

CONFIDENTIAL

Joseph A. D'Amato, B.S., MBA, M.S., CPA



Executive Summary

Senior executive with over forty four years of progressive experience with thirty years in the gaming industry. Experience in financing, marketing, operations, administration, construction management, regulatory compliance and opening and expansion of casino properties. Career marked by significant accomplishments including tenure at major casino corporations.

Experience

Empire Resorts 9/09 – Current Chief Executive Officer and Member of the Board of Directors

Mount Airy Casino Resort 2/07 – 3/09 – Chief Executive Officer

Seneca Gaming Corporation 12/02 -2/07 Chief Operating Officer

From 1984 through 2007, held financial, administrative and property experience at Golden Nugget Atlantic City, Bally's Park Place, Trump Casino resorts and Resort International Atlantic City.

Started my professional career with Arthur Young and Company, now Ernst and Young, and worked with them from 1970 to 1975. I then spent nine years in the hospitality industry in various financial management positions.

Accomplishments

- Oversaw the construction and opening of Mount Airy casino resort, a \$300 million project consisting of approximately 200 rooms and suites, four restaurants, three retail shops, spa and 2,500 slot machines.
- Part of the executive opening team at Seneca Niagara Casino \$100 million conversion of the Niagara Falls Convention and Civic Center to a casino, all in 100 days.
- Part of the executive opening team for the construction of the temporary Seneca Allegany Casino, an \$87 million project, which was completed in 120 days.
- Executive with oversight responsible for the construction of Seneca Niagara Casino hotel and Seneca Allegany casino hotel. Total project investment over \$400 million dollars.
- Managed pre-opening team development of Mount Airy Casino Resort, Seneca Niagara and Seneca Allegany projects.
- Oversaw the construction of the hotel at Trump Casino and Hotel in Gary, Indiana, a \$14 million 200 room hotel.
- Involved in the expansion and upgrades of casino operations and amenities at several properties.
- Opening experience including staffing, pre-opening and opening marketing and management team development.
- Directly participated in raising of approximately \$2 billion in debt and bank financing.

Education and Professional Affiliations

- **LaSalle University B.S. Business Administration Accounting May 1970**
- **LaSalle University MBA Finance Concentration September 1978**

- **Widener University MS Taxation August 1985**
- **CPA in New Jersey and Pennsylvania Inactive Status**

LAURETTE J. PITTS



FINANCE EXECUTIVE

A 19-year Finance career distinguished by commended performance and proven results.

Provided Finance leadership for companies with as many as 5,000 employees or as small as 300 employees

Have worked in multi-property oversight roles as well as served as a corporate executive

Extensive background in Finance, including experience in SEC reporting, budgeting, development of analytical tools, staff development, conflict resolution, regulatory compliance, SOX implementation, functions as a strategic partner for all levels of an organization.

Demonstrated success in development of teambuilding programs, creating training programs and writing personnel manuals, corporate policies, job descriptions and management reports.

LEADERSHIP SKILLS

<i>Property Pre-opening teams</i>	<i>Staff Recruitment & Retention</i>	<i>Development of analytical tools</i>
<i>SOX Compliance</i>	<i>Employee Relations</i>	<i>Training & Development</i>
<i>Developed Internal Controls</i>	<i>IT Leader</i>	<i>Performance Management</i>
<i>Develop budgets</i>	<i>Monthly/Quarterly Financial Reporting</i>	<i>Organizational Development</i>
		<i>HR Policies & Procedures</i>

PROFESSIONAL EXPERIENCE

EMPIRE RESORTS, INC – MONTICELLO, NY

Racino

Senior Vice President – Chief Operating Officer/Chief Financial Officer, 8/12 – Present

Maintained all my responsibilities as Chief Financial Officer while acquiring additional responsibilities.

Key Results:

Responsible for all facility operations including gaming, racing, food & beverage, marketing and all aspects of Finance.

