



**Pennsylvania  
Gaming Control Board**

**2008 Gaming Diversity Report**

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**Pennsylvania Gaming Control Board  
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# 2008 Gaming Diversity Report

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## Diversity in Pennsylvania Gaming

### **INTRODUCTION**

The Pennsylvania Gaming Control Board (“PGCB”) is pleased to present its second annual diversity report “to ascertain whether effective and meaningful action has been taken to enhance the representation of diverse groups in the ownership, participation and operation of licensed facilities in the Commonwealth, through ownership and operation of business enterprises associated with or utilized by slot machine licensees, through the provision of goods and services utilized by slot machine licensees (“Licensees”) and through employment opportunities.” 4 Pa. C.S. § 1212(b). This report will also provide an update regarding the PGCB’s efforts to monitor the activities of its Licensees to ensure “the creation of quality, living wage jobs and full-time permanent jobs for residents of this Commonwealth generally and for residents of the host political subdivision in particular.” 4 Pa. C.S. §§1325 and 1510(a).

This report is made pursuant to §1212(c) of the Pennsylvania Racehorse Development and Gaming Act, which requires the PGCB to submit a study to the General Assembly detailing the PGCB’s diversity initiatives for the preceding year.

### **REGULATORY OVERSIGHT**

Under §1212 of the Pennsylvania Race Horse Development and Gaming Act (“ the Act ”), the PGCB is charged with promoting and ensuring diversity in all aspects of gaming activities. The PGCB developed diversity rules and regulations, 58 Pa. Code § 481a, to assist the agency in accomplishing its goals. The diversity regulations established the policies and procedures for promoting and ensuring that the regulated entities foster participation and diversity in all aspects of their operations in the Commonwealth. Regulatory oversight by the PGCB includes the following:

### **DIVERSITY PARTICIPATION**

- The list of minority and women’s business enterprises that are certified by the Bureau of Minority and Women’s Business Enterprises of the Department of General Services (“DGS”) under 62 Pa. C.S. Part 1 (relating to the Commonwealth Procurement Code) may be used by a regulated entity to establish the eligibility of an enterprise as a minority or women’s business enterprise for the purpose of promoting and ensuring minority and women’s business participation;
- The regulated entity is responsible for ensuring that a minority or women’s business enterprise that is not certified by the Bureau of Minority and Women’s Business Enterprises of DGS is a minority or women’s business enterprise.

### **ESTABLISHMENT OF A DIVERSITY PLAN**

- Each regulated entity is required to provide a diversity plan in its application for licensure or certification that establishes a separate goal of diversity in ownership, participation, operation and employment at the regulated entity. The PGCB will determine whether the stated goals set forth

in each diversity plan are reasonable and represent a good faith effort to assure that all persons are accorded equality of opportunity in contracting and employment by the regulated entity and its contractors, subcontractors, assignees, lessees and agents;

- A regulated entity may demonstrate achievement of its diversity goals through one or both of the following:
  - contracting or transacting directly with minority and women's business enterprises;
  - contracting with a non-minority business enterprise under terms and conditions that establish a participation plan.

### **REPORT OF PARTICIPATION**

- As part of an application to **renew** a license or certification, a regulated entity shall file a report with the PGCB concerning the performance of its diversity plan. The report must contain the following:
  - Employment data (i.e. job classifications, salary information, recruitment and training);
  - The total number and value of all contracts or transactions awarded for goods and services;
  - The total number and value of all contracts awarded to minority and women's business enterprises;
  - A list of each contract or transaction awarded to minority and women's business enterprises and the actual value of each contract or transaction;
  - The total number and value of all contracts awarded that contain a participation plan;
  - The total number and value of all subcontracts awarded to minority and women's business enterprises under contracts containing a participation plan;
  - A list of each subcontract awarded to minority or women's business enterprises under contracts containing a participation plan and the actual value of each subcontract;
  - A comprehensive description of all efforts made by the regulated entity to monitor and enforce the participation plan;
  - Information on minority and women investment, equity ownership and other ownership or management opportunities initiated or promoted by the regulated entity; and
  - Other information requested in writing by the PGCB to ensure compliance with the Act.
- In addition to the reports required under subsection (a), slot machine licensees, manufacturer licensees and supplier licensees shall file updated versions of the reports required under subsection (a) quarterly;
- The PGCB will use the reports required under subsection (a) and (b) to monitor compliance with the Act . A regulated entity may request that proprietary information required to be submitted to the PGCB be treated as confidential information.

## **AUDITS**

- Onsite audits may be performed on an annual basis or at the discretion of the PGCB to ensure compliance with diversity requirements set forth in the Act;
- Advanced written notice will be provided to a regulated entity prior to the conduct of an onsite audit by the PGCB.

### ***A look at the relationship between the licensing process and the requirements set forth in the “Report of Participation”***

The Licensees were **awarded and issued Conditional and Permanent** licenses on various dates.

The PGCB **awarded and issued conditional licenses** in order to provide the Category I Licensees the opportunity to commence operations in an efficient and expeditious manner. Conditional licenses are not renewable. On December 20, 2006, all of the PGCB’s Category I and Category II Licensees were awarded their permanent licenses.

On September 27, 2006, the PGCB **awarded Conditional licenses** to Category I Licensees, Downs Racing, L.P. (“Mohegan Sun”), Greenwood Gaming & Entertainment, Inc. (“Philadelphia Park”), Chester Downs & Marina, L.L.C. (“Harrah’s”), Washington Trotting Association, Inc. (The Meadows”) and Mountainview Thoroughbred Racing Association (“Penn National”). Category I Licensee, Presque Isle Downs, Inc. (“Presque Isle”) was **awarded its Conditional license** on October 25, 2006.

**Conditional licenses were issued** to Mohegan Sun on November 24, 2006, Philadelphia Park on December 26, 2006, Harrah’s on January 26, 2007, Presque Isle on February 28, 2007 and The Meadows on June 11, 2007.

**Permanent licenses were issued** to Mohegan Sun on October 4, 2007, Philadelphia Park on December 18, 2007, Harrah’s on January 24, 2008, Presque Isle on February 27, 2008, Penn National on February 8, 2008 and The Meadows on June 10, 2008. Mount Airy # 1, L.L.C (“Mt. Airy”), the PGCB’s only Category II Licensee in operation in 2008, was **issued its permanent license** on July 19, 2007.

The expiration date of the individual licenses is one year from the date of issuance. The Bureau of Licensing (“BOL”) is currently processing the renewal applications of the licensed entities. A Licensee for which a completed renewal application has been received by the Board will continue in effect until the Board sends written notification to the holder of the license that the Board has approved or denied the renewal application. The renewal applications are scheduled to be acted on by the Board in 2009. The comprehensive inventory of data to be provided to the PGCB set forth in the “Report of Participation” will be available for review in next year’s 2009 PGCB Annual Diversity Report.

### **ADDITIONAL ELIGIBILITY CONSIDERATIONS AND LABOR HIRING PREFERENCES**

- Section 1325 of the Act permits a Licensee to consider “the degree to which the applicant presents a plan for the project which will likely lead to the creation of quality, living wage jobs and full-time permanent jobs for residents of this Commonwealth generally and for residents of the host political subdivision in particular.”
- Section 1510 of the Act requires the Licensee to monitor its labor hiring practices. This section provides that “each licensed gaming entity shall prepare a hiring plan for employees of its respective licensed facility which promotes a diverse work force, minority participation and personnel from within the surrounding geographical area.”

