



## Exhibit X.B.4. - Experience With Hiring Unemployed

*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. Note that 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.*

Since its opening nine years ago, Tioga Downs has been committed to hiring and training residents of the Southern Tier region, especially the unemployed and veteran populations. This proud history of Tioga Downs is built on the organization's commitment to the region.

### Highlights of Tioga Downs' History of Commitment to Hiring Unemployed and Veterans in the Southern Tier

- Working earnestly with the Broome-Tioga Workforce New York to access local unemployed workers and include appropriate assessment and screening tools;



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- Conducting job fairs at the Tioga Workforce New York Center targeted to the unemployed;
  - Offering early entry to company sponsored job fairs to veterans;
  - Attending job fairs that give special preferences to veterans;
  - Attending job fairs hosted by Tioga and Broome County Workforce New York in various locations;
  - Establishing a line on the job application for veteran status;
  - Posting job openings to state and local public job boards, including veterans' services organizations; and
  - Giving priority to veteran applicants.

Tioga Downs History of Commitment to the Southern Tier  
is the Foundation for Tioga Downs' Future

As Tioga Downs works to cultivate the region's existing workforce, a Gaming Facility license will enable the resort casino to implement an even more robust commitment in this area, including, but not limited to:

- Partnering with others who share Tioga Downs' commitment to the recruitment and hiring of the unemployed and long-term underemployed;
- Working with SUNY Broome to establish a local on-site casino training school. This will enable Tioga Downs to cultivate new talent among local unemployed residents, rather than recruiting or transferring talent from existing gaming facilities in the region; and
- Working with SUNY Broome to provide internships and scholarships to students enrolled in the Casino Management curriculum.