Work with appropriate departments to include marketing efforts and improve the guest experience.

Assist CEO and Chairman in seeking development opportunities for the company that offer asset growth and diversification of our core product.

Work with all department leaders to improve the guest service standards and increase the value of our guests' experience.

Chief Financial Officer, 12/10 – 8/12

Responsibilities include Accounting, Revenue Audit, Performance Analysis, Warehouse, Cage and Count Operations, Payroll, Accounts Receivable, Accounts Payable, SOX Compliance and Corporate Accounting to include external reporting required by publicly traded organizations.

Key Results:

Responsible for Finance and Corporate Finance of both the parent company and all subsidiaries.

Responsible for ensuring compliance with all SOX regulations and SEC reporting requirements.

Worked with department leaders to reduce costs by 6%.

Work with department leaders to create department training programs that helped to reduce turnover.

Created and implemented various predictive analytics used by operating departments to better schedule staffing and reduce operating expenses.

AMERICAN RACING & ENTERTAINMENT – NICHOLS, NY

Racino

Regional Vice President of Finance & Administration, 1/09 – 12/10

Promotion that allowed me to take over daily functions for Human Resources and Risk Management while maintaining responsibilities for Information Technology, Accounting, Revenue Audit, Performance Analysis, Warehouse, Cage and Count Operations, Payroll, Accounts Receivable, Accounts Payable and Regulatory Compliance.

Key Results:

Responsible for Finance, Human Resource and Risk Management functions for both Tioga Downs and Vernon Downs.

Served as Secretary/Treasurer to the Board of Directors.

Maintained all responsibilities of the Finance departments while adding the daily responsibilities of Human Resources and Risk Management.

Work with department leaders to reduce costs by 5% and exceed budgeted EBITDA by 43%.

Work with department leaders to create department training programs that helped to reduce turnover to less than 10% for the company.

Created and implemented various predictive analytics used by operating departments to better schedule staffing and reduce operating expenses.

Created relationships with local employment centers to ease the search of qualified candidates.

Decreased the cycle time for recruiting and hiring new associates.

Developed the company's first performance appraisal process for all associates.

Work with department heads to develop an associate recognition program that reinforced the requirements for providing excellent guest service.

Regional Vice President of Finance, 12/08 – 12/09

Member of the Executive Team that focuses on Information Technology, General Accounting functions, Payroll, Performance Analysis, Warehouse, Revenue Audit, Cage and Count Operations, Accounts Payable and Regulatory Compliance.

Key Results:

Responsible for Finance operations at both Tioga Downs and Vernon Downs.

Played a critical role in reducing the monthly closing cycle from 12 business days to 9 calendar days in one year.

Played a critical role in developing and implementing a corporate restructure that saved the organization \$410,000 in payroll and related expenses annually.

Develop and implement a formal training program for new cage and count team associates.

Develop and implement analytical tools that allow managers to make better operating decisions that have a positive impact on the operating budget.

Develop a company operating and capital budget in a formal manner that allowed for department leaders to focus on operations and controlling expenses.

Fostered a teamwork/open-door environment conducive to positive dialogue across the organization.

Responsible for completing monthly and quarterly reporting requirements.

Deliver both the operating and capital budgets to the owners in compliance with debt covenants for the first time in the company's history.

Training and mentoring the Performance Analysis team to provide useful tools to the management team of the company.

MOHEGAN SUN AT POCONO DOWNS – WILKES BARRE, PA

First Casino of Pennsylvania

Chief Financial Officer 05/05 – 11/08

One of the first newly hired associates for the preopening/opening team of the First Casino of Pennsylvania. Responsible for daily functions of Operational Accounting, Cage/Count Operations, General Accounting, Payroll, Accounts Payable, Regulatory Compliance, Warehouse, Materials Management, Performance Analysis, Retail, Leased Tenants and Wardrobe.

Key Results:

Responsible for capital budget of approximately \$11 million.