In addition to the statute and the regulatory policies and procedures set forth above, the PGCB’s Bureau of Licensing requires each Licensee to execute a “Statement of Conditions” of licensure. In the Statement of Conditions of licensure, the Licensee agrees to provide the PGCB with an updated version of its diversity plan on an annual basis. The Licensee also agrees to provide the PGCB with a quarterly diversity report that serves as a performance assessment of the entity’s diversity plan for the preceding quarter and provides data and other supporting evidence that demonstrates a good faith effort on the part of the Licensee to comply with the requirements set forth in §§ 1212, 1325 and 1510 of the Act. Licensees have requested that the proprietary information required to be submitted to the PGCB in the quarterly compliance reports be treated as confidential information.

### **Statistical Data Relating to Local Hiring Preferences as of December 31, 2008**

Total Number of Pennsylvania Employees			
	Employees	PA Residents	
Mohegan Sun	1,028	1,022	99%
Philadelphia Park	603	522	86%
Harras’s Chester Downs	1,061	898	84%
Presque Isle Downs	660	651	98%
The Meadows	601	548	91%
Mount. Airy Casino & Resort	907	889	98%
Penn National/Hollywood Casino	1,073	1061	99%

## **DIVERSITY OBJECTIVES & GOALS**

The PGCB is committed to promoting and ensuring diversity in all aspects of gaming as required by the Act.

To achieve this goal the PGCB appointed a Diversity Officer to work closely with Licensees to support them as they recruit, hire and train employees. The Diversity Officer is also required to monitor the interaction between Licensees and their suppliers and vendors. In 2008, the Diversity Officer participated in vendor fairs, job fairs, quarterly diversity committee meetings and community outreach programs sponsored by PGCB Licensees.

The Diversity Officer reports directly to the Executive Director. The Diversity Officer works closely with Office of Chief Counsel attorneys in the preparation of suitability reports used by the Board to make decisions concerning the qualifications of Licensees and manufacturers seeking renewal of their licenses and vendors seeking approval to provide services and goods on behalf of the PGCB's Licensees. The diversity plans of all manufacturer, supplier and certified vendor applicants submitted to the PGCB were reviewed, summarized and assessed prior to submission to the Board for approval.

In 2008, the Diversity Officer engaged in the following activities to achieve the diversity goals set forth in Section 1212 of Act 71:

- Reviewed quarterly diversity reports forwarded to the PGCB by Licensees to measure and quantify programs on hiring, retention and promotion of recruits. The quarterly diversity reports also were reviewed to assess the entity's performance in the areas of construction and vendor utilization;
- Focused on accountability by holding Licensees' management teams responsible for implementing and disseminating their diversity initiatives;
- Made scheduled and unscheduled visits to the various facilities and construction sites to observe the interaction between management, employees, suppliers/vendors and patrons. The Diversity Officer completed a total of thirty-eight (38) site visits to licensed facilities in 2008. This represents an increase of fifty-two (52) percent in the number of site visits to the licensed facilities over 2007;
- Reviewed contracts, invoices and data relating to the bidding and negotiating process, for both contractors and subcontractors;
- Maintained regular contact with the Licensees through telephone consultations, e-mail exchanges and site visits to discuss hiring, retention and promotion efforts;
- Participated in diversity training programs provided by Licensees for employees;
- Attended quarterly diversity committee meetings held by the Licensees;
- Shared data regarding "best practices" with Licensees;
- Placed samples of vendor diversity plans approved by the Board on the PGCB's web-site to assist vendors seeking Board certification;
- Prepared and placed Frequently Asked Questions ("FAQ") relating to employment and vendor opportunities at the various licensed facilities on the PGCB's website;
- Networked with officials from other regulatory agencies and private sector groups to support mutual diversity goals and objectives;
- Submitted ninety-seven (97) diversity plan assessments prepared on behalf of vendors and manufacturers to the Bureau of Licensing for presentation to the Board for approval. This

amounts to a sixty-two (62) percent increase in the number of diversity plan assessments submitted for Board approval over 2007; and

- Responded to 1,849 telephone inquiries regarding employment opportunities for minorities at the PGCB's licensed entities and contracting opportunities in gaming in Pennsylvania for minority and women business enterprises. This figure represents an increase of fourteen (14) percent in the number of telephone inquiries over 2007.

The Diversity Officer engaged in similar activities at the PGCB in order to monitor the agency's compliance with its diversity goals and objectives.

### **OWNERSHIP**

Diversity in ownership for each of the Licensees was thoroughly examined by the PGCB prior to approval for licensure. Each applicant was required to provide the PGCB with a good faith diversity plan. The diversity plans for the various Licensees were reviewed, summarized and assessed by the PGCB's Diversity Officer. The Diversity Officer considered the following factors when assessing the diversity plans: the existence of an equal employment opportunity/diversity statement; implementation procedures for the plan; dissemination procedures for the plan; complaint procedures; a human resources plan for employee recruitment, training, promotion and retention efforts; procurement and supplier utilization policies and procedures; construction utilization policies and procedures and certification by the CEO of the entity of his/her good faith intention to implement the diversity plan as submitted to the PGCB.

Additional diversity criteria taken into consideration by the PGCB throughout the process of evaluation for eligibility, includes the applicant's history of promoting diversity, the applicant's prior efforts in diversity in ownership and hiring practices, the applicants' prior and current efforts in diversity in contracting with contractors, subcontractors, vendors, suppliers, etc.

The slot machine operator's licenses were awarded to Licensees in 2006. In 2008, there was a significant change in the ownership structure of one of the PGCB's licensees. On August 14, 2008, through a request by joint petition filed by Category II Licensee PITG Gaming, LLC, owner of the Majestic Star Casino and Holdings Acquisition Company, LP, the PGCB, after conducting an evidentiary hearing, unanimously approved with conditions, the reorganization, change of control, and recapitalization of PITG Gaming, LLC. The results of which ensures the completion of the Pittsburgh casino project now known as the Rivers Casino and creates a new ownership structure under Category II Licensee Holdings Acquisition Company, LLC. While the ownership structure has changed, the diversity plan as originally approved by the PGCB remains intact.

There were no changes in the structure of ownership of any of the PGCB's Licensees in 2008 that adversely affected the diversity requirements as set forth in §1212 of the Gaming Act.

### **EMPLOYMENT**

A diverse work force allows for diverse viewpoints among employees and patrons at the PGCB's licensed facilities. The Licensees continue to emphasize their commitment to recruit, retain and develop a workforce that is reflective of their respective geographical communities and customer base. The Licensees have received approximately 143,250 applications for employment from a diverse pool of candidates since 2006.



In 2008, the Licensees continued to utilize many of the employment initiatives undertaken in 2007. These initiatives include, but are not limited to the following:

- Utilization of minority publications and radio stations to recruit women, minorities and disabled employees. Advertising in Spanish as well as English where appropriate;
- Developing close relationships with state and local agencies and minority hiring programs to increase opportunities for minority applicants;
- Instituting policies that required regular monitoring of the application and selection process by human resources departments to track hiring and to ensure that diversity targets are being met;
- Hosting quarterly diversity committee meetings with management level employees, local community leaders and various organizations. The Diversity Officer is welcome to attend and participate in the quarterly diversity committee meetings sponsored by the licensees;
- Engaging in networking activities with historically black colleges and universities to increase awareness of the many career opportunities available in gaming;
- Hosting job fairs throughout the Commonwealth, with an emphasis on those that target minorities and women;
- Networking with organizations that provide employment opportunities for physically challenged individuals;
- Partnering with parent companies when possible to post available positions on Monster.com diversity websites;
- Ensuring that all employment related literature for the facility is available in English and Spanish;
- Providing training to incoming employees that focuses on both employee responsibilities and the diversity policies of the entities;
- Evaluating pay increases and promotions on a routine basis to measure the success of diversity initiatives;
- Holding managers and supervisors accountable for implementing the provisions of the entity's diversity plan in their respective departments;
- Recognizing and promoting special dates, events and holidays;
- Tracking the rate of employee turnover within the entities;
- Conducting exit interviews to ensure that minority and women employees who terminated employment with the entities chose to voluntarily do so; and
- Providing detailed updates regarding employment related activities in the Quarterly Diversity Reports forwarded to the PGCB. The requirement that the Licensee provide a Quarterly Diversity Report to the PGCB is contained in the Statement of Conditions of licensure forwarded to each Licensee by the Bureau of Licensing prior to the issuance of a license.

