



*William P. Weidner,
President and COO Las Vegas Sands Inc.*

Message from our President and COO

On behalf of The Venetian Resort Hotel Casino and the entire management team of Las Vegas Sands, Inc., I am pleased to present to you the enclosed report, detailing the results to date of our commitment to equal opportunity for all in our community. This data not only demonstrates our dedication to that goal, but also, and more importantly, represents a “scorecard” for us to track the efficacy of our activities toward fulfilling our commitment to equality and diversity.

The Venetian takes pride in being a pro-active leader in promoting equal opportunities in all facets of our operations, from purchasing and contracting to recruiting and developing our human resources. In pursuit of our diversity goals, we continue to establish ever-increasing numbers of new and meaningful business relationships with MBE, WBE, and DBE vendors.

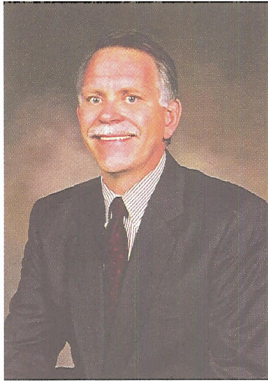
The Venetian is committed to recruiting, employing, training, and developing individuals of all ages, cultural and racial backgrounds, and religious beliefs. We have established a work environment where the diversity of our Team Members is respected and where that diversity has become a part of the fabric of our organization. For the third consecutive year, The Venetian Resort Hotel Casino has been heralded as “The Best Place to Work” by the Southern Nevada Human Resources Association. We offer on-site day care, wellness programs, and an unparalleled benefits package that’s the envy of everyone on the Strip.

In 2004, The Venetian posted the single highest earnings quarter in the history of Las Vegas. This was largely due to our unmatched dedication to our Team Members, as we foster a culture of mutual respect for each other and do our respective best to serve our fellow team members and our customers.

The Venetian Resort Hotel Casino has built a strong and solid foundation of mutual respect and support and we will maintain and strengthen that foundation by continuing our commitment to equal opportunity and diversity. As we expand our business, we look forward to growing together with our community and will seek to continue to lead the industry in setting the standard – not only as the number one place to work on the Strip, but as the industry leader in providing equal business and employment opportunities for our citizens and employees. We will continue our efforts to meet the demand of our ever-growing and diverse community for years to come.

Sincerely,

William P. Weidner
President and Chief Operating Officer
Las Vegas Sands Inc.



*Robert Gerst,
Vice President of Human Resources*

Message from our Vice President of Human Resources

At The Venetian Resort Hotel Casino we value the diversity we experience with our guests and our Team Members who come from all over the world. Fostering a diverse workforce enables us to broaden our skills, knowledge and abilities. We challenge outdated paradigms, embrace the challenges and demands of a dynamic world-class organization and treat all people with respect and integrity.

The Venetian Resort Hotel Casino is an equal opportunity employer committed to maintaining a work environment that is free from discrimination. It is The Venetian's policy and practice to ensure that all Team Members will be treated equally without regard to race, color, religion, sex, age, national origin, physical or mental handicap or disability assuming the Team Member can perform all of the essential job functions with or without reasonable accommodation. This policy of non-discrimination applies to all privileges and conditions of employment including retirement, hiring, promotion, transfer, renewal of employment, selection for training or apprenticeship, termination, discipline, tenure and/or terms and conditions of employment.

In addition to providing equal opportunities for all Team Members, it is The Venetian's policy to provide a positive and inclusive work environment which values differences and enables every Team Member to contribute and develop the level of his or her potential.

To that end, it is The Venetian's goal that:

- Team Members are respectful in words and actions towards other Team Members.
- Company policies, procedures and systems will support and encourage diversity principles.
- An environment is created in which each Team Member can enhance his or her individual skills, abilities and levels of expertise.
- Each Team Member will recognize and positively respond to the diversity of The Venetian's customers and suppliers as well as that of their fellow Team Members.
- It is The Venetian's belief that its commitment to valuing and celebrating diversity will result in respected and creative Team Members who will ensure high levels of guest service and Team Member satisfaction.

We strive to maintain a work environment free of discrimination and harassment. We clearly communicate expectations, performance, standards, rules and policies. We respond to complaints, concerns and suggestions in a timely, honest way. We establish systems that encourage open communication and that insure people are treated fairly. The Venetian provides exceptional training and development opportunities including leadership development classes, external training and mentorship opportunities.

We believe that one reason The Venetian Resort Hotel Casino has been named "The Best Employer in Southern Nevada" for three years in a row is our commitment to each Team Member, no matter what their background, gender, race, color, religion, sex, age, national origin, physical or mental handicap or disability is. This commitment is what makes The Venetian Resort Hotel Casino the special place it is for each of our Team Members.

Sincerely,

A handwritten signature in black ink that reads "Robert D. Gerst". The signature is written in a cursive, flowing style.

Robert Gerst
Vice President of Human Resources



ANDREW F. ABBOUD

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COMMUNITY AND DIVERSITY AWARDS

- ❖ Best Places to Work Southern Nevada – Southern Nevada Human Resource Association (2002, 2003 and 2004)
- ❖ Outstanding Employer of the Year for Employing Individuals with Disability – Work Enhancement Employment Team (2003)
- ❖ Urban Chamber of Commerce – for Support (2002, 2003, and 2004)
- ❖ Nevada Minority Business Council / MBE Showcase (2003 and 2004)
- ❖ Senator Harry Reid, Congressman Jon Porter, and Senator John Ensign – Southern Nevada Hispanic Employment Program and Career Fair (2003)
- ❖ Asian Chamber Commerce – Corporation of the Year
- ❖ Asian Chamber Commerce – for Support (2002)
- ❖ Infinity Broadcasting Corporation / Reading Rocks – for literacy effort (2002)
- ❖ Sisters Network – for Appreciation (2004)
- ❖ Founders Drive Recognition – Boys & Girls Club (2002)
- ❖ Valuable Service to Boys & Girls Clubs Award – United States Senate (2003)
- ❖ Latin Chamber of Commerce – Tourism Award
- ❖ Nevada Minority Purchasing Council – Purchasing Award
- ❖ Department of Veteran Affairs - Commendation
- ❖ Corporate Giving Award – HELP of Southern Nevada



