



EXHIBIT X.B.3.

JOB OPPORTUNITIES AND TRAINING FOR UNEMPLOYED

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.

Pre-employment training, designed to assist people with developing the skills necessary to enter the gaming workforce and on-the-job programs to complement pre-employment training should be considered. Apprenticeship programs to support career development for employees should also be considered. An adequate apprenticeship program will blend classroom instruction and on-the-job training to enable employees to successfully enter designated jobs or gain promotions.



Empire Resorts, Inc. and its subsidiaries (together with its subsidiaries, "Empire") is currently operating in Monticello, Sullivan County, New York and therefore has a history of providing on-the-job opportunities and training in areas, and with respect to regional and local demographic groups with high unemployment. Sullivan County was ranked 47 out of 62 counties in New York State by the New York State Department of Labor for its unemployment rate. 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."

As set forth in our AA/EO Program, Attachment X.B.2.-1 to Exhibit X.B.2., Montreign will establish and foster relationships with various local educational institutions, local and diversity targeted career websites, the Orange and Sullivan Counties Employment Alliance Network, the Local Business Advisory Council, the Sullivan County Veterans Service Agency, local Chambers of Commerce and other organizations in order to assist with our diversity efforts and hiring those who are unemployed.

Through the use of these relationships, and the creation of our own training programs (including an in-house casino dealer school), we will establish, fund and maintain human resource hiring and training practices that promote the development of a skilled and diverse workforce and serve the unemployed in the Catskills region. Through the implementation of Montreign's workforce training program, we will also assist our employees with access to promotion opportunities. We believe that promoting from within benefits the company and the employees by improving employee productivity and morale, and offering a stable and long-term career path for employees. We will establish transparent career paths with measurable criteria that lead to increased responsibility and higher pay grades that are designed to allow and encourage employees to pursue career advancement and promotion. (See Exhibit X.B.1.) The workforce training program will include opportunities for employee access to additional resources, such as tuition reimbursement or stipend policies, which will enable employees to acquire the education or job training needed to advance career paths through increased responsibility and pay grades. Additionally, we will establish an on-site child day care program.



Montreign will conduct employment fairs and has established relationships with the New York State Department of Labor and SUNY Sullivan in order to address pre-employment training that is designed to assist people with developing the skills necessary to enter the gaming workforce. (See Workforce Enhancement Report, Attachment X.B.3.-1.) Montreign is dedicated to reducing and eliminating barriers to employment with the targeted groups. The New York State Department of Labor will be a major strategic partner in identifying, and sourcing the targeted groups and providing resources and guidance for pre-employment training. Montreign will consider apprenticeship programs to support career development for employees. Such apprenticeship programs will blend classroom instruction and on-the-job training to enable employees to successfully enter designated jobs or gain promotions. Once hired, employees will be offered career development training opportunities to prepare for career paths within the organization.

HIRING AND TRAINING PRACTICES THAT PROMOTE THE DEVELOPMENT OF A SKILLED AND DIVERSE WORKFORCE

Further, the Workforce Enhancement Report (Attachment X.B.3.-1) provides:

As the language in the Upstate New York Gaming Economic Development Act resounds, Sullivan County residents, who have suffered from decades of economic decline, higher than state average unemployment rates, will be able to choose from a host of good paying jobs. Rather than people coming to Sullivan County to sign up for social service benefits, they will come to sign up for jobs.

Workforce Enhancement Report, at p. 33.