### **NOTEWORTHY ACHIEVEMENTS & ACTIVITIES**

In October of 2006, Mohegan Sun commenced operations with a total of 614 employees housed in its temporary facility. On July 17, 2008, the Licensee transitioned from the temporary facility to its permanent facility. Prior to the transition, the Licensee hired an additional 500 employees. In keeping with its stated policies of retention and promotion from within, the Licensee posted all of its career opportunities internally first to provide current employees with the opportunity for advancement. As a result of the Licensees' commitment to its current workforce, 200 employees were promoted or transferred to supervisory and management level positions;

Presque Isle Downs received the Governor's Honor Roll recognition at the 24<sup>th</sup> Annual Employment, Training & Education Conference. This prestigious honor is jointly sponsored by the state workforce development agencies and PA partners to recognize employers/businesses that are dedicated to expanding education and employment opportunities by hiring workers with diverse challenges (i.e. age, mental, physical, etc.) and former welfare recipients.

Prior to the commencement of operations, Harrah's partnered with the Community Action Agency of Delaware County (CAADC). One of the stated missions of the CAADC is to assist economically disadvantaged individuals in establishing economic self-sufficiency. In 2008, Harrah's received recognition from CAADC for providing employment opportunities and related support services to eligible residents of Delaware County. The Licensee was recognized by the Chester Housing Authority for its participation in events geared toward diversifying the workforce and providing Delaware County residents with the tools to rebuild themselves and their communities. Harrah's was also nominated for the Human Resources Department of the Year Award by the Society for Human Resource Professionals for its efforts not only in hiring, but in all aspects of employment.

In 2008 Penn National hosted a tour group that consisted of 100 diverse students from York County Technical Institute (YTI) of Lancaster, PA. The students were part of a diverse group with majors in the areas of hospitality, culinary arts, security and marketing. Representatives from within Penn National's Departments of Marketing, Human Resources, Security and Food and Beverage shared details about employment opportunities, benefits, internal promotion opportunities and descriptions of a typical workday at the facility. The tour was designed to motivate career choices for the YTI students;

In May of 2007, The Meadows commenced operations with 520 employees housed in its temporary facility. The Licensee is scheduled to transition to its permanent facility in April of 2009. Prior to moving into its permanent facility, the Licensee plans to have hired 200 to 250 new employees. In 2008, the Licensee began the process of posting career opportunities internally first to provide current employees with the opportunity for advancement. According to the Director of Human Resources at the facility, ninety-five (95) percent of the new positions have been filled internally by current employees, through the process of step-ups, transfers and promotions to management or supervisory positions; and

In 2008, Philadelphia Park used a combination of newspaper advertising, employment websites, employee referrals and participation in career days at a variety of venues as its primary means to encourage candidates interested in obtaining employment with the facility to submit their applications through the Licensee's online application system. These efforts resulted in the receipt of a total of 4, 151 applications from a diverse pool of candidates that were evaluated for job opportunities at the facility. As a result of these activities, approximately 277 new hires were processed and activated in various positions within the casino.

## **EMPLOYEE TURN-OVER RATES**

The PGCB's Licensees continue to track and monitor employee turnover rates. The Category I Licensees classify their turnover rates as involuntary and voluntary. Involuntary turnover occurs when the horsemen are laid-off at the end of the racing season. Voluntary turnover includes all of the common reasons why employees leave their jobs (i.e. absenteeism, another job, personal reasons, resignation, etc.) The turnover rates discussed in this report pertain to voluntary turnover only.

The turnover rates reported by both the Category I and the Category II Licensees ranged in the area of twenty-four (24) to sixty-six (66) percent. The turnover rate is most significant for all Licensees in the area of Food and Beverage employees (i.e. culinary teams, stewarding teams, waitresses, hostesses, bartenders, bar porters, storeroom workers, etc.). The positions in this category are usually held by low-skilled, minimum wage employees. When food and beverage employees are deducted from the group of employees captured in the voluntary turnover category, the rate of voluntary turnover for the Licensees decreased in most instances to less than twenty (20) percent. There were little to no disparities in the turnover rates for minority and non-minority employees among the Licensees.

To address the issue of turnover, the Licensees have instituted initiatives designed to challenge employees, recognize employee success, create career paths, encourage additional education and training and have considered options to offer more competitive pay and benefits.

## **CONSTRUCTION**

The Licensees continue to utilize a wide variety of policies and procedures implemented in 2006 and 2007 to eliminate some of the obstacles to participation in construction by minority and women business enterprises. The following is a sampling of the activities the Licensees and their general and subcontractors engage in to ensure diversity in the area of construction:

- The requirement that the general and subcontractors deliver a formal diversity plan to the entity before commencing work on a construction project;
- The breaking down of the project into small work units to facilitate MBE/WBE involvement;
- Allowing extra time in the bidding process;
- Inviting the PGCB's Diversity Officer to attend forums wherein RFPs are announced;
- Offering to pay for direct materials thereby removing upfront costs;
- Paying invoices every two weeks to facilitate the entity's cash flow;
- Removing bonding requirements to allow and encourage diverse participation;
- Providing project plans at no cost to MBE/WBE subcontractors who express interest in the project but cannot afford to purchase the plans;
- Setting up project rooms at the project sites and the contractor's central offices for MBE/WBEs to provide maximum access to plans and to provide any detailed information needed regarding the project;

- Utilizing DGS' Bureau of Minority and Women Business Opportunity directory and database to locate minority enterprises;
- Requiring DGS certification of entities wishing to transact business with the entity; and
- Providing detailed updates regarding construction related activities in the Quarterly Diversity Reports forwarded to the PGCB.

By valuing inclusion in the construction process our Licensees and their contractors support the ideals and principles of the PGCB as well as strengthen the economy of the geographical region in which the sites and facilities are located. To date, gaming in Pennsylvania has generated in excess of seven thousand (approximately 7,200) jobs in the construction industry. This figure does not include the many in-direct non-construction related jobs created by the construction projects. Contractors observed a significant increase in home office and out-source support jobs as a result of casino construction. Local businesses such as service/gas stations, restaurants, hotels, retail centers along with many other local establishments were patronized by construction workers.

### ***VENDOR DIVERSITY***

Policies developed by the Licensees in 2006 and 2007 to ensure adherence to procurement practices that support diversity and inclusion continued to be utilized in 2008. Performance measurements were monitored, data was compiled and the information was reported to executive level staff on a quarterly basis.

After extensive consultation and preparation, in the fourth quarter of 2008, representatives from the purchasing departments of the Licensees united to attend the First Annual Purchasing Conference and Minority Vendor Fair. The event was hosted by Penn National and focused primarily on issues pertaining to procurement and supplier diversity in gaming in Pennsylvania. The Licensees plan to follow up this initiative with quarterly meetings and conference calls to share best practices and MBE/WBE success stories. Future events will be hosted by various Licensees at their respective facilities.

Other initiatives undertaken by the Licensees in 2008 include, but are not limited to the following:

- Requirement that all certified vendors have a diversity plan in place;
- Creation of a database of qualified and certified MBEs and WBEs;
- Utilization of DGS' Bureau of Minority and Women Business Opportunity directory and database to locate minority suppliers;
- Requirement that MBEs and WBEs seeking to transact business with the Licensees be certified by DGS;
- Utilization of the services of local organizations such as the Minority Supplier Development Council of PA-NJ-DE, local chapters of the NAACP, and local Chambers of Commerce when seeking the names of potential MBE and WBE vendors;
- Hosting vendor fairs for MBEs and WBEs;
- Inviting the PGCB's Diversity Officer and personnel from the PGCB's Bureau of Licensing's Vendor Registration Unit to attend vendor fairs hosted by the Licensees;

- Allowing extra time in the bidding process; and
- Providing detailed updates regarding vendor/supplier related activities in the Quarterly Diversity Reports forwarded to the PGCB.