INNOVATION THROUGH DIVERSITY














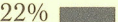


VENETIAN Employee Profile

	Total	Caucasian	Minority	Male	Female
Venetian 2004 (YTD)	5618	45% 	55% 	48% 	52% 
Venetian 2003	5120	46.5% 	53.5% 	47% 	53% 
Venetian 2002	4654	48.0% 	52% 	48% 	52% 
Clark County Census 2002		60% 	40% 	51% 	49% 










VENETIAN Managers & Above Profile

	Total	Caucasian	Minority	Male	Female
Venetian 2004 (YTD)	817	66% 	34% 	56% 	44% 
Venetian 2003	755	67% 	33% 	59% 	41% 
Venetian 2002	756	69% 	31% 	59% 	41% 

VENETIAN Workforce by Ethnicity

	Total	African-American	Hispanic	Asian-American	Native-American
Venetian 2004 (YTD)	5618	7% 	35% 	16% 	.04% 
Venetian 2003	5120	7% 	31% 	15% 	.04% 
Venetian 2002	4654	7% 	30% 	15% 	.04% 
Clark County Census 2002		9% 	22% 	5% 	.08% 

VENETIAN Managers & Above by Ethnicity

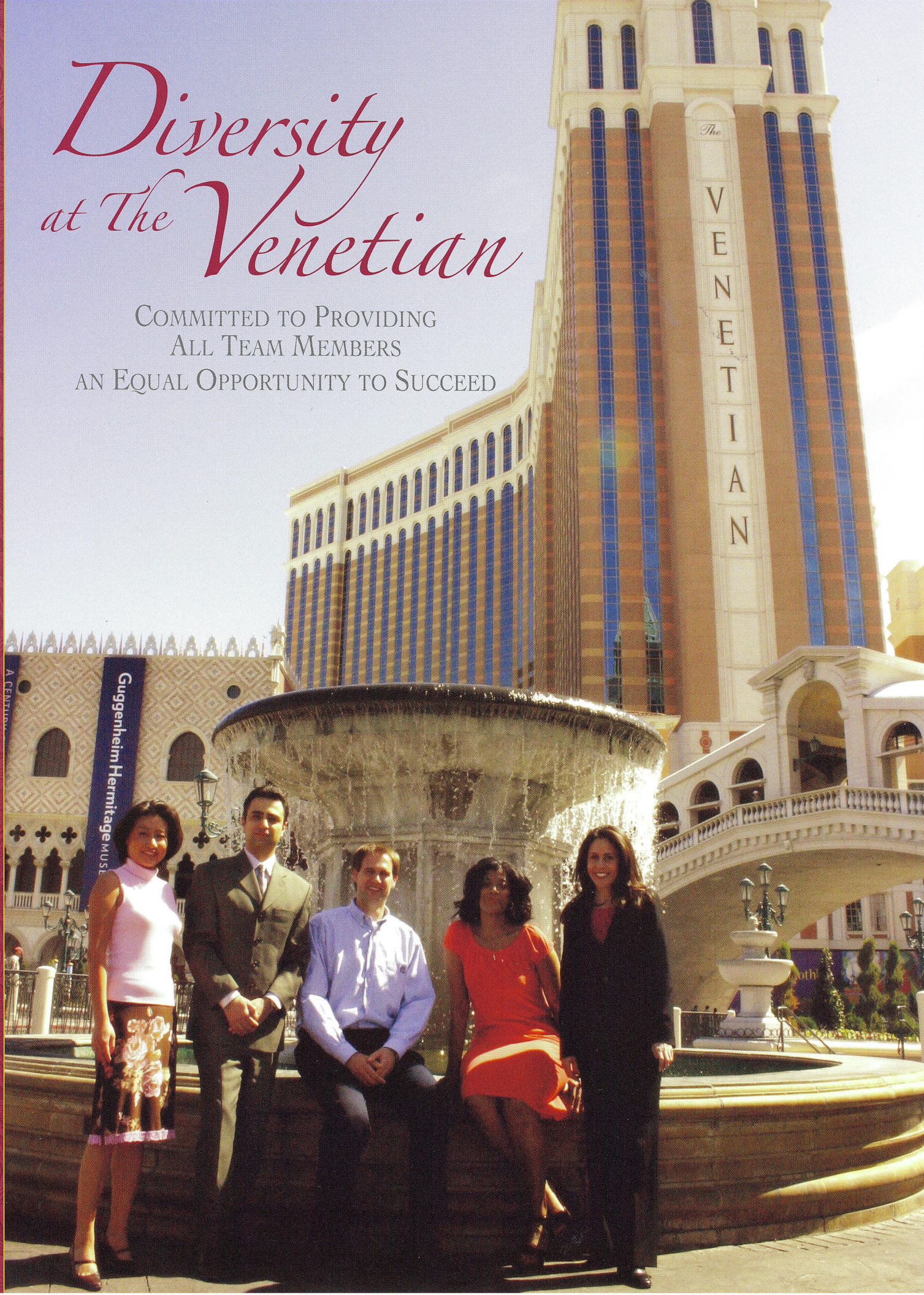
	Total	African-American	Hispanic	Asian-American
Venetian 2004 (YTD)	817	7% 	15% 	12% 
Venetian 2003	755	8% 	14% 	11% 
Venetian 2002	756	7% 	12% 	12% 

PURCHASING

	2000	2001	2002	2003	2004 (YTD)
Total Purchasing	\$41,195,636.43	\$38,460,244.20	\$48,331,446.73	\$64,323,593.20	\$41,687,155.26
MBE/WBE/DBE Expenditures	\$1,970,815.69	\$4,158,800.72	\$2,786,049.29	\$2,880,136.03	\$2,585,981.87

Diversity at The Venetian

COMMITTED TO PROVIDING
ALL TEAM MEMBERS
AN EQUAL OPPORTUNITY TO SUCCEED



A CENTURY

Guggenheim Hermitage Museum

with



Statement of Diversity

*T*he Venetian Resort-Hotel-Casino is committed to leading the Las Vegas Hospitality and Gaming industries in promoting diversity within all facets of its pursuit of achievement.

