

# ADDENDUM TO THE SPORTS WAGERING FACILITY LICENSE APPLICATION REQUIRED DIVERSITY PLAN

## A. Introduction

Each applicant for a sports wagering facility license (“**Applicant**”) must agree that, if awarded a sports wagering facility license, it will submit to the Sports Wagering Application Review Commission (“**SWARC**”) a Diversity Plan, as described in Section B of this Addendum to the Sports Wagering Facility License Application (“**Application Addendum**”). The Diversity Plan shall be submitted to SWARC within thirty (30) calendar days after the license award. Each Applicant also must agree to make a good faith effort to meet the diversity objectives outlined in its Diversity Plan and to periodically report diversity metrics, which, along with the Diversity Plan, may be made available to the public.

## B. Diversity Plan Contents

A Diversity Plan shall consist of a detailed written plan, in narrative form, that includes objectives, timetables, and evaluation metrics, describing the steps the Applicant will take to promote meaningful diversity among its owners, investors, managers, employees, and contractors and to promote equality of opportunity. Diversity may include, but is not limited to, diversity based on race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, religion, disability status, and veteran status. SWARC will consider any type of diverse group where an Applicant can demonstrate that an individual has been disadvantaged and, therefore, inclusion of the individual as a participant in the Diversity Plan would be beneficial.

A Diversity Plan shall include the following:

1. strategies for obtaining a diverse group of owners, investors, employees (including executive and managerial positions), and contractors;
2. diversity objectives adopted by the Applicant, and methods for tracking the achievement of those objectives;
3. a plan for diversity-related outreach or events the Applicant will conduct to support its diversity objectives in ownership, investment, management, employment, and contracting;
4. proposed timelines and benchmarks for achieving the diversity objectives;
5. to the extent available, the diversity status of each owner, investor, employee, and contractor; and
6. any other information that demonstrates the Applicant's commitment to ownership, investment, management, employment, and contracting diversity.

## C. Diversity Plan Approval

SWARC will review each Diversity Plan for compliance with the requirements detailed in Section B of this Application Addendum. SWARC shall notify the Applicant of any deficiency in its Plan and the reasons therefor, and the Applicant shall submit a revised Diversity Plan within thirty (30) calendar days after receiving the notice of deficiency.

<p>By checking "Yes," the Applicant affirms that within thirty (30) calendar days after the award of a sports wagering facility license it will submit to SWARC a Diversity Plan that satisfies the requirements detailed in this Application Addendum. The Applicant further affirms that it will make a good faith effort to meet the diversity objectives outlined in the Diversity Plan, and that any changes to Applicant's Diversity Plan must be approved by the Maryland Lottery and Gaming Control Commission.</p>	<input type="checkbox"/> Yes
<p>By checking "Yes," the Applicant agrees to report diversity metrics, to the extent available, in the form and frequency required by the Maryland Lottery and Gaming Control Commission, and to provide any other information the Commission considers appropriate regarding ownership, investment, management, employment, and contracting opportunities by diverse participants and groups.</p>	<input type="checkbox"/> Yes
<p>By checking "Yes," the Applicant agrees that its Diversity Plan and the information reported above may be made available to the public.</p>	<input type="checkbox"/> Yes

**IMPORTANT: SWARC will not award a license to an Applicant that fails to attest to all three of the above statements. Applicants must check "Yes" for all three statements.**