### **Classifications for vendors**

**Registered Vendors:** A person or entity must file a vendor registration application if the dollar amount of business is or will be greater than \$15,000.00 but less than \$200,000.00 with a single slot machine licensee within a consecutive 12 month period or the total dollar amount is or will be greater than \$15,000.00 but not greater than \$500,000.00 with multiple slot machine licensees within a consecutive 12 month period.

**Certified Vendors:** A person or entity must file a vendor certification application if the total dollar amount of business is or will be greater than \$200,000.00 with a single slot machine licensee within a consecutive 12 month period, or the total dollar amount of business is or will be greater than \$500,000.00 with multiple slot machine licensees within a consecutive 12 month period or if the vendor's employees will work in a restricted area or on the gaming floor. Vendor registration and certification are valid for 4 years.

## **CONCLUSION & RECOMMENDATIONS**

The Licensees continue to demonstrate substantial efforts and sincere commitment to promoting diversity in gaming in Pennsylvania. In 2009, the Office of Diversity will concentrate its efforts in the following areas:

- The impact of the fifteen (15) year felony conviction restriction on employment at licensed entities on minorities;
- Challenges Licensees encounter as they attempt to promote to management and supervisory levels, employees that have problems pertaining to their credit histories;
- Ongoing assistance with Licensees to increase diversity in construction and vendor utilization;
- Providing the licensees with assistance or incentives to work with local public transit companies in order to address the challenges many Licensees encounter when attempting to recruit employees from diverse areas;
- Ongoing involvement in the area of employee training efforts at the licensed facilities to ensure promotions at the lower and upper levels of management;
- Increased networking activities on the part of the PGCB with local colleges and universities to elevate the number of minorities and women applying for management level positions at the licensed facilities;
- Networking with local colleges and universities to assist them in the preparation of a curriculum in the field of hospitality that will be specifically designed to address gaming needs;
- Working with Licensees and vendors seeking to have the PGCB review the costs of the vendor application, the length of the vendor application and potential changes to the vendor application format from English language only; and
- Increased recognition and support for Licensees engaged in the practice of mentoring MBEs and WBEs to increase their competitive edge.

It is important to keep in mind that similar to the financial projections contained in the suitability reports prepared to assist the Board in its determination of an applicant's eligibility for licensure, a true assessment of diversity in the gaming industry in Pennsylvania will not occur until all of the casinos are up and running in a stabilized year.

The PGCB is committed to continuing the momentum gained in promoting diversity and ensuring compliance in the Commonwealth over the past three years as well as enhancing the initiatives and programs set forth in this report.

## CASINO EMPLOYEE PROFILES

### Mohegan Sun Racetrack & Casino: Employee Profile – Opened Nov. 14, 2006

Numbers as of 12/31/08		Caucasian:	91.0%
Total # of Employees:	1028	African American:	4.0%
Pennsylvania Residents:	1022	Asian-American:	1.0%
Minority Employees:	91	Hispanic:	4.0%
Male:	536	Native American:	0%
Female:	492	Unspecified:	0%

### Presque Isle Downs Racetrack & Casino: Employee Profile – Opened Feb. 28, 2007

Numbers as of 12/31/08		Caucasian:	82.73%
Total # of Employees:	660	African American:	11.67%
Pennsylvania Residents:	651	Asian American:	1.06%
Minority Employees:	114	Hispanic:	2.58%
Male:	338	Native American:	0.15%
Female:	322	Unspecified:	1.82%

### The Meadows Racetrack & Casino: Employee Profile – Opened June 11, 2007

Numbers as of 12/31/08		Caucasian:	94.0%
Total # of Employees:	601	African American:	4.0%
Pennsylvania Residents:	548	Asian American:	1.5%
Minority Employees:	37	Hispanic:	0.5%
Male:	278	Native American:	0%
Female:	323	Unspecified:	0%

### Mount Airy Casino & Resort: Employee Profile – Opened Oct. 22, 2007

Numbers as of 12/31/08		Caucasian:	63.0%
Total # of Employees:	907	African American:	15.0%
Pennsylvania Residents:	889	Asian American:	1.0%
Minority Employees:	335	Hispanic:	19.0%
Male:	454	Native American:	1.0%
Female:	453	Unspecified:	1.0%

### Hollywood Casino at Penn National: Employee Profile – Opened Feb. 12, 2008

Numbers as of 12/31/08		Caucasian:	87%
Total # of Employees:	1073	African American:	6%
Pennsylvania Residents:	1061	Asian American:	1%
Minority Employees:	137	Hispanic:	5%
Male:	539	Native American:	0%
Female:	534	Unspecified:	1%

**Harrah's Chester Downs Racetrack & Casino: Employee Profile – Opened Jan. 23, 2007**

Numbers as of 12/31/08		Caucasian:	<b>Unavailable</b>
Total # of Employees:	1061	African American:	<b>Unavailable</b>
Pennsylvania Residents:	898	Asian American:	<b>Unavailable</b>
Minority Employees:	<b>Unavailable*</b>	Hispanic:	<b>Unavailable</b>
Male:	<b>Unavailable</b>	Native American:	<b>Unavailable</b>
Female:	<b>Unavailable</b>	Unspecified:	<b>Unavailable</b>

\*In the matter of *Schurr v. Resorts*, the United States Third Circuit Court of Appeals ruled in 1999 that the New Jersey Casino Control Commission's regulations addressing employment goals for women and minorities were unconstitutional and invalid as they violated the Equal Protection Clause of the 14<sup>th</sup> Amendment to the US Constitution. The Court also reasoned that race and gender may only be used as a factor in the hiring process if the plan is designed to correct a "manifest imbalance in traditionally segregated job categories."

By way of a Consent Decree in 2001, in the matter of *Osgood v. Harrah's Entertainment, Inc.*, Harrah's agreed to discontinue the practice of setting goals for minorities and women. The precedence set by the Third Circuit Court of Appeals in *Schurr* is binding precedent in Pennsylvania. Harrah's has declined to provide the PGCB with any data regarding minorities and women at its facility in Chester, Pennsylvania.

To ensure Harrah's compliance with section 1212 of Act 71, the PGCB's Diversity Officer visited the facility on nine occasions during the period between March and December of 2008. The Diversity Officer spent time participating in an assessment/review of the internal controls of the facility, met with employees at both the executive and management levels in the administrative offices, the count room, surveillance room, IT area, HR dept., records retention center, restaurants, gaming floor, warehouse/storage areas, kitchen, food court, gift shop, bars, restrooms, grounds/landscaping and valet teams. The Diversity Officer also maintained contact with the facility's regulatory compliance manager, diversity officer and VP for legal affairs on a routine basis. Of the facility's 1,061 total employee population, 485, or alternatively stated, 46% of its employees reside within the City of Chester and nearby PA communities (i.e. Eddystone, Essington, Marcus Hook, Ridley Park and Trainer). Based on these observations, the Diversity Officer is of the opinion that the facility has engaged in a good faith effort to promote and ensure diversity in all aspects of its operations.