Pivotal to our endeavor to deliver unmatched service and an unparalleled experience for our guests is the ability to attract and maintain the most talented, qualified workforce on The Strip and to offer extraordinary restaurant, retail, and entertainment attractions to our guests. In order to achieve these goals, The Venetian must look to our diverse community and seek out the best resources available. Crucial to this task is maintaining our commitment to providing a rewarding, exceptional environment for our Team Members and vendors—one that is respectful and inclusive of all individuals regardless of their race, color, religion, gender, national origin, age, sexual orientation, or disability. Discrimination in any form by any Team Member is not tolerated.

This pursuit involves fostering diversity while simultaneously awarding contracts, selecting vendors, and rewarding and promoting Team Members on the basis of their qualifications, achievements, and contributions. In doing so, The Venetian works to actively seek out qualified vendors in minority communities and to empower Team Members from all backgrounds with an equal opportunity to training, advancement, and realization of their full potential.

Success in this charge is paramount to The Venetian meeting and exceeding its very high standards and achieving its goal to redefine Las Vegas as a 21st-century resort destination. ■





Diversity Policy

*I*t is the policy of The Venetian to create an environment that values differences and enables every Team Member to contribute and develop to the level of his/her potential in support of company goals.

Accordingly, it is also the policy of The Venetian to ensure a positive and inclusive work environment, to emphasize the value of differences among Team Members, and to apply diversity principles in relationships with its customers, suppliers, and communities. In so doing, it is the goal of The Venetian that:

- Each Team Member be respectful of other Team Members in words and actions.
- Company policies, procedures, and systems will support and encourage diversity principles.
- Management recognize and capitalize on each Team Member's diversity.
- An environment is created in which each Team Member will have the opportunity to enhance his/her skills, abilities, and level of expertise.
- Each Team Member will recognize, respect, and respond to the diversity of the Company's customers, suppliers, and communities.

It is the belief of The Venetian that its commitment to valuing and celebrating diversity will result in respected and creative Team Members who will ensure high levels of customer service and Team Member satisfaction. ■






Americans with Disabilities Act Policy

*I*t is the policy of The Venetian to comply with all applicable provisions of the Americans with Disabilities Act (ADA). In this regard, The Venetian will not discriminate against any qualified Team Member or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. The Venetian will strive to reasonably accommodate all Team Members or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties inherent in the job, and provided further that any such accommodations do not impose an undue hardship on The Venetian.

The Venetian policy of nondiscrimination applies to all personnel and employment practices, including but not limited to:

- Recruitment activities
- Hiring
- Promotions
- Transfers
- Layoffs or terminations
- Compensation of any kind, including benefits
- Selection for training
- Educational programs
- Hotel-sponsored recreational and social activities





The Venetian has reviewed, and will continue to review, all personnel procedures to ensure that job applicants and Team Members with disabilities are given nondiscriminatory consideration when their job qualifications are assessed. Actions taken to ensure this process include:

- Evaluating job descriptions to determine essential elements of the job.
- Reviewing job qualifications to ensure that mental and physical requirements are job-related and consistent with the needs of our business.
- Reviewing any job requirements that have in the past tended to screen out qualified individuals with disabilities.
- Evaluating selection processes of The Venetian (including training and promotion) to ensure that disabled persons have equal opportunity.
- Informing all personnel involved in recruitment, screening, selection, promotion, discipline, and other related employment practices about the obligations set forth in the ADA.
- Utilizing only those medical examination policies that are consistent with the ADA requirements.
- Establishing a procedure to examine reasonable accommodations for qualified applicants or Team Members with disabilities, except where significant difficulty or expense would arise.
- Keeping confidential information regarding Team Members with disabilities and not disclosing this information except in accordance with the law.
- When possible, providing recreational and social opportunities for Team Members with disabilities equal to the opportunities provided to others.
- Not discriminating on the basis of disability in regard to vacations, sick leave, and other leaves from work.



The Human Resources Department is directly responsible for administering ADA-related concerns at The Venetian. Such administrative functions include:

- Development of policy statements, guidelines, and internal and external communications about the ADA and its requirements.
- Meeting with managers, supervisors, and Team Members to discuss any problems that may arise in accommodating individuals with disabilities.
- Determining the need for revisions and designing any solutions or changes to correct any facet of the program.
- Keeping individual locations informed of the latest developments pertaining to persons with disabilities.
- Notifying and briefing executives, managers, supervisors, and other Team Members about The Venetian compliance program.
- Reviewing and discussing the ADA compliance program in Team Member orientation sessions and in management training programs.

Applicants and Team Members are assured that all information regarding a disability shall be kept completely confidential, with the following exceptions:

- Appropriate supervisors and managers may be informed regarding restrictions on the work or duties of disabled Team Members and any accommodations that have been made.
- If the condition may require emergency treatment, first aid and safety personnel may be informed.
- Government officials investigating compliance with federal laws may be informed.

All Team Members with responsibilities that may require knowledge of disabilities will be advised that they are to treat the knowledge with confidentiality. ■



Equal Opportunity Employment Policy

The Venetian is an Equal Opportunity Employer and is committed to maintaining a work environment that is free from discrimination. It is the policy and practice of The Venetian to ensure that all Team Members are treated equally without regard to race, color, religion, sex, age, national origin, physical or mental handicap, or disability, assuming the Team Member can perform all of the essential job functions with or without reasonable accommodation. This policy of non-discrimination applies to all privileges or conditions of employment, including recruitment, hiring, promotion, transfer, renewal of employment, selection for training or apprenticeship, termination, discipline, tenure, and/or terms and conditions of employment. ■



Peer Review Board Policy



It is the policy of the Company to provide hourly Team Members with a procedure for bringing disputes regarding Career Decision Days and terminations of employment to the attention of management, and to resolve such issues fairly and promptly.

