

Exhibit X.B.1 (Human Resource Practices):

Submit as Exhibit X.B.1. a statement of whether the Applicant or, as applicable, the Manager has prepared, and how the Applicant or, as applicable, the Manager proposes to establish, fund and maintain human resource hiring and training practices at the proposed Gaming Facility that promote the development of a skilled and diverse workforce and access to promotion opportunities through a workforce training program that:

- a. establishes transparent career paths with measurable criteria within the Gaming Facility that lead to increased responsibility and higher pay grades that are designed to allow employees to pursue career advancement and promotion;*

Please see [Exhibit VIII.B.7.b](#) for further information about recruitment, hiring and training.

Rush Street Gaming, LLC (“RSG”) has established practices at all affiliated properties that promote development and career advancement for all team members. RSG provides extensive training for all team members at New Hire Orientation, Inspired Service training, and literally dozens of other types of training (see [Exhibit VIII.B.7.b. Attachment “A”](#)).

Team members who wish to further their careers through education are eligible for up to \$5,000 in tuition reimbursement. All properties post positions when open, allowing qualified internal candidates to apply prior to external job postings.

Additionally, all supervisors and up attend Rush Gaming Leadership Excellence training that focuses on business and leadership skills such as situational leadership, financial aptitude and group dynamics.

Each property has a proven track record of promoting from within. Below are examples from our affiliated properties:

It is RSG policy that internal candidates are given first opportunity to apply for open positions and positions are posted internally for three days prior to recruiting outside candidates.

Since opening, over 2,000 team members at RSG properties have been promoted – over 430 in the past twelve months.

- b. provides employee access to additional resources, such as tuition reimbursement or stipend policies, to enable employees to acquire the education or job training needed to advance career paths based on increased responsibility and pay grades; and*

Because education and training are important for career advancement, RSG has programs to make education and training accessible for its team members at all affiliated properties. RSG has established a Tuition Reimbursement Policy that is in place at all of the affiliated properties. The program provides for up to \$5,000 in reimbursable expenses per annum for all approved training. Rivers Casino in Des Plaines, IL also has a Scholarship Program – \$250,000 earmarked annually for team members or team members’ family members that are college bound.

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c. establishes an on-site child day-care program,

RSG and its affiliated properties do not currently have and do not anticipate that we will offer on-site child day care, irrespective of cost. We believe off-site child care is better for our team members and their families. There are a number of significant operational issues with onsite day care and we are aware of a number of other properties that closed or removed their on-site day care centers due to operational and HR issues.

Further, identify whether the Applicant and, as applicable, the Manager plans to establish employee assistance programs, including those relative to substance abuse and problem gaming.

RSG and its affiliated properties are committed to supporting our team members when they are in need of assistance to help deal with substance abuse and/or problem gaming and we anticipate providing services similar to what we provide at our current properties. Below is illustrative of the services provided:

Our casinos offer a full Employee Assistance Program to all team members and their immediate families. Through the Team Member Assistance Program (EAP), we provided confidential access to professional counseling services for help in confronting personal problems such as alcohol and other substance abuse, marital and family difficulties, financial or legal troubles, and emotional distress.

The programs provide Life/Work Balance Counseling Services completely free of charge for all team members and their families. In addition, this program also focuses on childcare and/or eldercare referral; personal relationships information; health information; legal consultations; financial planning assistance; stress management and career development.

In addition, Rivers Casino in Pittsburgh partners with the PA Council on Compulsive Gambling to facilitate training for all team members on identifying problem gaming through the Responsible Gambling class. This class is required to be taken within the first two days of hire and then annually. Finally, all RSG team members receive other training based on job duties and position levels, such as Alcohol Awareness.