**Philadelphia Park Racetrack & Casino: Employee Profile – Opened Dec. 19, 2006**

Numbers as of 12/31/08		Caucasian:	71.0%
Total # of Employees:	603	African American:	17.2%
Pennsylvania Residents:	522	Asian American:	4.6%
Minority Employees:	176	Native American:	0%
Male:	358	Hispanic:	6.8%
Female:	245	Unspecified:	0.4%



**VENDOR DATA FOR 2008**

(non-construction)

**Mohegan Sun at Pocono Downs**

Total Expenditures: \$124,229,007.00  
 Total MBE/WBE Expenditures: \$7,686,621.00  
 Percentage of MBE/WBE Expenditures: 6.2%

**Philadelphia Park Casino & Racetrack**

Total Expenditures: \$74,000,000.00  
 Total MBE/WBE Expenditures: \$2,643,000.00  
 Percentage of MBE/WBE Expenditures: 3.6%

**Harrah's Chester Casino & Racetrack**

Total Expenditures: **Unavailable**  
 Total MBE/WBE Expenditures: **Unavailable**  
 Percentage of MBE/WBE Expenditures: **Unavailable**

**Presque Isle Downs & Casino**

Total Expenditures: \$ 24, 656,518.35  
 Total MBE/WBE Expenditures: \$ 786,728.06  
 Percentage of MBE/WBE Expenditures: 3.2%

**The Meadows Racetrack & Casino**

Total Expenditures: \$ 97,050,470.17  
 Total MBE/WBE Expenditures: \$ 678,582.80  
 Percentage of MBE/WBE Expenditures: 0.70%

**Mount Airy Casino & Resort**

Total Expenditures: \$ 43,988,366.00  
 Total MBE/WBE Expenditures: \$ 1,576,856.46  
 Percentage of MBE/WBE Expenditures: 3.6%

**Hollywood Casino at Penn National Race Course**

Total Expenditures: \$18,430,843.00  
 Total MBE/WBE Expenditures: \$2,010,455.00  
 Percentage of MBE/WBE Expenditures: 11%

**Sands Casino Resort Bethlehem**

Total Expenditures: \$ 6,410,754.26  
 Total MBE/WBE Expenditures: \$ 297,734.25  
 Percentage of MBE/WBE Expenditures: 4.6%

**The Rivers Casino**

Total Expenditures: \$ 63,626,913.00  
 Total MBE/WBE Expenditures: \$2,845,021.00  
 Percentage of MBE/WBE Expenditures: 4.4%

Total expenditures: \$452,392,872.00

Total MBE/WBE expenditures: \$18,524,999.00

Percentage of MBE/WBE expenditures: 4.09%

Please note that a substantial portion of the monies expended by the Licensees for purchasing in 2008 involved start-up costs and outlays associated with the transition from temporary to permanent facilities

\*\*SandsBethworks Casino is being built under a Project Labor Agreement that requires union affiliation of all of the labor and trades that perform work on the site. A number of the MBE/WBE vendors in the Lehigh Valley have no union affiliation and have indicated to management at the facility that they are not willing to affiliate with unions to work on the project. Many trades that are minority certified and that are based outside of the greater Lehigh Valley have declined to travel to Bethlehem to work on the project due to travel related expenses. A number of companies, especially MBE/WBE vendors, are unwilling to become registered or certified by the PGCB. The Licensee has demonstrated a good faith effort to work closely with the Diversity Officer and the Commonwealth's Bureau of Minority and Women's Business Opportunities to increase minority participation in construction, however, the above- enumerated challenges continued to exist through December 31, 2008.

**CONSTRUCTION DATA FOR 2008****Mohegan Sun at Pocono Downs**

Total Expenditures: \$108,722,977.00  
 Total MBE/WBE Expenditures: \$ 9,368,385.00  
 Percentage of MBE/WBE Expenditures: 8.6%

**Philadelphia Park Casino & Racetrack**

Total Expenditures: \$ 65,695,677.00  
 Total MBE/WBE Expenditures: \$ 20,701,991.00  
 Percentage of MBE/WBE Expenditures: 31.5%

**The Meadows Racetrack & Casino**

Total Expenditures: \$ 80,185,002.00  
 Total MBE/WBE Expenditures: \$ 2,952,899.00  
 Percentage of MBE/WBE Expenditures: 3.6%

**Hollywood Casino at Penn National Race Course**

Total Expenditures: \$7,100,000.00  
 Total MBE/WBE Expenditures: \$ 1,538,153.00  
 Percentage of MBE/WBE Expenditures: 21.6%

**Sands Casino Resort Bethlehem\*\***

Total Expenditures: \$ 286,822,824.00  
 Total MBE/WBE Expenditures: \$ 968,660.76  
 Percentage of MBE/WBE Expenditures: 0.34%

**The Rivers Casino**

Total Expenditures: \$243,737,223.00  
 Total MBE/WBE Expenditures: \$115,971,815.00  
 Percentage of MBE/WBE Expenditures: 47.5%

Total expenditures: \$792,263,703.00

Total MBE/WBE expenditures: \$151,501,904.00

Percentage of MBE/WBE expenditures: \$19.12%

**Mohegan Sun at Pocono Downs  
Demographic Data – County Profile**

<b>Luzerne County – Host County</b>	
Total Population	319,250
Male	153,795
Female	165,455
Population by Race	
White	96.6%
Black	1.7%
American Indian	0.1%
Asian	0.6%
Hispanic	1.2%

<b>Lackawanna County</b>	
Total Population	213,295
Male	100,614
Female	112,681
Population by Race	
White	96.7%
Black	1.3%
American Indian	0.1%
Asian	0.8%
Hispanic	1.4%

<b>Monroe County</b>	
Total Population	138,687
Male	68,490
Female	70,197
Population by Race	
White	88.2%
Black	6.0%
American Indian	0.2%
Asian	1.1%
Hispanic	6.6%

<b>Carbon County</b>	
Total Population	58,802
Male	28,633
Female	30,169
Population by Race	
White	97.8%
Black	0.6%
American Indian	0.2%
Asian	0.3%
Hispanic	1.5%

**Phila. Park Casino & Racetrack  
Demographic Data – County Profile**

<b>Bucks County – Host County</b>	
Total Population	597,635
Male	293,182
Female	304,453
Population by Race	
White	92.5%
Black	3.3%
American Indian	0.1%
Asian	2.3%
Hispanic	2.3%

<b>Montgomery County</b>	
Total Population	750,097
Male	362,554
Female	387,543
Population by Race	
White	86.5%
Black	7.5%
American Indian	0.1%
Asian	4.0%
Hispanic	2.0%

<b>Delaware County</b>	
Total Population	550,864
Male	262,824
Female	288,040
Population by Race	
White	80.3%
Black	14.5%
American Indian	0.1%
Asian	3.3%
Hispanic	1.5%

<b>Philadelphia County</b>	
Total Population	1,517,550
Male	705,107
Female	812,443
Population by Race	
White	45.0%
Black	43.2%
American Indian	0.3%
Asian	4.5%
Hispanic	8.5%

**Harrah's Chester Casino  
Demographic Data – County Profile**

<b>Delaware County – Host County</b>	
Total Population	550,864
Male	262,824
Female	288,040
Population by Race	
White	80.3%
Black	14.5%
American Indian	0.1%
Asian	3.3%
Hispanic	1.5%

<b>Montgomery County</b>	
Total Population	750,097
Male	362,554
Female	387,543
Population by Race	
White	86.5%
Black	7.5%
American Indian	0.1%
Asian	4.0%
Hispanic	2.0%

<b>Chester County</b>	
Total Population	433,501
Male	212,739
Female	220,762
Population by Race	
White	89.2%
Black	6.2%
American Indian	0.1%
Asian	2.0%
Hispanic	3.7%

<b>Philadelphia County</b>	
Total Population	1,517,550
Male	750,107
Female	812,443
Population by Race	
White	45.0%
Black	43.2%
American Indian	0.3%
Asian	4.5%
Hispanic	8.5%

The box which contains the name of the county in boldface is the host county of the facility. The other boxes contain demographic information regarding the counties that border the licensed facilities and provide a significant number of employees to facilities. The demographic data contained in the county profiles was obtained from the year 2000 U.S. Census Bureau data files and may not add up to 100 percent because individuals may report more than one race.

