



### *Overview*

The human resources function will be strategically developed to employ and advance a highly skilled and diverse workforce. The Applicant intends to attract and retain the highest caliber employees to fill available job positions. The Applicant believes that great leadership is the key to developing a dynamic staff, and the Applicant is dedicated to providing support and training that will aid the Gaming Facility's team members.

### *Strategy*

Set forth below are four main parts of the Applicant's human resources strategy:

- 1. Recruitment:** Community outreach will be a major part of the overall recruitment strategy. The Applicant anticipates entering into partnerships with groups such as local government agencies, local trade schools, area businesses, chambers of commerce and other community-based organizations. The Applicant's job promotion efforts will include among other things job fairs targeting areas where unemployment rates are the highest.
- 2. Training:** The Applicant intends to conduct an in-depth orientation and best practices training program for new team members. The trainings would attempt to ensure that new team members are competent in areas such as: company policies and procedures, enhanced customer service, problem and compulsive gambling, and diversity in the workplace.
- 3. Retaining:** The Applicant will focus on retaining team members through among other things ongoing trainings. The Applicant intends to have periodic performance reviews in order to identify high-achieving team members who may receive increased responsibilities, merit pay increases, and promotions.
- 4. Employee Programs:** The Applicant intends to more fully develop its employee programs package in the future. In particular, the Applicant will look to partner with local child care providers to negotiate preferential arrangements for team members.

It will be our policy that employees and applicants will not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies will be continuously administered and periodically reviewed by supervisors. All employees will be expected to recognize these policies and cooperate with their implementation. Violation of these policies will be a disciplinary offense. The Applicant currently contemplates assigning a senior-level employee to have oversight over the affirmative action plan; reports including results and areas of concern or for improvement will be presented to the Board on a periodic basis.