



Submit as Exhibit X.A.5. a description of plans to coordinate with local providers to facilitate assistance and treatment for those with gambling-related problems and plans to develop prevention programs targeted toward vulnerable populations.

X.A.5. TREATMENT AND PREVENTION

While most casino patrons gamble for the entertainment it is intended to be, there is a small percentage that may experience problems. Lago Resort & Casino's commitment to exemplary responsible gambling practices, include fully funding gambling treatment, outreach and educational programs which are targeted to vulnerable populations and administrated by professionals at Seneca County Mental Health.

By coordinating with a certified mental health provider, the adverse impact of problem gambling will be mitigated. That, combined with increased awareness of responsible gambling practices using Lago Responsible Gambling Resource Center and educational programming throughout the community will improve quality of life in the community.

Lago Resort & Casino has a memorandum of understanding with Seneca Mental Health which includes professional treatment, education and prevention outreach funded by Lago Resort & Casino.

Treatment

Gambling Treatment Services provided by the Seneca County Mental Health shall include the following:

- In partnership with Seneca County Mental Health the Lago Casino will pay for one full time gambling treatment professional such that this clinician's services shall be to providing outreach and treating problem and pathological gambling, without regard for client ability to pay, or insurance coverage.
- Treatment will be high quality, culturally competent and provided regardless of ability to pay.
- Lago Onsite Responsible Gambling Resource Center (RGRC) Staff will refer patrons requesting assistance or those who have self-excluded to Seneca County Mental Health.
- Lago Onsite RGRC staff will contact the appropriate clinic to schedule an initial intake assessment, when requested by the casino patron.
- Seneca County Mental Health will provide problem gambling treatment at any of its satellite offices (currently Waterloo, Ovid and 5 Schools in the County)
- The Seneca County Mental Health office will provide daily scheduled walk-in hours so that casino patrons in need will be able to see a clinician specialized in Problem Gambling Treatment within 24 hours of being referred. Clinic hours will be extended to accommodate evening and with a change in any necessary operating certificates and in response to demand, weekend clients when necessary.
- The Seneca County Mental Health will make available for the convenience of the client Problem Gambling specific treatment services at any of its sites providing behavioral health care.
- Individual, family and group therapy will be available for problem gambling clients.
- Individual therapy will focus on the use of Cognitive Behavioral Therapy and Motivational Interviewing or other evidenced based practices for treating Problem Gambling as they become available.



Lago Resort & Casino Application Exhibits

- Clinicians will encourage that the client/ family member also participate in Gamblers Anonymous, Gam-Anon or another self-help program.
- All patients will be encouraged to participate in the development of a care plan to address problem gambling or risk behaviors for the development of a gambling disorder
- Seneca County Mental Health will provide comprehensive outreach attempts for individuals who do not keep initial appointments which includes at least 3 telephone outreach attempts (at least one off hours) and one mail/letter outreach attempt.
- Problem gambling education will be infused into all Seneca County Mental Health programs including but not limited to summer camps, Family Education Programs, Crime Victims Assistance Program, Domestic Violence Services and Domestic Abuse Awareness Classes.
- Problem gambling resources and materials will be available at all Seneca County Mental Health programs
- Outreach and education specifically targeted at the Aging Adult population will take place at senior centers, retirement community events, etc.
- All counseling based services provided by Seneca County Mental Health and its subsidiaries will implement problem gambling screening into the intake assessment process and refer to problem gambling specific treatment in the local community.
- Certified gambling treatment providers will provide assistance and counseling to Gaming Facility employees when needed.

Prevention

Gambling Prevention, Outreach and Education in the Local Community shall be provided by the Seneca County Mental Health as follows:

- In partnership with Seneca County Mental Health Lago Casino will provide appropriate funding for materials and programs appropriate for prevention, outreach and education to vulnerable populations in the Seneca County area.
- Seneca County Mental Health will be contracted and begin their outreach and education efforts once Lago Casino is granted the casino license, prior to the opening of the casino.
- All Seneca County Mental Health staff will be trained on Problem Gambling related issues. Staff delivering problem gambling programming will be required to complete the New York Council on Problem Gambling 30 hour Problem Gambling Prevention Specialist training.
- Lago Casino will fund this program at the rate of 1 professional full time equivalent (FTE) and will provide for adequate public awareness efforts and program expenses. The funding will be directly negotiated between Lago and Seneca County Mental Health.
- Initiatives to address problem gambling will focus on impacts in the workplace, family, neighborhood, youth, older adults, public safety and crime prevention and public awareness.
- Problem gambling public awareness efforts will target messaging at specifically vulnerable populations including youth, parents as influencers on youth, family members of problem gamblers, individuals and families with substance abuse disorders, college students, low income residents and aging adults.
- Based on the target population of each campaign, problem gambling public awareness efforts will be developed to specifically reach each population where they currently receive other types of messaging. Family impact issues to be addressed include child