**Presque Isle Downs & Casino  
Demographic Data – County Profile**

<b>Erie County – Host County</b>	
Total Population	280,843
Male	136,967
Female	143,876
Population by Race	
White	90.9%
Black	6.1%
American Indian	0.2%
Asian	0.7%
Hispanic	2.2%

<b>Crawford County</b>	
Total Population	90,366
Male	43,968
Female	46,398
Population by Race	
White	97.0%
Black	1.6%
American Indian	0.2%
Asian	0.3%
Hispanic	0.6%

<b>Warren County</b>	
Total Population	43,863
Male	21,506
Female	22,357
Population by Race	
White	98.7%
Black	0.2%
American Indian	0.2%
Asian	0.3%
Hispanic	0.3%

**Meadows Racetrack & Casino  
Demographic Data – County Profile**

<b>Washington County – Host County</b>	
Total Population	202,897
Male	97,446
Female	105,541
Population by Race	
White	95.3%
Black	3.3%
American Indian	0.1%
Asian	0.4%
Hispanic	0.6%

<b>Pike County</b>	
Total Population	46,302
Male	23,074
Female	23,228
Population by Race	
White	93.1%
Black	3.3%
American Indian	0.2%
Asian	0.6%
Hispanic	0.6%

<b>Greene County</b>	
Total Population	40,672
Male	20,951
Female	19,721
Population by Race	
White	95.1%
Black	3.9%
American Indian	0.1%
Asian	0.2%
Hispanic	0.9%

<b>Allegheny County</b>	
Total Population	1,281,666
Male	607,002
Female	674,664
Population by Race	
White	84.3%
Black	12.4%
American Indian	0.1%
Asian	1.7%
Hispanic	0.9%

**Mount Airy Casino & Resort  
Demographic Data – County Profile**

<b>Monroe County – Host County</b>	
Total Population	138,687
Male	68,490
Female	70,197
Population by Race	
White	88.2%
Black	6.0%
American Indian	0.2%
Asian	1.1%
Hispanic	6.6%

<b>Fayette County</b>	
Total Population	148,644
Male	71,136
Female	77,508
Population by Race	
White	95.3%
Black	3.5%
American Indian	0.1%
Asian	0.2%
Hispanic	0.4%

<b>Luzerne County</b>	
Total Population	319,250
Male	153,795
Female	165,455
Population by Race	
White	96.6%
Black	1.7%
American Indian	0.1%
Asian	0.6%
Hispanic	1.2%

<b>Wayne County</b>	
Total Population	47,722
Male	23,942
Female	23,780
Population by Race	
White	96.7%
Black	1.6%
American Indian	0.1%
Asian	0.4%
Hispanic	1.7%

The box which contains the name of the county in boldface is the host county of the facility. The other boxes contain demographic information regarding the counties that border the licensed facilities and provide a significant number of employees to facilities. The demographic data contained in the county profiles was obtained from the year 2000 U.S. Census Bureau data files and may not add up to 100 percent because individuals may report more than one race.

**Sands Casino Resort Bethlehem  
Demographic Data – County Profile**

<b>Northampton County – Host County</b>	
Total Population	267,066
Male	129,961
Female	137,105
Population by Race	
White	91.2%
Black	2.8%
American Indian	0.2%
Asian	1.4%
Hispanic	6.7%

Lehigh County	
Total Population	312,090
Male	150,554
Female	161,536
Population by Race	
White	87.0%
Black	3.6%
American Indian	0.2%
Asian	2.1%
Hispanic	10.2%

Bucks County	
Total Population	597,635
Male	293,182
Female	304,453
Population by Race	
White	92.5%
Black	3.3%
American Indian	0.1%
Asian	2.3%
Hispanic	2.3%

Monroe County	
Total Population	138,687
Male	68,490
Female	70,197
Population by Race	
White	88.2%
Black	6.0%
American Indian	0.2%
Asian	1.1%
Hispanic	6.6%

**Hollywood Casino/Penn National  
Demographic Data – County Profile**

<b>Dauphin County – Host County</b>	
Total Population	251,798
Male	120,853
Female	130,945
Population by Race	
White	77.1%
Black	16.9%
American Indian	0.2%
Asian	2.0%
Hispanic	4.1%

Lebanon County	
Total Population	120,327
Male	58,610
Female	61,717
Population by Race	
White	94.5%
Black	1.3%
American Indian	0.1%
Asian	0.9%
Hispanic	5.0%

Cumberland County	
Total Population	213,674
Male	104,213
Female	109,461
Population by Race	
White	94.4%
Black	2.4%
American Indian	0.1%
Asian	1.7%
Hispanic	1.3%

Schuylkill County	
Total Population	150,336
Male	74,818
Female	75,518
Population by Race	
White	96.6%
Black	3.1%
American Indian	0.1%
Asian	0.4%
Hispanic	1.1%

The box which contains the name of the county in boldface is the host county of the facility. The other boxes contain demographic information regarding the counties that border the licensed facilities and provide a significant number of employees to facilities. The demographic data contained in the county profiles was obtained from the year 2000 U.S. Census Bureau data files and may not add up to 100 percent because individuals may report more than one race.

## **CHARITABLE CONTRIBUTIONS/COMMUNITY OUTREACH**

The Licensees, as responsible corporate citizens, continue to support numerous organizations that provide services to those who are less fortunate and in need of assistance in their communities.

In 2008, the funds expended by the Licensees on charitable contributions and community outreach initiatives totaled \$ 2,802,101.14. The recipients of these charitable contributions and the participants in community outreach initiatives include, but are not limited to the following:

Adopt a Scholar	Black Tennis Foundation
AFL-CIO All-Star Labor Classic	Blake Warren
African American Chamber of Commerce	Bliss Rescue Squad
Allentown Art Museum	Boy Scouts-Minsi Trail Council
ALS Foundation	Boys & Girls Club
Alzheimer's Association	Brandywine Conference & Visitor's Bureau
American Bus Association	Brass Ring Fund
American Cancer Society	Broadway Theatre of NEPA
American Cities Foundation	Bucks County Aid for Friends
American Diabetes Association	Bucks County Conference and Visitor's Bureau
American Heart Association	Bucks County NAACP
American Jewish Committee	Bucks County St. Patrick's Day Parade
American Legion	Bucks Cty Tech HS Scholarship Program
American Legion 761	Bucks Cty Veteran's Affairs
American Legion Auxiliary Elm Tree Unit	Burn Prevention Foundation
American Lung Association	C. Salonick
American Red Cross	Cade Association
Amos Lodge 136	Camp Cadet-Troop N
Ancient Order of Hibernians in America of PA, NJ & DE	Camp Cadet-Troop P
Annual Scholarship Program for Chester Residents	Can Do Community Foundation
Anti-Defamation League	Candy's Place
ARC of York County Annual Bike & Hike	Canonburg's July 4 <sup>th</sup> Celebration
Arthritis Foundation	Canonsburg Renaissance Group
Arts Council of Erie	Capital Area Therapeutic Riding Assoc.
Arts Quest & Fire Ice Gala	Catholic Education Fund
ASBA Foundation	Catholic Social Services
Asian American Chamber of Commerce	Catholic Youth Center
Autism Speaks	Catholic Youth Center
Autism Walks	CEO Weinbery Food Bank
Auxiliary of the Pocono ME	Chacko's Family Bowling Center
Ballet Northeast	Childhood Apraxia of Speech
Ballet Theatre of Scranton	Children's Miracle Network
Banana Factory's Annual Fire & Ice Gala	Children's School of Performing Arts
Behavioral Health Services (Choices)	Children's Service Center
Bensalem Catholic Parishes	Chinese Cultural & Arts Institute
Bensalem Charity Golf Tournament	Citizen's Crime Commission
Bensalem Concert Series	Citizen's Voice
Bensalem High School Scholarship	City of Chester
Bensalem Holiday Breakfast	City of Hazelton
Bensalem Kiwanis	City of Nanticoke
Bensalem Rotary	City of Wilkes Barre
Bensalem Scholarship Ball	Community General Osteopathic
Bernadine Center	Community Options of Bucks County
Bethlehem NAACP	Community Partners
Big Brothers & Big Sisters Assoc.	Concourse D'Elegance Classic Car Show
	Contemporary Styles
	Coolbaugh Township Fire Dept.