PROCEDURE – TERMINATIONS AND CAREER DECISION DAYS

1. Whenever a Team Member believes he/she has received a Career Decision Day or been terminated unjustly, he/she may appeal the matter to the Director of Team Member Relations. It is the responsibility of the Director of Team Member Relations or a designee to investigate the problem, to attempt to resolve it, and to communicate a decision to the Team Member within five working days.
2. If the Team Member is not satisfied with the decision, the Team Member may file for a hearing before the Peer Review Board. The request for hearing must be made to the Director of Team Member Relations, in writing, within ten days of the issuance of the Team Member Relations Director's decision or the issuance of the Career Decision Day or termination. (Note: Team Member Relations will attempt to resolve issues prior to the holding of a Peer Review Board ("Board"), if possible.)
3. When possible, a Peer Review Board hearing will be scheduled within five working days from the date the request is received, or at the earliest mutually convenient time.
4. The Peer Review Board Council will be comprised of six individuals.
 - a. The Director of Team Member Relations or a designee will coordinate the selection of the Board, assist the parties in the preparation and presentation of their case, and conduct the hearing proceedings. He/she will be a non-voting member of the Board.
 - b. Two management Team Members (supervisory or above) will be selected as follows: a list of three managers who have completed their Introductory Period will be selected at random by the Director of Team Member Relations or a designee. The filing Team Member will be informed of the department in which each selected individual works. (The names of those Team Members selected will not be disclosed to the filing Team Member or the department prior to the meeting.) The filing Team Member will choose two from the list of three.



- c. Three hourly Team Members will be selected as follows: a list of four hourly Team Members will be selected at random by the Team Member Relations Director or a designee. The filing Team Member will be informed of the department in which each selected individual works. (The names of the Team Members selected will not be disclosed to the filing Team Member or the department prior to the meeting.) The filing Team Member will select three from the list to sit on the Board. If a Team Member chooses not to participate, an additional name will be drawn and the filing Team Member will choose between the department of that Team Member and the department of the fourth Team Member originally selected.
 - d. There will be a non-voting secretary present who will take notes, tape, or video record the proceedings.
 - e. Managers and hourly Team Members may only serve on one Peer Review Board in any 12-month period unless there is a last minute cancellation and a stand-in is called.
5. The Peer Review Board will convene a hearing to which witnesses who have relevant information will be invited to attend and participate at the appropriate time during the hearing. Only managers and Team Members of The Venetian will be allowed to attend a Peer Review Board meeting.
6. Decisions of the Peer Review Board will be made by secret ballot. A simple majority vote will prevail. The decision will be final and binding on the Company. The Company may alter the decision of the Board to the benefit of the Team Member if additional information becomes available after the Board's decision.
 - a) Human Resources will communicate the decision of the Board at the conclusion of the meeting.
7. The Peer Review Board is empowered to:
 - a. Reinstate terminated Team Members or rescind the Career Decision Day of Team Members, and direct reimbursement of any lost wages. This includes tips that would typically have been earned during the period of termination (tips are paid by the Company, not from tip pools) and benefits, if warranted, by the facts and circumstances of the case.
 - b. Issue a partial remedy, e.g., reinstatement or full or partial rescission without back pay or with partial back pay.
 - c. Uphold the action of the department.

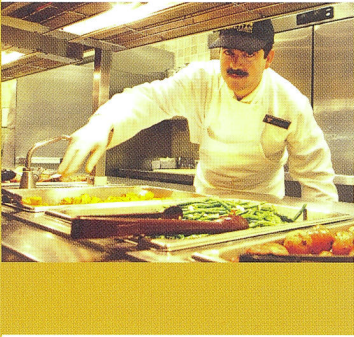


8. Eligible Team Members are encouraged to use the Peer Review Board procedure and will not, under any circumstances, be retaliated against for doing so in any manner.
9. If a Team Member is reinstated or a Career Decision Day is rescinded or modified, all disciplinary action taken within 120 days following the reinstatement will be reviewed by Team Member Relations prior to communicating the action to the Team Member.
10. Team Members not entitled to the Board procedure are the following:
 - a. Company officers.
 - b. All salaried Team Members, including daily rated Team Members.
 - c. Team Members who have not completed their introductory period.
11. A Peer Review Board will not be assembled for the following reasons:
 - a. Team members not eligible to work (e.g., expired or revoked work card, TAM card, health card, or alien card).
 - b. Re-organization within a department.
 - c. Reduction-in-force.
 - d. Failure to pass pre-employment, post-accident, or reasonable cause alcohol/substance testing.
 - e. Sexual harassment (due to the need to maintain confidentiality).
 - f. For anyone who is under investigation for, charged with, or found guilty of a criminal act.
 - g. Suspension, pending investigation without pay, pending court determination of guilt as a result of a felony arrest, or arrest for any other serious offense that may adversely affect the Company.
 - h. Any Team Member who has been returned to work by a prior Peer Review Board decision and then violates policy again. ■