Responsible for developing an effective operating budget in a new gaming jurisdiction with little empirical data.

Responsible for working with Human Resources to develop a compensation structure that was attractive to potential team members but allowed for the company to operate profitably in a 52% tax structure.

Trained management team and supervisors on critical policies and hot topics.

Member of the preopening/opening team of the First Casino in Pennsylvania.

Voting member of the corporate CTR Committee, Compensation Committee, Corporate Audit Committee, and Corporate Disclosure Committee.

Responsible for maintaining compliance with Title 31 and the US Patriot Act.

Responsible for developing and adhering all operating departments to budgeted parameters.

Responsible for completion, review and filing of monthly and quarterly financial reporting requirements at the property, corporate and SEC level.

Oversee the Donations Committee and ensure compliance of all donations given meet the company guidelines.

Responsible for maintaining compliance to GAAP and SEC reporting requirements.

Ensure all procedures are SOX 404 Compliant.

Responsible for maintaining compliance with Pennsylvania Harness Commission Regulations.

Key member of the Executive management team that developed guest service standards for facility.

Work closely with Pennsylvania Gaming Control Board in developing Internal Controls that are compliant with Gaming Regulations.

Responsible for working with the community to preserve local businesses and offer employment to local citizens.

Work with internal and external auditors on all projects.

OTHER WORK EXPERIENCE

SENECA ALLEGAY CASINO – SALAMANCA, NY

Acting Director of Finance 09/04 – 04/05

Casino Controller 03/04 – 09/04

MYSTIC LAKE CASINO & HOTEL – PRIOR LAKE, MN

Director of Casino Finance 05/99 – 03/04

SHERATON CASINO & HOTEL – TUNICA, MS

Financial Reporting & Control Manager 6/98 – 5/99

HARRAH'S TUNICA CASINO & HOTEL – TUNICA, MS

Financial Gaming & Control Manager 8/96 – 6/98

HARRAH'S ENTERTAINMENT – MEMPHIS, TN

Senior Financial Analyst 10/95 – 8/96

HARRAH'S ATLANTIC CITY – ATLANTIC CITY, NJ

Income Audit Supervisor 4/94 – 10/95

Staff Accountant 6/93 – 4/94

EDUCATION & CERTIFICATIONS

METROPOLITAN STATE UNIVERSITY – ST. PAUL, MN

MBA August 2001

STOCKTON STATE COLLEGE – POMONA, NJ

BA Accounting May 1991

COMMUNITY SERVICE

BOARD OF DIRECTORS **VICTIMS RESOURCE CENTER** – WILKES BARRE, PA

BOARD OF DIRECTORS **CATHOLIC YOUTH CHARITIES** – WILKES BARRE, PA

BOARD OF DIRECTORS **OSTERHOUT FREE LIBRARY** – WILKES BARRE, PA

BOARD OF DIRECTORS **NORTHEAST PA PHILHARMONIC** – WILKES BARRE, PA

NANETTE L. HORNER, ESQ.

PROFESSIONAL EXPERIENCE

EMPIRE RESORTS, INC.
MONTICELLO, NEW YORK

July 2010 to Present

Senior Vice President, Chief Counsel, Chief Compliance Officer and Board Secretary for publicly traded gaming company.

PENNSYLVANIA GAMING CONTROL BOARD
HARRISBURG, PENNSYLVANIA

August 2005 to June 2010.

Director of Office of Compulsive Gaming-creating all aspects of the compulsive and problem gambling program.

As Deputy Chief Counsel, under the Office of Chief Counsel and in conjunction with the Bureau of Licensing, assisted in various aspects of the newly formed independent administrative agency, from creating forms, setting uniform policy and drafting regulations to liaising with applicants and counsel regarding the licensing and regulatory process and supervising attorneys assigned to duties with the Bureau of Licensing.