abuse and neglect, co-occurring substance abuse and gambling, divorce, domestic violence, homelessness, bankruptcy and suicide.

- Partners in this process will minimally include Faith-based programs (if any materialize), school districts, mental health providers, Department of Social Services, local Office for the Aging chapter, Finger Lakes Community College, local law enforcement agencies, and suicide prevention networks.
- The problem gambling version of the evidenced-based screening and brief intervention program "Teen Intervene" will be utilized at all sites currently implementing the "Teen Intervene" program.
- Seneca County Mental Health will when and where possible include the evidenced-based problem gambling prevention program "Stacked Deck" in local school districts or other youth-based programs in Seneca County. The program is intended for grades 9-12 and must be implemented with fidelity.
- Seneca County Mental Health will work with all local school districts to develop and implement a no gambling policy on school premises and at all school sponsored events
- Outreach and education sessions will be conducted with school personnel, parent teacher associations and students.

Related Services, Affiliations, Practices and Reporting

Related Services, Affiliations, Practices and Reporting shall be provided by and/or the service will be facilitated by the Seneca County Mental Health as follows:

- Seneca County Mental Health will work with the New York Council on Problem Gambling and utilize their expertise and institutional knowledge as it relates to treatment program successes and challenges.
- All Executive level and supervisory level staff will be trained in problem gambling.
- All behavioral health providers delivering direct problem gambling treatment services must complete a specialized training program in problem gambling as well as hold a NYS recognized mental health license.
- School based health center staff will be trained in the warning signs of problem gambling and learn how to utilize problem gambling screening tools.
- Seneca County Mental Health will advertise its problem gambling services in all of its facilities and on the organization website.
- Encourage and support the development of additional Gambler's Anonymous and Gam-Anon meetings in the areas where treatment is provided.
- Seneca County Mental Health will develop a specific system for tracking problem gambling client outcomes.
- With the exclusion of individual identifying information these outcomes will be shared with Lago and The New York Council on Problem Gambling upon request, in an effort to assess and improve onsite and community based programs intended to assist problem gamblers.
- Lago Casino will fund 100% of the cost of problem gambling related outreach and staff training.

COUNTY OF SENECA

Memorandum of Understanding Between:

Whitetail 414, LLC.
AND
Seneca County Mental Health Department

—

AGREEMENT made as of the 14th day of June, 2014 by and between SENECA COUNTY, acting by and through its local Board of mental health, SENECA COUNTY COMMUNITY SERVICES BOARD, having been designated the Local Government Unit for purposes of Article 41 of the Mental Hygiene Law and possessing an office for the transaction of business located at: 31 Thurber Drive, Waterloo, NY 13165, collectively hereinafter referred to as “COUNTY”, and Whitetail 414, LLC, a limited liability corporation duly organized and existing under the law of the State of New York, hereinafter referred to as “COMPANY”, having its principal office at 1265 Scottsville Rd, Rochester, NY 14624.

WITNESSETH

WHEREAS, it is the intent of the COMPANY to build and responsibly operate a casino in Town of Tyre, Seneca County at tax parcel 12-1-36 (the “Casino”), and to develop a comprehensive mitigation plan, one component of which would be to Address Problem Gambling at the Community Level; and

WHEREAS, The COMPANY intends to address Problem Gambling at the Community level through the direct funding for the provision of gambling treatment and gambling prevention services in Seneca County; and

WHEREAS, the Seneca County Mental Health Department is the primary mental health and substance abuse provider within the County; and

WHEREAS the COUNTY conducts an annual mental hygiene planning process which includes but is not limited to: needs assessments; review of utilization and prevalence data; active input from mental hygiene agency providers within Seneca County; and input from several key informants, including the Seneca County Community Services Board; and