Cori's Place  
 Corporate Express  
 Council on Compulsive Gambling  
 Crestwood Ice Hockey  
 CSO, Inc.  
 Cub Scouts  
 Cultural Enrichment Fund  
 Cystic Fibrosis Foundation  
 Dauphin County Economic Development Fund  
 DCIU Head Start Program  
 De Sales University Dinner & Dance  
 Deborah Hospital Foundation-Scranton  
 Delaware City Transportation Management  
 DelCo Chamber of Commerce  
 DelCo Literacy Council  
 Delco SPCA  
 Dennis Bonvie Hockey Camp  
 Deputy Sheriff's Assoc. of PA  
 Developmental & Disability Services of Lebanon Valley  
 Devereux Pocono Center  
 Diocese of Scranton  
 Domestic Violence Service Center  
 Donegal Society  
 Dr. Gertrude A. Barber Foundation  
 Duryea Little League  
 East Hanover Elementary School-PTO  
 East Hanover Softball/Baseball Youth Association  
 East Hanover Township Park Day  
 East Hanover Youth Football (Soldiers)  
 Ed & Gary Snyder Memorial Fund  
 Effective Communications Solutions  
 Electric Theatre  
 Employment Skills Center (Iron Chef)  
 EMS of Bensalem  
 Erie Zoological Society  
 Erin Jessica Moreken Fund  
 Excellence in Parenting Celebration  
 Family Services Assoc. of Wyo Valley  
 Family-Child Resources, Inc.  
 FFG Charitable Events  
 Fine Arts Fiesta  
 First National Community Bank  
 First Night Hazelton  
 Fishtown A.C. Alumni Association  
 Fishtown Athletic Club  
 FM Kirby Center  
 Follow Me Foundation  
 Fort Indiantown Gap Softball League  
 Forty Fourth Lions Club  
 Frankford Hospital  
 Friendly Sons of St. Patrick  
 Friends of DelCo  
 Friends of Foxwoods & Fishtown Action  
 Friends of the Poor  
 Friends of Weinberg Memorial Library  
 Friendship House  
 From Alex with Love  
 FunFest  
 Future Minds, Inc.  
 Geisinger Health System Foundation  
 Germania Hose Company  
 Goodwill Industries  
 Governor's Commission on Asian Affairs  
 Governor's Cup Golf Tournament  
 Grantville Fire Company  
 Grantville Food Pantry  
 Great Valley Tech Alliance  
 Greater Harrisburg NAACP  
 Greater Hazelton Chamber of Commerce  
 Greater Hazelton Citizens Service  
 Greater Lehigh Chamber of Commerce  
 Greater Nanticoke Area Drug Task Force  
 Greater Nanticoke Association  
 Greater Philadelphia Chamber of Commerce  
 Greater Philadelphia Film Office  
 Greater Philadelphia Hispanic Chamber of Commerce  
 Greater Philadelphia Urban Affairs Coalition  
 Greater Pittston YMCA  
 Greater Pocono Chamber of Commerce  
 Greater Washington County Food Bank  
 Greater Wilkes Barre Chamber of Commerce  
 Greater Wilkes Barre Family YMCA  
 Green Hope Charity Classic  
 Green Tree School  
 Gret Wargo Memorial Foundation  
 Habitat for Humanity  
 Hanover Township Golf Tournament  
 Harness Horsemen, Int.  
 Harrisburg Senators Group  
 Harrisburg University  
 Harrowgate Boxing Club  
 Hazelton Philharmonic  
 Hazelton Township Fire  
 Head Start  
 Hershey Area Playhouse  
 Hershey's Ride for Miracles  
 Hispanic American Organization  
 Hispanic Chamber of Commerce  
 Holy Name of Jesus Church  
 Holy Name-St. Mary's  
 Holy Resurrection Orth Cathedral  
 Hospice of Central Pennsylvania  
 HT Open Golf Tournament  
 Hugestown Parks  
 Humane Society of Harrisburg Area  
 Igourmet/Fork & Cork  
 Indian Lane  
 Indian Republic Day of Bensalem  
 Institute of Religion  
 International Rett Syndrome  
 Irem Shrine Circus

J. Lewis Crozer Library  
 Jack Gaughen Realtor-Muscular Dystrophy Association  
 Jenkins Township Lions Club  
 Jewish Annual Campaign  
 Jewish Community Center  
 Jewish Discovery Center  
 Jewish Family Service  
 Jewish Home of Greater Harrisburg  
 John Jaffe  
 John Nareski Memorial  
 Johnson College  
 Joint Urban Studies Center  
 Jump Street  
 Junior Achievement NEPA  
 Junior Achievement of Central PA  
 Junior League of WB  
 Keatings Fitness Center  
 Kevin Kitchnefsky Foundation  
 Keystone Area Council, Boys Scouts of America  
 Keystone Soldiers of Hope  
 Kiddie Care Day Care Center  
 King's College Memorial Golf Tournament  
 Kingston Rotary Club  
 Kingston Township Police Dept.  
 Kiwanis Club of Dallas  
 Kiwanis Club of Swoyersville  
 Kiwanis Club of Wilkes Barre  
 Knights of Columbus Council 302  
 Komen NEPA Race for the Cure  
 La Festa Italinana  
 Lackawanna River Corridor Association  
 Lackawanna Trolley Museum  
 Laflin Recreation Board  
 Lancaster Senior Expo  
 Lansford Alive  
 Latin Cultural Diversity Center  
 Laurel Run Climb Fund  
 LCCC Foundation Dinner  
 Leadership Lackawanna  
 Leadership Lehigh Valley  
 Leadership Wilkes Barre  
 Lebanon Valley Chamber of Commerce  
 Legs for Louie  
 Lehigh University  
 Lehigh Valley Chamber of Commerce  
 Lehigh Valley Convention & Visitors Bureau  
 Lehigh Valley Economic Development Corp.  
 Lions Club of Scranton  
 Lions Eyebank Golf Challenge  
 Lisa Deschak Recovery Foundation  
 Little Sisters of the Poor  
 Little Theatre of Wilkes Barre  
 Livengrin Foundation  
 Lourdesmont/Good Shepard LSFC, Inc.  
 Lupus Foundation  
 Luther J. Sewell, Jr.  
 Luzerne County Community College  
 Luzerne County Historical Society  
 Luzerne Immediate Unit  
 Luzerne Merchants Association  
 Make-A-Wish Foundation  
 Manufacturer's Association of NWP  
 March of Dimes  
 Marine Corps NE  
 Martin Luther King, Jr. Fuel Fund  
 Martz Trailways Cancer Society  
 Marywood University Pacers Club  
 Maternal and Family Health Services  
 Matt Holmes Memorial Fundraiser  
 Max & Lorraine Foundation  
 MBYH Celebrity Roast  
 McGlynn Center  
 McGowan Cornerstone Scholarship Fund  
 Meadows Standardbred Owners  
 Melanian News-BHM Dinner  
 Military Liaison Committee  
 Minooka Lions Club  
 Minority Supplier Development Council  
 Misericordia University Dinner  
 Monroe County Council of the Blind  
 Monsignor McHugh School  
 Moon Tigers Quarterback Club  
 Moosic Raiders  
 Moravian Sun Inn 25<sup>th</sup> Anniversary  
 Moravian University  
 Mount Pleasant CDC  
 Mountain City Lions of Central PA  
 MSDC Awards Gala  
 Mt. Zion Baptist Church  
 Muscular Dystrophy Association  
 National Association of Black Veterans  
 National Council on Problem Gambling  
 National Multiple Sclerosis Society  
 Nazareth Academy  
 NCAC  
 NCC Annual Golf Tournament  
 Neighborhood Dispute Settlement Program  
 NEPA – HSMIA  
 NEPA Classic  
 NEPA Council Boy Scouts of America  
 NEPA Philharmonic  
 Network of Victim Assistance  
 NHS Foundation of Bucks County  
 Night At The Races  
 North Branch Land  
 Northeast Cancer Institute  
 Northeast Detachment  
 Northeast Pennsylvania Alliance  
 Northeast Regional Center  
 Northeast Youth Hockey  
 Notre Dame School of Bethlehem  
 Office of Minority & Women Owned Businesses  
 Old Forge Elementary PTA  
 ONO Fire Company