MAC GAMING, LLC
ATLANTIC CITY, NEW JERSEY

General Counsel 2003 to August 2005.

A full-service gaming consulting and management company providing a complete package of services, from project conceptualization, development and design through construction and casino operations.

BROWN & CARROLL, P.C.
ATLANTIC CITY, NEW JERSEY

Associate, December 1996 to 2005.

A general practice law firm concentrating in matters of Casino Gaming Law. Practice involved representation of individuals, companies and Native American Tribes engaged in legalized gaming, domestically and internationally.

HORN, GOLDBERG, GORNY, DANIELS,
PLACKTER, WEISS & CASIELLO
ATLANTIC CITY, NEW JERSEY

Associate, 1996.

General practice law firm concentrating in Commercial Transactions. Practice involved representation of individuals and companies involved in legalized gaming in New Jersey and Nevada.

WILLKIE FARR & GALLAGHER
NEW YORK, NEW YORK

Legal Assistant/Summer Associate, 1993.

General practice law firm with emphasis in Securities Law.

TRUMP'S CASTLE HOTEL CASINO
ATLANTIC CITY, NEW JERSEY

Academic Legal Intern-Assistant to Legal Counsel, 1990-1991.

Assisted in internal compliance issues and in direction of outside counsel in litigation matters.

EDUCATION

JURIS DOCTOR -1995

Rutgers University School of Law, Camden, New Jersey

BACHELOR OF ARTS - CUM LAUDE - 1991

Richard Stockton College, Pomona, New Jersey

ASSOCIATE OF ARTS - CUM LAUDE - 1989

Atlantic Community College, Mays Landing, New Jersey

PROFESSIONAL MEMBERSHIPS & ACTIVITIES

Adjunct Professor of Law-Rutgers Law School-Camden (2001–2008)

Admitted to Practice of Law, New Jersey (1996)

Admitted-U.S. District Court, District of New Jersey (1996)

Admitted-Chitimacha Tribe of Louisiana Tribal Court (1997)

Admitted to Practice of Law, District of Columbia (2010)

Admitted to Practice of Law as In-House Counsel, New York (2011)

Member International Masters of Gaming Law—Compliance
Board of Directors—Regulators Affiliate Member (2008-2009)

Member National Council on Problem Gambling
Chair Membership Committee (2012-present)

PA Governor's Award for Excellence Nominee (2009)

Past Member International Association of Gaming Regulators

Performed Pro Bono legal assistance in Bankruptcy for Camden County Bar Association - Recipient Pro Bono Publico Award

Member/Trustee-Private Attorney Involvement Program for South Jersey Legal Services (2005)

Member American MENSA

ARTICLES/PUBLICATIONS

Author-“*Corporate Social Responsibility: The Fourth Wave of Regulation?*” Casino Lawyer Magazine (Fall 2008)

Co-author-“*Navigating Gaming Regulations to Save Time/Money and Reduce Risk*” Casino Enterprise Management Magazine (December 2013)

Co-author-“*Table Games: What’s the Deal in PA?*” Casino Enterprise Management Magazine (February 2010)

Co-author-“*The Comprehensive Problem Gambling Act of 2009: It’s Only A Bill*” Casino Lawyer Magazine (Fall 2009)

Co-author-“*International Casino Law*” Pennsylvania section (2007)

SPEAKING ENGAGEMENTS/PRESENTATIONS

Presenter-“*Legal Issues and Problem Gambling: Attorney Participation and Effective Responses in the Legal Community*” 25th National Conference on Problem Gambling (2011)

Presenter-“*Gambling and the Public: How Do We Protect the Public?*” International Masters of Gaming Law Spring Conference (2010)

Presenter-“*Responsible Gaming and Corporate Social Responsibility*” 13th Annual National Institute on the Gaming Law Minefield—ABA (2009)

Presenter-“*Moving Towards Best Practices in Responsible Gaming*” 22nd National Conference on Problem Gambling (2008)