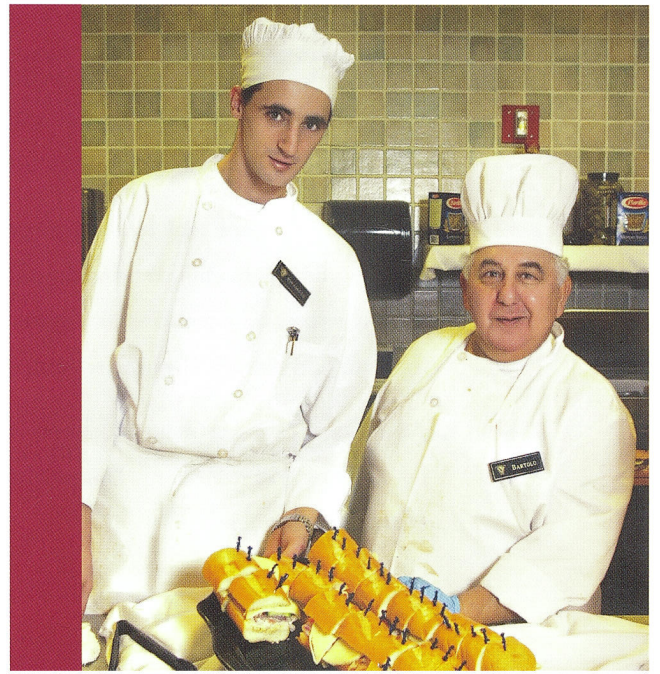


Minority Purchasing Policy



The Venetian Resort-Hotel-Casino is very proud to provide an equal opportunity purchasing environment. We encourage and welcome minority- and women-owned businesses to bring to our table their expertise and knowledge of products and services. Our purchasing policy is as follows:

1. The Venetian is committed to including certified, as well as non-certified minority- and women-owned suppliers to bid on product and services within their scope, as requested by our internal departments.
2. Minority- and women-owned businesses will be required to submit certification of their minority affiliation with their bid for consideration (if available).
3. The buyer will review bids submitted with the requesting department management.
4. Once reviewed, a determination based on pricing and quality is made and a purchase order is generated.
5. Minority- and women-owned businesses will be given every consideration based on the above criteria.
6. The Venetian will track all minority purchases to ensure that we are giving every opportunity within reason to minority- and women-owned suppliers. ■





Harassment Policy

The Venetian is committed to offering Team Members equal treatment and a work environment free from all forms of discrimination. It is against the policy of the Company for any Team Member to harass another team member on the basis of race, color, religion, gender, national origin, age, sexual orientation, disability, or any other status protected by law by:

1. Creating an intimidating, hostile, or offensive work environment.
2. Unreasonably interfering with a Team Member's work performance.
3. Otherwise adversely affecting an individual's employment opportunities.

Harassment Hotline – 414-4343

No one can provide excellent guest service if they are subjected to any type of harassment or discrimination. In order to resolve any such problems quickly and effectively Team Members are always encouraged to talk to their immediate supervisor or manager. If that is not appropriate, they may contact Human Resources directly or, in the case of an emergency, contact Security immediately. To make it fast and easy to report such problems, a Human Resources Representative is available seven days a week from 6 a.m. to midnight.

The following are examples of types of behaviors that, depending upon the circumstances, may be considered harassment:

- Epithets, slurs, or negative stereotyping.
- Threatening, intimidating, or hostile acts.
- Written or graphic material that is placed on walls, bulletin boards, or elsewhere on the Company's premises that denigrates or shows hostility or aversion toward an individual or group.
- Verbal or physical acts that purport to be "jokes" or "pranks" but are hostile or demeaning.



Harassment on the basis of sex/gender is in violation of the Civil Rights Acts of 1964 and Nevada discrimination laws. It is the belief of The Venetian that no Team Member, male or female, should be subjected by anyone to unsolicited or unwelcome sexual overtures or conduct, either verbal or physical. It is also against Company policy for any Team Member, male or female, to sexually harass another Team Member by: (1) making unwelcome sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature; (2) making submission to or rejection of such conduct the basis for employment decisions affecting the Team Member; or (3) creating an intimidating, hostile, or offensive working environment by such conduct. The following are specific examples of behavior which, depending upon the circumstances, may be considered sexual harassment:

- Leering at the body of another.
- Whistling at someone or making catcalls.
- Unwelcome voluntary touching and/or contact.
- Subtle or overt pressure for sexual favors.
- Making unwelcome sexual compliments, propositions, innuendoes, and/or suggestions.
- Telling sexually explicit, offensive, and/or suggestive jokes.
- Sexually oriented “kidding” or “teasing”.
- The use of foul or obscene language or gestures.
- The displaying of foul or obscene printed or visual material.
- Remarks about a person’s physical anatomy or characteristics.
- Turning work discussions into sexual topics.
- Continued and unwanted requests or attempts to create or continue a “dating” or other personal relationship.

These are just a few examples of behaviors that may constitute sexual harassment. This list is not meant to be exhaustive, but rather illustrative of types of behaviors that may constitute sexual harassment.





The Venetian regards all forms of harassment on the basis of race, color, religion, gender, national origin, age, sexual orientation, disability, or any other status protected by law as a serious violation of the conditions of employment. A Team Member found to have violated this policy will be subjected to disciplinary action, up to and including termination.

Any instance of harassment, whether witnessed or experienced, on the basis of race, color, religion, gender, national origin, age, sexual orientation, disability, or any other status protected by law is to be reported to the Team Member's immediate supervisor or the V.P. or Director of Human Resources. No disciplinary or retaliatory action will be taken against any Team Member for reporting harassing conduct of this nature.

Complaints will be treated in confidence to the greatest extent possible, in light of the need to investigate the complaints. Upon receiving a complaint of this nature, the supervisor must immediately (within 24 hours) notify the Human Resources Department. Thereafter, the Human Resources Department shall promptly (within 24 hours) apprise the Legal Department of the allegation. An investigation of the behavior in question will be conducted and appropriate action will be taken in response to the complaint. The investigation will be conducted by either the Human Resources Department or the Legal Department depending upon the individual facts, in as timely a fashion as is practical in light of the surrounding circumstances, including, but not limited to, the business needs of the Company.

The person making the complaint and the accused Team Member will be notified of the outcome of the investigation. If the Human Resources Department conducts the investigation, that department will forward a copy of the final investigative report to the Legal Department within 48 hours of the conclusion of the investigation. If, as a result of the investigation, a Team Member is believed to have engaged in harassing behavior, that Team Member will be subject to immediate disciplinary action, up to and including termination.

