



**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;**
- 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**
- c. establishes an on-site child day-care program.**

**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.**



Montreign Operating Company, LLC has prepared and proposes to establish, fund and maintain human resource hiring and training practices at Montreign Resort Casino that promote the development of a skilled and diverse workforce and access to promotion opportunities through a workforce training program.

MRMI currently has an established and fully funded human resources hiring and training program that promotes the development of a skilled and diverse workforce, with access to promotion opportunities, in Sullivan County. Montreign will continue and expand on MRMI's successful program, and plans to hire and train a diverse workforce and provide the necessary training and development programs aimed at advancing employees to industry career paths. The Montreign program will be fully funded as part of its operating budget.

**Establishing 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.**

The workforce training program at Montreign will establish transparent career paths with measurable criteria that lead to increased responsibility and higher pay grades that are designed to allow employees to pursue career advancement and promotion.

The Human Resources Road Map ("Road Map"), which is attached as Attachment X.B.1.-1, outlines Montreign's strategy to attract, retain, and develop top talent by focusing on the local market first and then expanding to the regional labor pool. Montreign will have transparent career paths with measurable criteria that are designed to allow employees to pursue career advancement, such as the exploration of employment possibilities, the observation of employee performance, performance feedback provided by supervisors, the identification of employee strengths and skill gaps and the identification and provision of training and development opportunities. Career paths at Montreign will be clearly delineated and diverse, ranging from dealers potentially progressing to more senior positions such as floor supervisors, pit managers, shift managers or even Director of Table Games, to line cooks potentially progressing to more senior positions such as sous chef, executive chef or Executive Director of Food and Beverage.

**Providing 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.**

To enable all employees the opportunity to grow and learn, Montreign will establish a tuition reimbursement policy. The tuition reimbursement policy will provide \$1,500 per year and \$750 per semester to eligible employees for qualified courses geared toward gaming and hospitality industry degrees, certifications and credentials. Employees enrolled in undergraduate courses must maintain a grade of C or above, and employees enrolled in graduate school must maintain a grade of B or above in order to be reimbursed. Montreign will also offer in-house training programs to prepare employees for career opportunities and advancement.<sup>1</sup>

**Establishment of an on-site child day-care program.**

Montreign will provide access to an on-site child day-care program. Eligible employees who are the parents or legal guardians of children will have the opportunity to take advantage of an affordable, on-site child day-care facility. The child day-care program may also be available for employees who serve as a guardian. Montreign will provide an income based subsidy for child care costs up to established maximum amounts. A pre-tax payment schedule will be provided to employees along with eligibility, registration and policy requirements.

**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.**

Montreign is not just an employer. Montreign is concerned about the health and wellness of its employees. In addition to access to a highly competitive health care coverage, Montreign will ensure that an Employee Assistance Program (“EAP”) is in place to assist with employee well-being. Montreign will provide access to an EAP for all eligible employees who seek or are referred to counseling for personal or employment related problems. EAPs address counseling and assistance for a spectrum of issues including: problem gambling, mental and emotional problems, substance abuse, stress, grief, family problems, psychological disorders, trauma and traumatic incidents.

---

<sup>1</sup> See Exhibits VIII.B.7.a., VIII.B.7.b and X.B.3.a.