Presenter-“*Responsible Gaming and Problem Gambling Initiatives in the States*” National Council of Legislators from Gaming States (Summer 2008)

Presenter-“*Gambling machines on Overseas Military Bases*” National Council of Legislators from Gaming States (Summer 2008)

Presenter-“*Public Policy and Treatment-Who is Responsible for Responsible Gaming?*” Pennsylvania Statewide Problem Gambling Conference (2008)

Presenter-“*Regulatory Approach to Social Responsibility*” Connecticut Council on Problem Gambling Annual Conference (2008)

Presenter-“*Problem Gambling*” International Association of Gaming Regulators Annual Conference (2007)

Moderator-“*Exploring the Role and Efficacy of Government in Responsible Gaming Programs*” 10th Annual National Center for Responsible Gaming Conference on Gambling Addiction (2009)

Moderator-“*Problem Gambling in Pennsylvania: Partnerships and Progress*” Council on Compulsive Gambling of Pennsylvania Annual Conference (2011)

Participant-“*A Forum on Informed Decision Making*” Centre for the Advancement of Best Practices (2009)

Participant-“*Standards, Policies and Regulations Interest Group*” National Council on Problem Gambling (2009)

RESUME

CHARLES A. DEGLIOMINI



KEY ACCOMPLISHMENTS

An expert in the public policy process, as well as an accomplished business strategist, with a history of achievement in leading companies through the ever-increasing maze of legislative and regulatory challenges. Background includes repeated successes at achieving short and long-term growth goals, driving a company's top and bottom lines, and protecting and enhancing corporate image and reputation. Over two decades of experience in government relations and corporate communications in the casino, racing and online gaming industries. A respected business and community leader in Sullivan County, NY.

PROFESSIONAL EXPERIENCE

Empire Resorts Inc., Monticello NY: Executive Vice President of Government Relations and Corporate Communications (04/03- present).

Highly regarded public affairs and corporate communications leader with over 20 years' experience developing and implementing public, regulatory and government relations strategies and initiatives. Researches and leads development and evolution of public affairs strategies for management and Board of Directors approval. Specialties: Public Affairs, Government Relations, Project Management, External Affairs, Supporter Identification and Development, Communications, Public Relations, Legislative Analysis and Program Development.

Catskill Development. LLC, Monticello NY: Managing Partner (11/01 -11/03)

Managing Partner for Government and Public Affairs for Monticello Raceway and its real estate development company. Created the organization's first federal and state government relations program and served as spokesperson to testify before state legislative committees.

eLottery, Inc., Norwalk CT: Senior VP Marketing and Government Affairs (03/98 - 11/01)

Senior Vice President for Marketing and Government Relations for first firm to advance the technology to facilitate the sales and marketing of governmental lottery tickets on the internet.

Atlantic Communications, Garden City NY: President (12/88 - 03/98)

President of government and public relations firm with focus on gaming, real estate and entertainment clients.

The United States General Services Administration, New York NY: Chief-of-Staff (01/85 - 12/88)

Chief-of-staff to the Regional Administrator. Agency responsible for all federal buildings, leased office and purchasing for government agencies.

Reagan Bush '84, New York NY: NY State Communications Director (07/83 - 12/84)

Director for statewide communications for re-election of President Reagan and Vice President Bush.

United State Senate, Deputy Press Secretary (01/82 - 07/03)

Deputy Press Secretary to US Senator Alfonse D'Amato.

DIRECTORSHIPS

Currently serves as a Director of the New York Gaming Association, an organization that advocates for, and advances the interests of, the state's nine racetrack casinos, located at harness and thoroughbred racing venues in all four corners of New York. Director of the Hudson Valley Economic Development Corporation, the leading economic development agency for the Mid-Hudson Valley region.

EDUCATION

BS in Political Science from Queens College, New York NY

Graduate studies in Public Administration at New York University, New York NY.