

EXHIBIT **X.B.2.** | AFFIRMATIVE ACTION PLAN



The Applicant will provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to as appropriate.

The Applicant will, subject to applicable law, put into place a plan to ensure the engagement of minorities, women, persons with disabilities, and veterans. The Applicant contemplates two main parts of this plan:

1. Minority and Women-Owned Business Enterprise (MWBE)

The Applicant will seek to increase the participation and utilization of qualified MBWEs, in particular ones which (a) have been certified by the Empire State Development Corporation, the Division of Minority & Women's Business Development and (b) are based in the Capital Region. The Applicant will set specific targets for participation and will adopt policies to encourage contract opportunities for such MWBEs. The Gaming Facility's management team will actively monitor performance towards these goals. To achieve these goals, the Applicant will hold forms to reach out to MWBEs including through local MWBE organizations and associations.

2. Minority Hiring Program

The Applicant will seek to implement a minority hiring program which will aim to create diversity in the workplace. When hiring for positions, the Applicant will put forth a reasonable effort to initiate outreach to minority groups. The Applicant intends to utilize a variety of job boards and local and regional resources that specifically aim to help companies find qualified minority candidates for employment within their companies.