If a Team Member is dissatisfied with the outcome of an investigation, he/she may appeal the decision to the V. P. General Counsel by making a written request for review within three days of notification of the outcome of the investigation. The V. P. General Counsel will review the results of the investigation and may in his/her sole discretion, request that further investigation be conducted. The V. P. General Counsel will: (1) render his/her decision on the appeal within five days of receipt of same or (2) contact the appealing party and inform him/her that further review is necessary. In the event that a determination is made that there is a basis for the complaint, corrective action will be taken immediately. ■



SUPPLIER *DIVERSITY*

AT THE VENETIAN
RESORT HOTEL CASINO

WHAT WE *BUY*.

The Venetian has a vast array of needs that require us to buy from suppliers. The products we purchase cover the gamut of industry from food and beverage to engineering and construction. Below is a list of products and services we procure.



General

Office Supplies and Equipment, Audio/Visual Equipment, Computer Equipment, Housekeeping Equipment and Supplies, Cleaning Equipment, Security/Surveillance Equipment, Radios/Beepers, Signage, Food and Beverage Equipment, Banquet Equipment.

General Services

Advertising, Decorating, Printing, Consulting, Staffing, Repairs and Maintenance, Freight.

Operating Inventories

China, Glassware, Flatware/Hollowware, Linens, Uniforms, Guest Room Amenities, Hotel Supplies, Wedding Chapel Supplies, Flowers and Floral Supplies, Prizes, Photo Lab Supplies, Food and Beverage Disposables, Kitchen Supplies, Cleaning Chemicals.



FF&E

Furniture, Upholstery, Carpet, Drapery, Glass/Mirror, Artwork, Wall Coverings, Tile and Flooring.

Engineering

Facilities/Engineering Supplies, General Maintenance Supplies, Repairs and Maintenance, Horticulture.

Construction/Contracting

Electrical, Mechanical, Painting, Drywall, Demolition, Concrete, Life Safety, Millwork, Landscaping, Reinforced Steel, Structural Steel, Construction Equipment.

Gaming

Casino Equipment, Casino Supplies.

Food

Dairy Products, Produce, Meat, Poultry, Seafood, Frozen Products, Bakery Items, Dry Goods, Canned Goods, Condiments, Ethnic Foods, Specialty Items, Vending Products.

Beverage

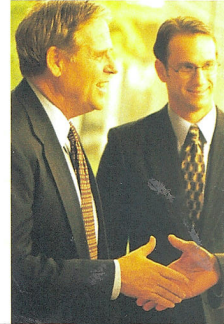
Water, Coffee, Tea, Liquor, Domestic and Imported Wines, Beer.

PURCHASING *P*OLICY.

The very foundation of The Venetian is the celebration of culture. As such, we proudly embrace the cultural diversity of all our team members, and we are equally committed to forming and maintaining relationships with minority-, women-, and disadvantaged-owned businesses.

Our Purchasing Policy is as follows:

- The Venetian commits to contacting minority-, women-, and disadvantaged-owned suppliers to bid on products and services within their scope of work requested by our internal departments.
- Minority-, women-, and disadvantaged-owned businesses will be required to submit certification of their affiliation with their bid for consideration.
- The buyer will review bids submitted with the requesting department management.
- Once reviewed, a determination based on pricing and quality is made and a purchase order is generated.
- Minority-, women-, and disadvantaged-owned businesses will be given every consideration based on the above criteria.
- The Venetian will track all minority purchases to ensure that we are giving every opportunity within reason to certified minority-, women-, and disadvantaged-owned suppliers.



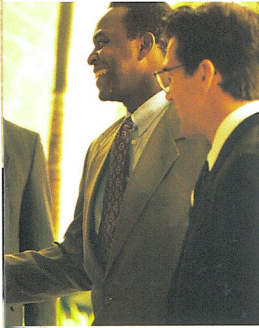
HOW TO *R*EGISTER.

The first step in the application process is to visit The Venetian website at www.venetian.com. Click on the “Company Information” link and fill out the vendor profile under the “Diversity Program” section.

Once we receive your completed profile and a copy of your certification document, you will receive acknowledgement that we have received your information. You may then be contacted by one of our representatives.

LEARN MORE ABOUT BID *O*PPORTUNITES.

For more information about bid opportunities, simply visit our website at www.venetian.com.



DOES THE VENETIAN WORK ONLY
WITH LARGE *S*UPPLIERS?

No. At The Venetian, we do business with suppliers of all sizes in order to meet our wide range of needs. Whether your business employs 10 people or 10,000, we'd be delighted to take a look at what you can do for us.

DOES THE VENETIAN WORK ONLY
WITH *N*EVADA BUSINESSES?

No. The Venetian works with a vast array of companies – locally, nationally, and internationally.

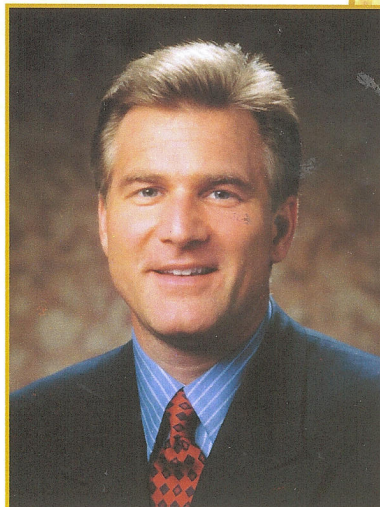
**For more information about The Venetian Diversity Program
please contact us at:**

The Venetian Resort Hotel Casino
Purchasing Department
3355 Las Vegas Blvd. South
Las Vegas, NV 89109
Ph: 702.414.4450
Fax: 702.414.4810
Email: purchasinginfo@venetian.com

FROM THE *P*RESIDENT.

