

**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.*

Rush Street Gaming, LLC ("RSG") has opened four properties since the 2008/2009 recession, and in each instance, there were high levels of unemployment and underemployment in each market. For example, 35% of our team members were unemployed prior to being hired at SugarHouse in Philadelphia.

RSG will explore programs that will promote hiring, training and development specifically for Veterans. It is our intent to partner with the National Association of Social Workers-New York State chapter to support their on-going effort of improving the lives of Veterans in New York State.

Additionally, RSG has experience in opening casinos in new gaming markets, such as Pittsburgh, where the supply of experienced casino team members was limited. Our strategy can vary from market to market but the following examples are illustrative of our approach and experience.

**Rivers Casino in Pittsburgh, PA**

Rivers Casino employs approximately 1,800 team members, all with many different needs and backgrounds. It has team members in nearly every "non-traditional" category, including individuals with physical and/or mental disabilities, displaced workers, participants in welfare-to-work programs, people who were homeless, people with limited work experience, veterans, and individuals with limited education. It is able to do this based on its current relationships with local community agencies, colleges, and universities. When Rivers Casino opened in 2009, the City of Pittsburgh was facing high unemployment rates. The casino received over 30,000 applications for 1,000 positions.

Rivers Casino fostered relationships with the Northside Leadership Council and PA Careerlinks along with other community partners who assisted the casino with filling these openings. When the casino opened in 2009, it had 31 different community partners/organizations. Through research, outreach, and its continued focus on building relationships within its local communities, it has grown its community outreach program to over 62 partners. As a result, over 80% of our team members at opening were new to the gaming industry.

When Table Games were approved in Pennsylvania in 2010, Rivers developed its own dealer school to train team members and outside applicants how to deal. The school was free for students and was run entirely with internal resources. We graduated over 300 dealers, who began dealing in July of 2010.

Rivers Casino's Human Resources as well as other RSG professionals foster these positive relationships on a regular basis. This is done through participating in presentations of career opportunities at Rivers Casino, Q & A's with the clients of our community partners, participating in

local job clubs, inviting community partners in to tour the facility and experience the culture, conducting mock interviews within the community, as well as participating in local career fairs, hosting open interview sessions on site as well as pre-screen interviews out in the casino's communities. On a monthly basis regular communication goes out to more than 130 community contacts within the more than 62 organizations informing them of all current openings that are being actively recruited.

### **SugarHouse Casino in Philadelphia, PA**

The SugarHouse team worked closely with a variety of local groups, such as the Philadelphia Workforce Development Corp., Peoples Emergency Center, Opportunities Industrialization Center Inc., Pathways PA, Community Self Employment Empowerment Program, and numerous other groups to identify and educate segments of the local population that were unemployed/underemployed about the opportunities at SugarHouse.

The casino also worked with state and local agencies such as the PA Department of Labor, PA Department of Public Welfare, Philadelphia Workforce Investment Board, and Philadelphia Veterans Multi-Service and Education Center.

SugarHouse hosted job fairs and blanketed the local media with advertisements about the job opportunities. The casino also provided education to prospective applicants about the available jobs, resume writing, interviewing, licensing requirements, and work expectations. SugarHouse received over 24,000 applicants for approximately 1,000 opening positions.

### **Rivers Casino in Des Plaines, IL**

Prior to opening in Des Plaines, IL, Rivers Casino developed relationships with local and state unemployment/workforce development organizations and area community colleges (William Rainey Harper College and Oakton Community College) to identify and attract unemployed and/or underemployed candidates. They allowed the casino access to their large pools of unemployed candidates for its many entry-level openings. The colleges physically assisted the casino in staffing its pre-opening job fairs (assisting in screening and other logistical tasks). Rivers Casino also partnered with the CARA Program, Refugee One, Anixter Center and Inspiration Kitchen (dedicated to putting people back to work in Chicago), hiring underserved individuals who had been identified and trained by that organization. Rivers Des Plaines received over 66,000 applications prior to its opening for approximately 1,200 positions.