



The Gaming Facility Location Board recognizes the importance placed upon minority and women-owned business enterprises (MWBE) business participation by the State and adopts a policy to encourage contract opportunities for all small businesses including State certified MWBEs. A successful RFA proposal will include a meaningful opportunity for state certified MWBE businesses to participate in the development, construction and operation of the gaming industry.

Meaningful participation includes significant opportunity by certified MWBE small businesses through inclusion of specific, measurable commitments for

vendor and supplier participation and development of a MWBE small business-monitoring program.

Submit as Exhibit X.B.2. how the Applicant and, as applicable, the Manager proposes to establish and implement an affirmative action program that identifies specific goals for the engagement of minorities, women, persons with disabilities and veterans on construction jobs and service and professional jobs during operation, in order to increase the diversity of the gaming industry workforce.

Attached as Attachment X.B.2.-1 is Montreign’s Affirmative Action Program of Equal Opportunity (“AAEO Program”). The AAEO Program identifies Montreign’s specific goals for the engagement of minorities, women, persons with disabilities and veterans on construction jobs and service and professional jobs during operation in order to increase the diversity of Montreign’s gaming industry workforce. Montreign has contracted with DACK Consulting Solutions, Inc. as its construction diversity consultant. For construction jobs, Montreign will establish a combined local, minority, woman, disabled persons and veteran participation goal of 20%. For service and professional jobs during operation, Montreign will establish a combined local, minority, woman, disabled persons and veteran work force participation goal of 30%. These are initial benchmarks that are subject to adjustment as the project evolves and specific needs are established.

Empire and its subsidiaries have a history of engaging minorities, women, persons with disabilities and veterans in service and professional jobs, which provides diversity in Empire’s gaming industry workforce. Two of Empire’s four executive officers are women and six of its thirteen Director level executives are women. Empire has received recognition as one of the largest employers in Sullivan County and has received awards such as the Orange and Sullivan Counties Employment Alliance Network award acknowledging its “commitment to providing employment opportunities for individuals with disabilities.”

Empire, through Montreign’s AAEO program, will continue its commitment to increase the diversity of the gaming industry workforce.