Dear Friends,

Just as we value and are proud of the cultural diversity of all our team members, we are equally enthusiastic to maintain and nourish an equal opportunity environment for our purchasing needs. We welcome minority-, women-, or disadvantaged-owned businesses to share with us their expertise and knowledge, and are committed to contacting certified minority suppliers to bid on their products and services.



We continue to seek a diverse vendor base by establishing business relationships with vendors who meet our needs and standards of excellence. As The Venetian promotes a policy of enhancing vendor and supplier diversity, we likewise will seek to assure that all of its contractors, subcontractors, and vendors abide by the spirit and intent of our policy.

If you are a minority-, women-, or disadvantaged-owned business with a service to offer our Purchasing Department, please do not hesitate to contact us. We look forward to constantly enhancing the superior service of The Venetian through the efforts of our team members and those of our vendor partners.

Thank you.

Sincerely,

A handwritten signature in black ink that reads "Rob Goldstein". The signature is written in a cursive, slightly slanted style.

Robert G. Goldstein
President and COO
The Venetian Resort Hotel Casino





General Information: 702.414.1000
Outside Las Vegas: 1.888.2.VENETIAN (1.888.283.6384)
Purchasing Department & Diversity Program: 702.414.4450

www.venetian.com

Southern Nevada's Best Place to Work.
The Neighbors Must Be Jealous.



For the third consecutive year, The Venetian has been heralded as "The Best Place to Work" by the Southern Nevada Human Resources Association.

Why? Innovative hiring practices. On-site daycare. Wellness programs. Commitment to the community. And an unparalleled benefits package that's the envy of everyone on the Strip. It's this kind of dedication to our team members

that has made it possible for us to post the single greatest quarter in the history of Las Vegas and to open a remarkable new facility in Macao, China.

In celebration, we salute our 5,618 team members and their families, and extend our gratitude to the outstanding community of Las Vegas. Your support has made us what we are today and will grow to become in the future.

THANK YOU



October 13, 2004

Mr. Sheldon Adelson
Chairman & CEO
Venetian Casino Resort, LLC
3355 Las Vegas Blvd. South
Las Vegas, NV 89109

Dear Mr. Adelson,

On behalf of the Board of Directors of the Nevada Minority Business Council (NMBC), we would like to thank you for your continued support and commitment to supplier business development.

As a not-for-profit organization and affiliate of the National Minority Supplier Development Council (NMSDC), which represents over 15,000 minority businesses and over 3,600 major corporations – including most Fortune 500 companies throughout the United States and Brazil – we are committed to the mission of supporting and developing minority business enterprises to compete and succeed in the open market through partnering with major corporations.

For the past two years, the Venetian has hosted our MBE Showcase, an event coordinated with community organizations, created to showcase our premier certified suppliers to major corporations for bid opportunities and/or future consideration. The event has far exceeded our expectations and has grown tremendously, due in large part to your corporate commitment to its success.

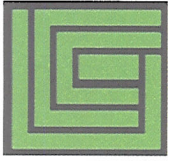
I would be remised if I did not acknowledge how appreciative we are of your staff that has worked so diligently with us over these past two years, particularly Doreen Haneke and Barry Tester. These extraordinary individuals go above and beyond the call of duty each and every year. They are responsive, supportive and do everything in their power to ensure a smoothly run and successful event. It is a joy to work with such a dedicated and professional staff.

This commitment to supplier development speaks volumes, as it demonstrates a sincere effort on behalf of the Venetian to support and promote diversity inclusion throughout your organization, while creating a true partnership with NMBC and our mission to provide quality programming to our Corporations and minority business entrepreneurs (MBEs) which enhances long-lasting relationships that result in true economic empowerment.

You certainly have a lot to be proud of with your stellar leadership, beautiful facilities, and exceptional staff. We at the Nevada Minority Business Council salute you for being a true partner to this community, but most of all thank you for your commitment to minority supplier development.

Sincerely,

Dianne Fontes
President



URBAN CHAMBER OF COMMERCE

"URBAN EMPOWERMENT OF BUSINESS AND COMMUNITY"

July 27, 2004

Mr. Sheldon Adelson, Chairman
The Venetian Resort Hotel Casino
3355 Las Vegas Blvd., S.
Las Vegas, NV 89109

Dear Chairman Adelson:

Executive Board

Hannah Brown
President

Ronald Despenza
Vice President

Francis Odom
Treasurer

Lois Greene
Secretary

It is an honor on behalf of the Board of Directors and membership of the Urban Chamber of Commerce to express our deepest gratitude and appreciation for the support we have received from you and your fine staff of employees at The Venetian Resort Hotel Casino.

With the Venetian assuming prime sponsorship of the Chamber's Annual Ann Gregory Memorial Scholarship Golf Tournament, in a short few years, the tournament has gained national recognition as one of the premier community based events in the country. Through your generous support, this year, we will be awarding 31 scholarships to area youth. Further, our enrichment awards banquet that is held in one of the Venetian's elegant ballrooms, honors a number of individuals and organizations for their contributions to civic betterment projects has become a "must attend" event on Las Vegas's social calendar.

Board Members

Robert Bell
Thomas Brown
William E. Dougan, MD
Derek Jones
Diane Pollard
Edgar Taylor
Jerry Young

While the Chamber is most appreciative of our personal, as well as professional relationship with the Venetian, we also recognize that your company maintains a positive relationship with a number of other civic groups.

However, what is gaining you increasing admiration and respect is your commitment to diversity. Your company's efforts are providing direct economic benefit to persons desiring to be contributing members of society by being gainfully employed or having the opportunity to provide goods and services to your quality enterprise.

Executive Director

E. Louis Overstreet

Mr. Chairman, may your business and community outreach efforts continue to meet with success.