WHEREAS, should the proposed casino come to fruition, the COUNTY desires to include stakeholders from the Town of Tyre, Seneca County and the COMPANY in subsequent annual mental hygiene planning activities; and

WHEREAS, COUNTY desires to participate in the establishment and operation of programs which will enable children, youth, and their families to receive (whenever possible) gambling prevention education and (whenever needed) treatment for problem and pathological gambling; and

WHEREAS, the COUNTY possesses the requisite skill and expertise, as well as use and enjoyment of the facilities required for the provision of such services through contract with the COMPANY; and

WHEREAS, the COUNTY is authorized to provide the aforesaid Agency Services; and

WHEREAS, the Board acknowledges the need for said services in the County of Seneca should the casino come to fruition, and considers such services an element in the Board's plan for comprehensive services for the County of Seneca;

NOW, THEREFORE, it is mutually agreed between the parties as follows:

FIRST: The COMPANY agrees to enter into contract to provide funding to the COUNTY such that one full-time gambling prevention professional and one full-time gambling treatment professional can be maintained within the county as long as the casino remains in operation; and

SECOND: With funding in place from the Company, the COUNTY agrees to provide gambling prevention and treatment services as outlined in Exhibit A; and

THIRD: The COUNTY agrees to include the subsequent contract for gambling prevention and treatment services in its Local Services Plan to be submitted for the approval of the Commissioner of the Office of Substance Abuse Services hereinafter referred to as "COMMISSIONER", covering all annual mental hygiene planning cycles in which the casino is in operation; and

FOURTH: The COUNTY agrees to maintain and provide services as outlined Exhibit A and to provide a yearly budget and utilization statistics for the proposed services on a quarterly basis; and

FIFTH: The COUNTY agrees to comply with the rules and regulations of the Board, the County and the Office of Substance Abuse Services; and

SIXTH: In consideration of the COUNTY Services maintained and provided, as specified Exhibit A, the COMPANY shall pay to the COUNTY a sum sufficient to cover the salary and all related expenses for one full time gambling prevention professional and one full time gambling treatment professional, with the required amounts of COMPANY funding being submitted by the COUNTY to the COMPANY as soon as possible before the COUNTY's fiscal year (January 1st through December 31st); and

SEVENTH: Notwithstanding anything to the contrary provided herein, any contract entered into between the COUNTY and the COMPANY as a result of this MOU shall be deemed executory only to the extent that the casino remains in operation, and for the performance of the terms hereof and no liability on account thereof shall be incurred by the COMPANY beyond the company's cessation of casino operations in Seneca County; and

EIGHTH: The sums to be paid to the COUNTY as herein before provided shall be paid annually in one lump sum installment, to fund the position(s). The schedule for this payment will be worked out as part of the contract between the COMPANY and the COUNTY.

NINTH: The COMPANY shall indemnify and hold harmless the Board and county from the claims, costs, damages or injuries to persons or property of whatsoever kind or nature arising out of the services to be rendered pursuant to the making of this agreement.

TENTH: The COUNTY's status shall be that of an independent principal and not as an agent or employee of the COMPANY.

ELEVENTH: Notwithstanding any of the provisions hereinbefore provided, the services and responsibilities outlined in this agreement shall not become effective until such time as a contract between the COMPANY and COUNTY is in full force and effect.

TWELTH: The COUNTY shall abide by the guidelines herein which specify fiscal, programmatic and reporting requirements.

- A. Fiscal Reporting Requirements:
COUNTY and COMPANY will develop and abide by mutually agreed upon fiscal claiming and reporting requirements that will be outlined within any subsequent contract;
- B. Programmatic Requirements:
All programming must be provided as specified in the program/services descriptions outlined in Exhibit A.
- C. Reporting Requirements:
 - 1. In order to evaluate the effectiveness of each funded program, quarterly reports of activities, outcome studies and annual consumer satisfaction surveys may be provided to the COMPANY.
 - 2. Additional specific reports may be required from time to time at the discretion of the COUNTY and the COMPANY.

THIRTEENTH: Any equipment, furniture, supplies or other property purchased pursuant to this agreement is deemed to the property of the COUNTY or will be returned to the County in the event of termination of this contract agreement.

FOURTEENTH: This Agreement may be terminated without cause by any of the parties upon giving sixty days written notice to the other parties.

FIFTEENTH: This Agreement may be assigned by Whitetail 414, LLC upon written notice to the County to an entity affiliated with Whitetail 414, LLC and formed as the project entity and intended licensed operator of the Casino.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the day and year first written above.

