

DIVERSITY PLAN

THE MEADOWS RACETRACK & CASINO DIVERSITY PLAN FRAMEWORK

Introduction

The Meadows Racetrack & Casino is committed to a policy of providing a casino racetrack entertainment complex that achieves the following goals:

- A talented staff of employees that represents the ethnic mix and cultural diversity of the Greater Pittsburgh metropolitan market.
- A group of vendors and suppliers that achieves representation from the Greater Pittsburgh metropolitan market so that we ensure a balanced representation of minority and women owned businesses.
- A marketing effort that targets prospective customers from all ethnicities in the Greater Pittsburgh metropolitan market.

We will promote diversity and assure that all persons receive an equal opportunity in employment. This promotion of diversity extends to contractors, subcontractors, assignees, lessees, agents, vendors and suppliers. The Meadows Racetrack & Casino assures equal employment opportunity for all persons, regardless of race, color, religion, gender, age, national origin, citizenship status, or disability and is committed to:

- Taking proactive steps in addressing the issue of diversity;
- Communicating with employees, patrons, and the community regarding diversity;
- Actively soliciting a diverse group of employees, contractors, subcontractors, assignees, lessees, agents, vendors, and suppliers;
- Developing and instituting practical strategies to ensure diversity.

The Meadows Racetrack & Casino's objective is to promote and support diversity throughout the organization, at both the gaming and racetrack facilities.

Mission Statement

The Meadows Racetrack & Casino is dedicated to establishing an organization that reflects a fundamental respect for different ways of working and living. We intend to assure every individual the opportunity to reach his or her potential. The Meadows Racetrack & Casino is committed to being proactive in promoting diversity throughout all aspects of its operations. We believe that all employees are responsible for contributing to a work environment free from discrimination and prejudice, regardless of position or title.

The Meadows Racetrack & Casino Diversity Plan

The Meadows Racetrack & Casino Diversity Plan will be comprised of the following:

- Diversity Committee
- Building Community Involvement
- Recruitment & Employment
- Vendors and Suppliers
- Marketing and Entertainment
- Diversity Awareness Training Programs
- Diversity Management Training
- Procurement & Construction
- Ownership Commitment
- Periodic Performance & Program Review
- Diversity Online
- Continuous Improvement & Industry Best Practices

Diversity Committee

The Diversity Committee will be comprised of The Meadows Racetrack & Casino General Manager, Racetrack General Manager, Director of Human Resources, along with two members from outside the company. The two outside members will be selected from a pool created from input from local organizations. The committee will monitor and review the progress and results of The Meadows Racetrack & Casino diversity program. All segments of the program, including recruiting and training of employees will be reviewed, along with the evaluation of the contractor, supplier and vendor initiatives. The committee will meet on a regular basis and will provide meeting notes and make recommendations to upper management.

Building Community Involvement

The Meadows Racetrack & Casino will ensure that diversity is respected, encouraged, and embraced throughout the organization, and the community. The Meadows Racetrack & Casino will develop relationships with local community colleges, chambers of commerce, and other organizations, as well as using the internet and advertising opportunities to promote our diversity efforts.

Recruitment & Employment

We are committed to recruiting, retaining and developing the best employees regardless of race, color, religion, sex, age, disability or national origin. The Meadows Racetrack & Casino will comply with the Equal Employment Opportunity Act and will adopt policies consistent with the Act that apply to all employment practices including recruitment, hiring, evaluation, promotion, transfer, discipline and termination, as well as forms of employee compensation.

Recruiting tools that may be utilized to help ensure a diverse workforce include classified advertising in targeted newspapers, job fairs, posting job listings on the internet, working with local organizations and chambers of commerce, utilizing the four Meadows OTB sites for job recruitment and employment applications and listing job openings with local and state agencies.

Recruitment

- We will utilize trade and vocational schools that specialize in providing training and assistance to economically disadvantaged persons to help attain our diversity goals.
- We will identify niche publications that reach out to a broad spectrum of ethnicities to advertise our job opportunities.
- We will identify civic groups and community organizations that represent diverse constituencies to help promote the message of our employment opportunities.
- We will utilize target radio stations to promote job fairs and employment centers.
- We will target a multitude of diverse local websites offering them an opportunity to link to the employment section of our Meadows website.
- We will recruit in different languages so that we do a responsible job of promoting our employment opportunities to those persons who speak English as a second language.
- We will identify those local organizations that train and help secure employment for persons with disabilities.