IT Director

Donovan Chambers

Sincerely,

Membership Dire

Kathi Overstreet

Training Director

Chuck Bremer

Dr. E. Louis Overstreet, P.E.
Executive Director

Cc: Hannah Brown, President, UCC

URBAN CHAMBER OF COMMERCE
"URBAN EMPOWERMENT OF BUSINESS AND COMMUNITY"

September 12, 2005

Mr. Andy Abboud, Vice President
Government Relations & Community Affairs
Venetian Resort Hotel Casino
3900 Paradise Rd., Suite #222
Las Vegas, NV 89109

Dear Mr. Abboud:

Please excuse the timing of this correspondence, for it's truly long overdue.

The generosity of Dr. Miriam and Sheldon Adelson, the Venetian Resort Hotel Casino, and the Venetian Foundation are both notable and highly praiseworthy.

The phrase "doing well by doing good" is often inappropriately assigned to businesses that engage in rather token, mundane, and pedestrian community outreach activities. However, there is no way such an inappropriate assignment applies to the Venetian family.

The community partnerships and services you are promoting and providing in greater Las Vegas is making a difference in the lives of many people.

Diversity opportunities you are promoting in the areas of employment and contracting services are in themselves significant. However, where the Venetian family of companies separate themselves from "run of the mill" companies are in the areas of scholarship aid for youth and care for the terminally ill.

Words are incapable of expressing our organization's sincere gratitude for the major contributions the Venetian has made, over the past half-decade, in the form of scholarship aid to students of color who without such assistance would be unable to pursue their higher education dreams..

There is no doubt in our minds as the Venetian continues to pursue successful business ventures, the communities in which you "do well" will also "do good."

Speaking on behalf of our organization, you have our sincere best wishes for a prosperous future.

Sincerely,



Dr. E. Louis Overstreet, P.E.
Executive Director

Cc: Hannah Brown, President, UCC

Executive Board

Hannah Brown
President

Ronald Despenza
Vice President

William E. Dougan, MD
Treasurer

Lois Greene
Secretary

Board Members

Robert Bell

Thomas Brown

Michael Edwards

Derek Jones

Francis Odom

Tom Patchin

Diane Hughes-Pollard

Edgar "Tea" Taylor

Jerry Young

Executive Director
E. Louis Overstreet

Operations Director
Donovan Chambers

Training Director
Chuck Bremer

Communications Director
Lillian McMorris

Membership Director
Lisa Albert

Office Manager
Rose Crowder

November 15, 2005

Mr. Sheldon G. Adelson
Chairman of the Board & CEO
Las Vegas Sands Corp.
3900 Paradise Road, Suite 222
Las Vegas, Nevada 89109

Dear Mr. Adelson,
Please allow me a moment of your time to say 'thank you' for your continued support of the Asian Chamber of Commerce. We are proud to be able to say that the Venetian is one of our Gold Level corporate partners and has truly been dedicated to our goals and successes for many years.

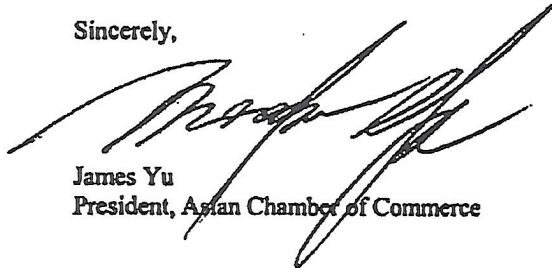
As you know, much of our energy and activities center around our Bill Endow Scholarship Foundation. Through the support of our corporate sponsors, our chamber members and the community, in May of this year we were able to provide \$2,000 scholarships to 16 outstanding Asian-American students in Las Vegas.

We also provide annual holiday meals and gifts to hundreds of underprivileged children at the Sunrise Recreation and Community Center. Additionally we collect toys for the children of our armed forces stationed at Nellis Air Force Base through our Joint Chamber Holiday Mixer. Our relationships with our corporate partners such as the Venetian, allows us to provide these types of activities in the community in which we work, live and play. Your commitment to the community is truly appreciated and is never taken for granted by our Chamber and its directors.

We look forward to many more years of partnering with your fine organization. Please do not hesitate to call me if you have any questions or concerns or if we can assist you in any way.

On behalf of the Asian Chamber of Commerce, its board of directors and members, thank you for all you do.

Sincerely,

A handwritten signature in black ink, appearing to read 'James Yu', is written over a large, stylized, and somewhat illegible signature that spans across the signature line and extends upwards and to the right.

James Yu
President, Asian Chamber of Commerce



Easter Seals Southern Nevada
6200 West Oakey Blvd.
Las Vegas, NV 89146
702.870.7050 V/TTY
702.870.7649 Fax
www.eastersealssn.org

OFFICERS

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Chairman

Neyda Luecker
Vice Chair

Jennie Popiel
Secretary

Mr. Sean Wolpin
The Venetian Resort-Hotel-Casino
3355 Las Vegas Blvd South
Las Vegas, NV 89109

DIRECTORS

Scott Mullen

Chelli Goldwater

Jennie Holder

Sam Lieberman

Wayne C. Davis, SPHR

Jeffrey Ian Gelfer, PhD

To whom it may concern,

The Venetian Resort-Hotel-Casino has been a great benefactor of Easter Seals of Southern Nevada. Through an avid communication many disabled individuals have been able to obtain employment which assured their self sufficiency and an independent living style. Sean, in particular, has always gone the extra mile when accommodations were necessary and made sure that our clients received the necessary attention.

**IMMEDIATE PAST
PRESIDENT**

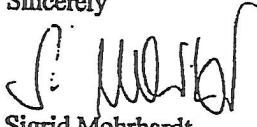
Scott Mullen

We would like to say thank you for a wonderful cooperation and look forward to a continued relationship.

PRESIDENT/CEO

Brian Patchett

Sincerely


Sigrid Mohrhardt
Director of Employment and Rehabilitation
Easter Seals Southern Nevada



Child Development Center / Adult Day Services
Assistive Technology / Job Training and Employment
Information and Referral / Respite
Supported Living