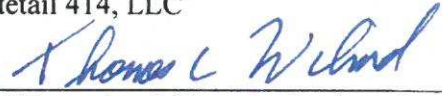
SENECA COUNTY

Date

BY: _____
Chairperson
Seneca County Board of Supervisors

Whitetail 414, LLC

Date

BY: 
Chief Executive Officer (or Designee)

THIRTEENTH: Any equipment, furniture, supplies or other property purchased pursuant to this agreement is deemed to the property of the COUNTY or will be returned to the County in the event of termination of this contract agreement.

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IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the day and year first written above.

6/18/14
Date

SENECA COUNTY

BY: [Signature]
Chairperson
Seneca County Board of Supervisors

Whitetail 414, LLC

Date

BY: _____
Chief Executive Officer (or Designee)

APPROVED
BY
[Signature]
SENECA COUNTY ATTORNEY
6/18/14
DATE



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.

X.B.3. JOB OPPORTUNITIES AND TRAINING FOR UNEMPLOYED

Because less than 3% of the jobs at Lago Resort & Casino require casino experience, on the job training is essential to creating the environment for success, making a career at Lago an excellent opportunity for unemployed in the area. In an effort to reach unemployed, Lago Resort & Casino has an agreement with Finger Lakes Workforce Investment Board (WIB) and Finger Lakes Works. Finger Lakes WIB is a non-profit that specializes in assisting unemployed including targeted populations such as Veterans, underemployed and long-term unemployed.

In an effort to hire unemployed, especially groups with higher unemployment Lago and WIB will:

- Host job fairs in accessible locations, including online via Finger Lakes Workforce Investment Board and their career centers throughout the region.
- Provide Work Keys assessment and direct qualified targeted population to application process.
- Actively recruit veterans, under employed and long-term unemployed who have participated in Finger Lakes Works pre-employment job training.
- Post all open positions on website and keep current postings at Finger Lakes Works office and training locations

A copy of the agreement with Finger Lake WIB is contained in this exhibit.

**MEMORANDUM OF AGREEMENT
BETWEEN
FINGER LAKES WORKFORCE INVESTMENT BOARD, INC.
AND
WHITETAIL 414, LLC**

This MEMORANDUM OF AGREEMENT (“Agreement”), dated as of the 1ST day of June 2014, is entered into by FINGER LAKES WORKFORCE INVESTMENT BOARD, INC. with an address of 41 Lewis Street, Suite 104, Geneva, New York 14456 (“FLWIB”) and WHITETAIL 414, LLC, a New York limited liability company with offices at 1265 Scottsville Road, Rochester, New York 14623 (on behalf of a to be formed entity “Casino Developer”).

WHEREAS, as authorized by the Workforce Investment Act of 1998, the FLWIB was founded on the principles of universal access, streamlined services, customer choice, client satisfaction, performance accountability and continuous improvement. FLWIB is demand-driven, focusing on businesses as well as job seekers. FLWIB embodies the One-Stop concept bringing information about access to employment, education and training to a single location. FLWIB was formed to serve in part the Seneca County and surrounding region and has access to target job seekers and training programs. FLWIB is a non-profit that specializes in assisting unemployed including targeted populations such as Veterans, underemployed and long-term unemployed; and

WHEREAS, the New York State Legislature passed the Upstate New York Gaming Economic Development Act in the Fall of 2013 (“2013 Gaming Act”) and by statewide voter referendum on November 5, 2013, the electorate approved a constitutional amendment to permit “class 3”, or what is considered full casino gaming operations; and

WHEREAS, the 2013 Gaming Act called for establishing “four destination resort casinos in upstate New York” through a competitive process whereby up to four (4) gaming licenses will be awarded in what was identified as Region 1 (Catskill Region – Colombia, Delaware, Dutchess, Greene, Orange, Sullivan and Ulster Counties), Region 2 (Capital Region – Albany, Fulton, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie and Washington Counties), and Region 5 (Upstate Region – Broome, Seneca, Tioga, Tompkins Counties and portions of Chemung, Schuyler and Wayne east of State Route 14); and

WHEREAS, representatives of Casino Developer and representatives of FLWIB met to review preliminary designs for the proposed Wilmot Casino and Resort, to be located on approximately 84 acres at the Northeast intersection of the NYS Thruway and State Route 414, in the Town of Tyre, Seneca County, New York (“Wilmot Casino”) featuring a casino, hotel, spa, as well as dining which will have educational and training needs that can be provided by FLWIB; and

WHEREAS, the Casino Developer intends to apply for a gaming license for the Wilmot Casino by June 30, 2014 through a competitive process where scoring is in part a function of having a relationship with service providers like FLWIB to operate in conjunction with the Recruiting and Training Programs (as defined below).

