

# Human Resource Road Map

Empire Resorts, Inc.

Monticello Raceway Management, Inc.

Montreign Operating Company, LLC



Reward great performance →

Use certified minority-owned, women-owned, veteran owned, disabled and disadvantaged business Enterprises to procure supplies and services →

Encourage Training and Development to enhance career opportunities ↓

Focus on Diversity ↓

Attract Locals First ↓

Utilize NYDOL and DACK to assist in sourcing diverse local and regional talent

Traditional and Non-Traditional Methods



# Workforce Mission Statement

- Establish and sustain hiring and training practices aimed at attracting, developing, and retaining a skilled and diverse workforce while ensuring equal opportunities for placement and advancement.



# Equal Opportunities

- Empire Resorts Inc. and its subsidiaries (together, “Empire”) is an equal opportunity employer. It is the policy of Empire to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, religion, sex, national origin, age, disability, genetic information, gender identity or expression, veteran status, or other protected classifications defined by law. Empire will conform to the spirit as well as the letter of all applicable laws and regulations.



# Hiring

- It is our goal to hire qualified, **local** team members from the existing **New York State** and **regional** talent pool with an **emphasis on seeking** a diverse mix of candidates including minorities, women, persons with disabilities, veterans, and other protected groups as defined by law.



# Accessing Employment

- Traditional Approach
  - Local Advertisement in print and radio
  - Billboards
  - Community Based advertisement(placemats, bulletins, etc.)
  - Website and Onsite application(via terminals)
  - Job Fairs(community based locations)
- Non-Traditional Approach
  - Utilize NY STATE DOL and DACK to source and identify qualified candidates including those in protected classifications and long-term unemployed
  - Social Media(Facebook, Twitter, Instagram, and Linked-In)



# Accessing Employment

- Empire will source candidates both traditionally and non-traditionally
- The New York State Department of Labor has a vast awareness and data bank about the knowledge, skills, and abilities of the New York labor pool.
- Empire will work closely with local and regional New York State Department of Labor associates including local Workforce Investment Board - *Sullivan Works One Stop Career Center* to focus on the local talent pool.



## Locals First

- Empire's "local's first" approach is aimed at making a difference in our local community by continuing to foster relationships with community members.
- Empire is part of the community and it is important that community stakeholders understand our commitment to hiring qualified local talent.





# Paying Competitive Rates

- Salary grades and organizational structure based upon competitive landscape and best industry practices considering local and regional data.



# Tuition Reimbursement

- Tuition Reimbursement will be provided to team members qualifying per the Tuition Reimbursement Policy.
- Team Members are encouraged to pursue educational endeavors within and outside the scope of the policy guidelines to increase knowledge and enhance skills.



# Tuition Reimbursement

- We are forming an alliance with **Sullivan County Community College** to assist in the training and development of team members.



# Workforce Training Programs

- Empire's workforce training programs are intended to give team members equal opportunities to learn and grow within our organization and provide team members with additional skills and qualifications for career advancement.
- Empire will partner with Sullivan County Community College-SUNY when possible to develop and modify all curricula and delivery mechanisms with the objective of developing all team members in achieving their personal best while maximizing contributions to the community and organization.
- When possible, classes will be held on-site, on-line or within easily accessible community locations for course delivery.



# Training Programs

- Orientation Program
- On The Job Training-Learning skills associated with current operating department
- Skills Enhancement-Refresher courses: Guest Service, Computer Software, ESL, etc.
- Dealer/Gaming School-Specific to Slots and Table Games
- Internship Programs
- Cross-Training Program to maximize efficiency throughout the organization
- Comprehensive Supervisory and Management Development Programs



# Career Paths

- It is the desire of Empire to provide equal opportunities for all team members to advance in chosen careers. Empire will provide transparent career pathways to success by utilizing measurable, results-driven performance initiatives designed to reward and retain high-performing team members.



# Career Path Process

- Explore Possibilities
- Observe Performance
- Provide Performance Feedback
- Identify strengths and skill gaps
- Identify and Provide training and development opportunities



# Transparent Career Paths

- In order to show transparent career paths for Team Members, organization charts will be readily available and posted on the company intranet site.







Your road to a better future

EXIT 1A

Locals First

EXIT  ONLY

