



The Gaming Facility Location Board recognizes the benefits to business and the economy of utilizing the skills of the long-term unemployed. A commitment to the removal of barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs generally requires the following practices:

- a. Ensuring that advertising does not discourage or discriminate against unemployed individuals.
- b. Reviewing screens 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 unemployment status.
- c. Reviewing current recruiting practices to encourage all qualified candidates to consider applying, including the long-term unemployed, by taking steps that may include:
 1. Publicizing a commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on the Applicant's website, in application materials, or in other places where it can be seen by potential applicants;
 2. Interviewing or otherwise considering qualified long-term unemployed individuals;
 3. 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; and

ALTERNATIVE #1

4. Engaging local and regional entities in order to reach broad segments of the population with relevant skills and experience.

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. Also include a structured plan or approach for the recruitment and hiring of the unemployed and long-term underemployed.

Under Alternative #1, there are no changes to the previous disclosures made in response to this question.