NOW, THEREFORE, in consideration of the above premises and other good and valuable consideration, the receipt and sufficiency of which is acknowledged, subject to the conditions described herein, the parties agree as follows:

1. Few of the anticipated 1800 FTE positions at the Wilmot Casino will require a college degree, and most do not require casino experience. The Casino Developer agrees to collaborate with FLWIB in regard to workforce training and related workforce development services and, subject to award of the Region 5 gaming license to the Casino Developer, the parties agree as follows;

- A. The parties acknowledge that Casino Developer has or will be entered into an agreement concerning recruitment and training with Finger Lakes Community College in the form attached hereto as Exhibit A; intends to pursue the goals described in the MWBE Program attached hereto as Exhibit B; and has agreements with Clear Path concerning Veteran Recruitment and training attached hereto as Exhibit C; will be entering into a Project Labor Agreement in the form attached hereto as Exhibit D and a Labor Peace Agreement in the form attached hereto as Exhibit E, and has agreed with the Town of Tyre under a certain Host Community Agreement to the Provisions described in Exhibit F attached hereto (collectively the "Recruiting and Training Programs");
- B. During the term of this Agreement, the Casino Developer and FLWIB will: (i) work jointly to comply with the regulations of the New York State Gaming Commission regarding training, vendor criteria, certification and/or licensure, the training location, the supply of gaming equipment, and other requirements; (ii) Casino Developer will designate a Training Specialist to administer orientation and other company training, over-see Departmental training and required certification and be the liaison to community partnerships including FLWIB under this Agreement. Subject in all events to the Recruiting and Training Programs, the parties hereto agree as follows:

Casino Developer will help create Pre-Employment Training Modules and assessments with FLWIB;

Because less than 3% of the jobs at Wilmot Casino require casino experience, and the job training is essential to creating the environment for success, making a career at Wilmot Casino is an excellent opportunity for unemployed in the area. In an effort to reach unemployed, Wilmot Casino has entered into this Agreement to access the services of FLWIB And the affiliated "Finger Lakes Works" programs.

- C. In an effort to hire unemployed, especially groups with higher unemployment Casion Developer and FLWIB will:

Host job fairs in accessible locations, including online via Finger Lakes Workforce Investment Board and their career centers throughout the region.

Provide Work Keys assessment and direct qualified targeted population to application process.

Actively recruit veterans, under employed and long-term unemployed who have participated in Finger Lakes Works pre-employment job training.

Post all open positions on website and keep current postings at Finger Lakes Works office and training locations.

- D. Casino Developer and its operations manager will recognize the benefits of utilizing the skills of the long-term unemployed. In addition to past practices of the operations manager, in an effort to remove the barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs Wilmot Casino will enlist the following practices in partnership with FLWIB:

Ensure that advertising does not discourage or discriminate against unemployed individuals.

Review the screening process or procedures used in recruiting and hiring processes so as to not intentionally or inadvertently disadvantage individuals from being considered for a job based solely on their employment status.

Reviewing current recruiting practices to encourage all qualified candidates to consider applying, including the long-term unemployed by:

Publicizing a commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on Applicant's web site, in application materials and in places where it can be seen by potential applicants.

Interviewing or otherwise considering qualified long-term unemployed individuals.

Training hiring teams and recruiters to focus on the bona fide occupational requirements and leadership requirements for a given role and not on an applicant's current or recent employment status.

Continued partnership with FLWIB and Finger Lakes Works and investing in local workforce development as new opportunities arise.

2. Work Product/Casino information. All work products developed, owned or licensed by FLWIB shall be the sole property of FLWIB and all program and curriculum developed during the term of the definitive agreements shall be used by FLWIB for on-going casino/hospitality programs. Said work product will be developed for the purposes contemplated herein. Information provided to FLWIB concerning gaming operations and other information designated as proprietary to the Wilmot Casino shall remain property of the Wilmot Casino and FLWIB shall not cite or reference said information without written permission from the Casino.