Osterhout Society  
 Our Lady of Mt. Carmel Church  
 Our Lady of Victory Church  
 PA Army National Guard  
 PA Bocce Tourney  
 PA Dept. of Agriculture  
 PA Environmental Council  
 PA Farm Show Scholarship  
 PA Funeral Director's Assoc.  
 PA Golden Gloves  
 PA Theatre of the Performing Arts  
 Palermo Foundation  
 Pancreatic Cancer Network  
 Parish Community  
 Party for the Program Gala  
 PBS 39  
 Peace & Justice Center  
 Penn Asian Senior Services  
 Penn Commercial, Inc.  
 Penn State Alumni Society  
 Penn's Northeast  
 Pennsylvania Blind Concessionaires  
 Pennsylvania Regional Ballet  
 Pennsylvania Restaurant  
 Perry County Council, VFW  
 Perry County Literacy Council  
 Perry Hi-Way Hose Company  
 Philadelphia Fire Fighters  
 Philadelphia Irish Charity  
 Philadelphia NAACP  
 Philadelphia Pride Presents  
 Pittston Knights of Columbus  
 Pittston Memorial Library  
 Plains Lion Club  
 Pocono Mountain Community Challenge  
 Pocono Mountain West Little League  
 Police District Children's/Advisory Council  
 Pottsville Hospital & Warner Clinic  
 Presidents Circle Gala Dinner  
 Presque Isle Partnership  
 Professional Chefs of NEPA  
 Puritan Congregational Church  
 R.A.C.E. Fund, Inc.  
 Racetrack Chaplaincy of America  
 Rainbow Fund of Luzerne Foundation  
 Reclasse Charitable Contributions  
 Red Tetemer-ABA Sponsorship  
 Relay for Life American Cancer Society  
 Rick Singer  
 Riders Against Diabetes  
 Ronald McDonald House  
 Rotary Club of Hershey  
 Rotary District 7410  
 Rotary of Scranton  
 Ruckno Construction  
 Saint Joseph's Center  
 Saint Mary's Church  
 Salvation Army  
 Sandy Rollman Ovarian Cancer Foundation  
 Schuylkill MRI  
 SCOLA Volunteers for Literacy  
 Scott Township Police Association  
 Scranton Chamber of Commerce  
 Scranton Prep School  
 Scranton Public Theatre  
 Scranton Tomorrow  
 Scranton UNICO Foundation  
 Scranton/Wilkes Barre Yankees  
 Second Harvest Food Bank  
 Seven Sorrows of the BVM Church  
 SGT Stephen Liczbinski Memorial Fund  
 Shepherd's Maternity  
 Sixth Street Shelter  
 Southside Center Food Bank  
 Southside Film Festival  
 Spartan Ice Hockey  
 Speakers Ball Project  
 Special Olympics  
 St. Ann Basilica Parish  
 St. Anthony's Church  
 St. Cecilia/St. John's Men's Club  
 St. Charles Borromeo School  
 St. Francis of the Assisi Parish  
 St. John the Baptist Church  
 St. John the Baptist RC Parish  
 St. Joseph's Medical Center Foundation  
 St. Joseph's Regional Academy  
 St. Jude Children's Hospital  
 St. Maria Goretti Church  
 St. Patrick's Parade  
 St. Vincent de Paul Soup Kitchen  
 Steamtown Marathon  
 Steel Valley Chamber of Commerce  
 Step by Step  
 Stroudsburg Little Bethel Historical Assoc.  
 Summit Lions Club  
 Support Our Veterans Silent Auction  
 Survivors of Hope  
 Susquehanna Avenue Annual Block Party  
 Susquehanna Community Association  
 Sysco Food Services  
 Temple Israel  
 The Arc of Luzerne County  
 The Diversity Institute  
 The Ethics Institute  
 The Lacey Gallagher Fund  
 The Luzerne Foundation  
 The Plains Rotary Club  
 The Thomas McNally Academic Scholarship  
 Fund  
 The Times Leader  
 Tiger Trophy  
 Timmy's Town Center  
 Tobyhanna Elementary Center



Top-O-Pocono Rotary  
 Toys for Tots  
 Transplant Foundation  
 Tri-County Association for the Blind  
 Tri-County Football Association  
 Tri-County Opportunities Industrialization Center  
 Tri-State Troopers Fund  
 Turkey Give-Away Fund  
 Twin Oaks Nursing Center  
 Unico  
 Uniforms Express  
 United Neighborhood Centers  
 United Rehabilitation Services  
 United States Trotting Association  
 United Way  
 University of Pennsylvania Veterinarian School  
 US Women's Golf Scholarship  
 USHWA US Harness Writers  
 Veteran's Memorial Post 9198  
 Veterans of Foreign Wars Foundation  
 Veterans of Foreign Wars Post 283  
 Victims Resource Center  
 VNA/Hospice of Monroe County  
 Volunteer Action Center  
 Volunteers of America  
 Washington County Agricultural Fair  
 Washington County Chamber of Commerce

Washington County Food Bank  
 We Care Soccer Camp  
 West Alexander AG Association  
 West Hanover Township Park & Recreation Fall Fest  
 Westmoreland City Volunteer Fire Department  
 Widener University  
 Wilkes Barre Fire Dept. Athletic Association  
 Wilkes Barre NAACP  
 Wilkes Barre Public Arts  
 Wilkes Barre Scranton Pioneers  
 Wilkes-Barre Duathlon  
 Wilkes-Barre Women's Organization for Networking  
 Women of Southwestern PA  
 Women Organized Against Rape  
 Women's Business Enterprise Council  
 Women's Resource Center  
 Wyalusing Leo Club  
 Wyoming Valley All Star League  
 Wyoming Valley Children's Association  
 Wyoming Valley Credit Unions Charities  
 Wyoming Valley Health Association  
 YMCA  
 York County Literacy Council  
 Zoellner Art Center

**Funds Expended on Charitable Contributions and Community Outreach in 2008**

Mohegan Sun at Pocono Downs	<b>316,494.00</b>
Philadelphia Park Racetrack & Casino	<b>1,600,000.00</b>
Harrah's Chester Casino & Racetrack	<b>160,168.00</b>
Presque Isle Downs & Racetrack	<b>26,786.06</b>
The Meadows Racetrack & Casino	<b>50,695.45</b>
Mount Airy Casino Resort	<b>26,520.00</b>
Hollywood Casino at Penn National	<b>381,232.67</b>
Sands Casino Resort Bethlehem	<b>194,445.00</b>
HSP/Sugarhouse	<b>45,759.96</b>
<b>Total</b>	<b>\$ 2,802,101.14</b>