



**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**

#### 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.**

Empire Resorts, Inc. and its subsidiaries (together with its subsidiaries, "Empire") is currently operating in Monticello, Sullivan County, New York. Therefore, Empire has a strong history of successful employment and training programs that have had a positive impact on the very community in which we will develop Montreign Resort Casino which includes areas and demographics of high unemployment and underemployment. Since the decline of the hospitality industry, Sullivan County has experienced economic hardship during the past 30 years. In fact, 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. We believe that Montreign and Adelaar will be able make an impact for the unemployed and underemployed in the region. Empire will work with local communities to provide career opportunities for minorities, welfare-to-work participants and other target populations. We are aware that in Sullivan County there is more of a demand for work than opportunity. We will provide that opportunity.

## HUNDREDS SHOW UP FOR JOB FAIR FOR A DOZEN JOBS

MONTICELLO – March 1, 2011-They came dressed in everything from business attire to casual clothes, but they all had the same goal: landing a job at Monticello Casino and Raceway.

The facility held its first ever job fair and it drew an estimated 500 people. They were given forms to fill out and stood on a line that wrapped around all four walls of the third floor of the casino/racetrack building.

The problem was that there were only a dozen jobs to fill right now and about 30 for the busier summer months. *(cont'd next page)*



*A dozen jobs, hundreds of jobseekers*

## HUNDREDS SHOW UP *(cont'd)*

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Human Resources Director Eileen Cavanaugh said they will keep the applications on file through at least the fall in hopes that as business grows, they can bring more people onboard. As for now, people just need to have a positive outlook, she said.

“We hope to encourage them to keep on going with hopes that we will expand or this county will expand and the market will become a little bit better for all of our people, especially Sullivan County, which is obviously in deep and dire need right now,” she said.

The casino/raceway employs about 300 people at the present time.

Jobs to be filled range from information technology to housekeeping, food and beverage, finance, marketing, security and surveillance.

Empire is committed to the removal of barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs. We are committed to the following practices:

- a. Advertising for job openings will not discourage or discriminate against unemployed individuals.
- b. Reviewing the screens or procedures used in the 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 our website, in application materials, and in other places where it can be seen by potential applicants for employment;
  2. Interviewing or otherwise considering qualified long-term unemployed individuals;
  3. Ensuring that hiring practices and position descriptions 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
  4. Engaging local and regional entities in order to reach broad segments of the population with relevant skills and experience.

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.”

We understand that for many people, we offer more than jobs – we offer careers that can result in advancement and training opportunities and the chance to change one’s life forever.

## IRA ROBINSON – EMPLOYEE OF THE MONTH

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During the summer of 2007, Human Resources was interviewing candidates for housekeeping positions. Ira Robinson was one of the candidates waiting to be interviewed. He sat quietly awaiting his turn along with his job coach.

Ira had no experience with housekeeping duties and was fairly new to the workforce. However, Ira's job coach insisted that Ira was up for the task. Ira felt he could handle the job as long as his job coach could come by to check on him from time to time. Ira understood his limitations and wanted the opportunity for us to hire and train him. In a short amount of time, Ira not only learned his job and is able to complete it to perfection, but he is often called upon to help to train other employees. Rather than focusing on

his disabilities, Ira excels in demonstrating his different abilities. His confidence continues to grow. He has learned to read by spending time each day in the Human Resources office practicing his reading skills. He enrolled in a literacy program and in May 2009, Ira completed the program.

Ira was Employee of the Month for December 2008. Guests seek him out just to say hello and he knows most of our regular guests by name. Ira volunteers with his local fire department and has received numerous awards for his contributions. Ira looks forward to the future and hopes to one day be a supervisor. We look forward to his next accomplishment.

## CONGRATULATIONS NANCY SPINA!

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Gaofeng Spina Yan came to the U.S. from China in 2003. Gaofeng wanted nothing more than to work and live like a citizen of the U.S. When she heard that there was a casino in Monticello, New York, she attended and completed classes to become a Blackjack Dealer. Although MCR's current operations do not include live table games, Gaofeng applied for a position at MCR in April of 2008. She was hired as a Fast Food Cook, worked hard to learn her job and was quickly acknowledged by her peers and supervisors for being a hard worker with a great work ethic.



Shortly after Gaofeng began working at the casino, the Empire Executive Assistant, Ann McDonald, had begun a literacy class for employees during her lunch hour. Gaofeng was the first to sign up for the class. Gaofeng then expressed her desire to become a citizen. Ann wasted no time in assisting Gaofeng with completing the applications, studying and learning all she would need to know in order to pass the test for U.S. citizenship. After much dedication, Gaofeng took the test and passed. On March 17, 2012, Ann accompanied Gaofeng as she took her oath as a U.S. citizen. One week later Gaofeng went to the Human Resources Department with her certified petition to change her name. Gaofeng adopted her American name. She is now known as Nancy Spina.