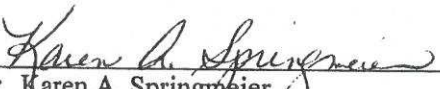
3. Miscellaneous. FLWIB and Casino Developer shall coordinate an announcement of this MOU in June 2014. This MOU may be executed in counterparts, each of which shall be deemed an original and a signature on a page transmitted by facsimile or e-mail shall be permitted and deemed to be binding. Upon written notice to FLWIB, this MOU and the rights and obligations hereunder may be freely assigned by Casino Developer to an entity affiliated with the Casino Developer that obtains the Region 5 gaming license for the Wilmot Casino. If the Region 5 gaming license is not awarded to the Wilmot Casino through the application to be submitted by the Casino Developer or its affiliate in the pending competitive round, this MOU shall be deemed terminated unless the parties hereto enter an amendment to extend the term.

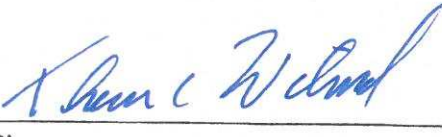
[signature pages follow]

IN WITNESS THEREOF, the parties have caused this Agreement as of the date first set forth above.

FINGER LAKES WORKFORCE
INVESTMENT BOARD

WHITETAIL 414, LLC

By: 
Name: Karen A. Springmeier
Title: Executive Director
Date: June 17, 2014

By: 
Name:
Title:
Date:

ATTACHMENTS:

EXHIBIT A - Agreement concerning recruitment and training with Finger Lakes Community College;

EXHIBIT B - Goals described in the MWBE Program;

EXHIBIT C - Agreements with Clear Path concerning Veteran Recruitment and training;

EXHIBIT D - Project Labor Agreement;

EXHIBIT E - Labor Peace Agreement;

EXHIBIT F - Excerpts from Host Community Agreement with Town of Tyre



Submit as Exhibit X.B.4, a description of the Applicant's and, as applicable, the Manager's approach and experience in the last ten (10) years with hiring in general, and with particular respect to demographic groups evidencing high unemployment.

X.B.4. EXPERIENCE WITH HIRING UNEMPLOYED

Manager previously owned and managed five casinos in three states; Iowa, Louisiana and Kansas where unemployed, under employed and long term unemployed were often hired. Previous casino operations which were owned and managed by Manager offered these benefits to unemployed:

- Casino experience was not required for most positions, on the job training was provided to each new hire.
- Working with local employment agencies in each jurisdiction, current job openings were posted.
- Working with Area Residential Care, a local human services agency in Iowa, dishwashers were hired and worked with job coaches to prepare for the position and worked with occupational therapists on the job until each employee mastered the position.
- In another previous jurisdiction, Louisiana, unemployment was particularly high. Manager's Human Resource department worked with regional employment agency to recruit those who had not previously considered working in customer service. This led to creating an employment center on property where the staff was trained to on-board applicants. This program gave many employees a new career path at Amelia Belle Casino in Amelia, Louisiana.

Manager recognizes the benefits of utilizing the skills of the long-term unemployed. In addition to Manager's past practices, in effort to remove the barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs Lago Resort & Casino will enlist the following practices in partnership with Finger Lakes Works/WIB:

- Ensure that advertising does not discourage or discriminate against unemployed individuals
- Review screening process or procedures used in recruiting and hiring processes so as to not intentionally or inadvertently disadvantage individuals from being considered for a job based solely on their employment status.
- Reviewing current recruiting practices to encourage all qualified candidates to consider applying, including the long-term unemployed by:
 - Publicizing a commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on Applicant's web site, in application materials and in places where it can be seen by potential applicants
 - Interviewing or otherwise considering qualified long-term unemployed individuals
 - Training hiring teams and recruiters to focus on the bona fide occupational requirements and leadership requirements for a given role and not on an applicant's current or recent employment status
 - Continued partnership with Finger Lakes Workforce Investment Board and investing in local workforce development as new opportunities arise.

