of Absences (Military Leave, FMLA, Bereavement etc.)

Pay and benefits will be competitive and will enable us to attract employees and retain the employees we recruit.

