

X. WORKFORCE ENHANCEMENT FACTORS

B. WORKFORCE DEVELOPMENT

5. ORGANIZED LABOR CONTRACTS

Submit as Exhibit X.VB.5: a statement as to whether the Applicant and, as applicable the Manager has, is subject to, or is negotiating any contract with organized labor, including hospitality services, and whether the Applicant, or as applicable, the Manager, has the support of organized labor for its Application, which specifies:

- a. The number of employees to be employed at the proposed Gaming Facility, including detailed information on the pay rate and benefits for employees and contractors;*
- b. The total amount of investment in the proposed Gaming Facility and all infrastructure improvements related to the Project;*
- c. Completed studies and reports including an economic benefit study, for the State, the Region, and the Host Municipality, and*
- d. Detailed plans for assuring labor harmony during all phases of the construction, reconstruction, renovation, development and operation of the Gaming Facility.*

The ultimate owners of the Applicant each has a long history of working effectively and cooperatively with organized labor. Both companies (Cordish and Penn National) have labor agreements in place with their separate operations. Unions that are represented include (this is a partial list):

- UNITE HERE
- United Food and Commercial Workers Union (UFCW)
- SEATU
- International Brotherhood of Electrical Workers (IBEW)
- United Auto Workers (UAW)

At the present time, the Applicant is in discussions with the Hudson Valley Building and Construction Trades Council, for a Project Labor Agreement for the Project's construction. We have a signed Memorandum of Agreement in place, a copy of which is attached hereto.

The Applicant is also in active discussions with labor organizations regarding a Labor Peace Agreement for the operation. We have been in contact with the New York Hotels Trades Council and have received a draft Labor Peace Agreement from them. We anticipate that we will enter into a Labor Peace Agreement with that organization in the near future.

The Applicant will update this Application as agreements (both Project Labor Agreements (construction) and Labor Peace Agreements (operation) are executed.

Attachment included:

MOU with Hudson Valley Building and Construction Trades Council