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WHEREAS, representatives of Casino Developer and representatives of FLWIB met to review preliminary designs for the proposed Wilmot Casino and Resort, to be located on approximately 84 acres at the Northeast intersection of the NYS Thruway and State Route 414, in the Town of Tyre, Seneca County, New York (“Wilmot Casino”) featuring a casino, hotel, spa, as well as dining which will have educational and training needs that can be provided by FLWIB; and

WHEREAS, the Casino Developer intends to apply for a gaming license for the Wilmot Casino by June 30, 2014 through a competitive process where scoring is in part a function of having a relationship with service providers like FLWIB to operate in conjunction with the Recruiting and Training Programs (as defined below).

NOW, THEREFORE, in consideration of the above premises and other good and valuable consideration, the receipt and sufficiency of which is acknowledged, subject to the conditions described herein, the parties agree as follows:

1. Few of the anticipated 1800 FTE positions at the Wilmot Casino will require a college degree, and most do not require casino experience. The Casino Developer agrees to collaborate with FLWIB in regard to workforce training and related workforce development services and, subject to award of the Region 5 gaming license to the Casino Developer, the parties agree as follows;

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Actively recruit veterans, under employed and long-term unemployed who have participated in Finger Lakes Works pre-employment job training.

Post all open positions on website and keep current postings at Finger Lakes Works office and training locations.

- D. Casino Developer and its operations manager will recognize the benefits of utilizing the skills of the long-term unemployed. In addition to past practices of the operations manager, in an effort to remove the barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs Wilmot Casino will enlist the following practices in partnership with FLWIB:

Ensure that advertising does not discourage or discriminate against unemployed individuals.

Review the screening process or procedures used in recruiting and hiring processes so as to not intentionally or inadvertently disadvantage individuals from being considered for a job based solely on their employment status.

Reviewing current recruiting practices to encourage all qualified candidates to consider applying, including the long-term unemployed by:

Publicizing a commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on Applicant's web site, in application materials and in places where it can be seen by potential applicants.

Interviewing or otherwise considering qualified long-term unemployed individuals.

Training hiring teams and recruiters to focus on the bona fide occupational requirements and leadership requirements for a given role and not on an applicant's current or recent employment status.

Continued partnership with FLWIB and Finger Lakes Works and investing in local workforce development as new opportunities arise.

2. Work Product/Casino information. All work products developed, owned or licensed by FLWIB shall be the sole property of FLWIB and all program and curriculum developed during the term of the definitive agreements shall be used by FLWIB for on-going casino/hospitality programs. Said work product will be developed for the purposes contemplated herein. Information provided to FLWIB concerning gaming operations and other information designated as proprietary to the Wilmot Casino shall remain property of the Wilmot Casino and FLWIB shall not cite or reference said information without written permission from the Casino.

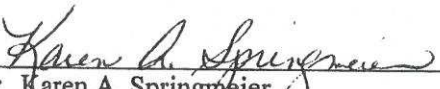
3. Miscellaneous. FLWIB and Casino Developer shall coordinate an announcement of this MOU in June 2014. This MOU may be executed in counterparts, each of which shall be deemed an original and a signature on a page transmitted by facsimile or e-mail shall be permitted and deemed to be binding. Upon written notice to FLWIB, this MOU and the rights and obligations hereunder may be freely assigned by Casino Developer to an entity affiliated with the Casino Developer that obtains the Region 5 gaming license for the Wilmot Casino. If the Region 5 gaming license is not awarded to the Wilmot Casino through the application to be submitted by the Casino Developer or its affiliate in the pending competitive round, this MOU shall be deemed terminated unless the parties hereto enter an amendment to extend the term.

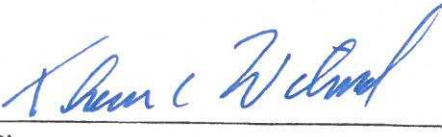
[signature pages follow]

IN WITNESS THEREOF, the parties have caused this Agreement as of the date first set forth above.

FINGER LAKES WORKFORCE
INVESTMENT BOARD

WHITETAIL 414, LLC

By: 
Name: Karen A. Springmeier
Title: Executive Director
Date: June 17, 2014

By: 
Name:
Title:
Date:

ATTACHMENTS:

EXHIBIT A - Agreement concerning recruitment and training with Finger Lakes Community College;

EXHIBIT B - Goals described in the MWBE Program;

EXHIBIT C - Agreements with Clear Path concerning Veteran Recruitment and training;

EXHIBIT D - Project Labor Agreement;

EXHIBIT E - Labor Peace Agreement;

EXHIBIT F - Excerpts from Host Community Agreement with Town of Tyre