Employment

- Job descriptions will be carefully written to not include restrictive and unnecessary minimum requirements that might restrict our ability to employ ethnic minorities and the disabled.
- Our goal will be to provide a workforce that represents a microcosm of wide diversity that exists in the general population of the Greater Pittsburgh metropolitan market.
- We will provide training and educational development to our premiere performers so that excellent employees who are either women or ethnic minorities can be qualified to assume positions of management responsibility.

Vendors and Suppliers

The Meadows Racetrack & Casino will utilize the Pennsylvania Gaming Control Board's list of minority and women's business to ensure that we procure goods and services from a number of qualified companies that are owned by women and ethnic minorities. Additional planned efforts include:

- Hiring a purchasing executive with extensive knowledge in both the hospitality industry and local knowledge of the Pittsburgh market.
- Networking with ethnic chambers of commerce and civic organizations to help recruit qualified vendors.
- Utilize niche media to help attract qualified vendors.

- Utilize public information that lists businesses owned by women and ethnic minorities.

Marketing and Entertainment

The Meadows Racetrack & Casino will aggressively market to ethnic minorities and niche groups to patronize the casino racetrack complex. Such efforts will include:

- Radio advertising.
- Advertising in targeted ethnic publications.
- Motor coach bookings of ethnic and religious organizations.
- Ethnic entertainment events, food festivals, and other forms of special events.
- A diverse program of lounge performers that will allow us to offer something that is appealing to a variety of ethnic groups.

Diversity Awareness Training Program

The objective of the diversity awareness training program is to employ a staff that is cognizant of the needs of its fellow employees and also the diverse customer base that patronizes The Meadows Racetrack & Casino. Our training efforts will be designed to ensure that all employees are aware of diversity issues, and have an understanding of ethnic changes in the workplace. In order to provide the very best customer service, it is necessary for our employees to understand the importance and appreciation of peoples' differences, so that stereotypes and prejudices may be overcome. We will have a zero tolerance policy towards discrimination of women, ethnic minorities and persons with disabilities. All employees will be required to complete the diversity awareness training program during employee orientation.

Diversity Management Training

In addition to the orientation diversity training class, supervisors and managers will be required to attend diversity management training. Topics presented in the class will be the diversity mission statement, the definition of diversity, the importance of diversity, cultural and racial sensitivity, stereotypes and personal awareness activities.

Procurement and Construction

The Meadows Racetrack & Casino will request proposals in order to receive and select from a wide range of bidders for each of its major contracts. The Meadows Racetrack & Casino will seek to identify a diverse group of potential contractors, subcontractors, vendors and suppliers with the ability to perform the size and scope of our projects. Certified minority-owned, women-owned, disabled and small business enterprises will be encouraged to support diversity efforts through both first and second-tier supplier programs. In addition, The Meadows Racetrack & Casino will support and encourage "participation plan"

initiatives whereby small companies team up with larger companies to provide goods and services.

Ownership Commitment

The Meadows Racetrack & Casino diversity plan will only prosper with a top down commitment to diversity throughout the company. Therefore, the owners of The Meadows Racetrack & Casino are committed to ensuring the success of diversity within the company.

Periodic Performance & Program Review

The Diversity Committee will conduct quarterly reviews to ensure compliance with all aspects of The Meadows Racetrack & Casino diversity program. The review will assess the overall effectiveness of the program, centered on the diversity of employees, contractors, vendors and suppliers. The diversity goals for the next period will be presented by The Meadows Racetrack & Casino management. The Diversity Committee will submit the Diversity Performance Program Review and recommendations for improvement to the owners of The Meadows Racetrack & Casino parent company Cannery Casino Resorts for review and compliance. In addition, to comply with The Pennsylvania Gaming Control Board's Regulation 481.5. (Reports of Participation), annually The Meadows Racetrack & Casino will file a report with the Board concerning the performance of our diversity plan. The Meadows Racetrack & Casino will maintain records and databases of the following information:

- Employment data, including information on minority and women representation in the workforce in all job classifications; salary information; and recruitment and training information, including executive and managerial level recruitment and training; and retention and outreach efforts.
- The total number and value of all contracts or transactions awarded for goods and services.
- The total number and value of all contracts or transactions awarded to minority and women's business enterprises.
- The total number and value of all contracts awarded that contain a participation plan.
- The total number and value of all subcontracts to be awarded to minority and women's business enterprises under contracts containing a participation plan.
- An identification of each subcontract actually awarded to a minority or women's business enterprise under contracts containing a participation plan during each calendar quarter and the actual value of each such subcontract.
- An identification of each contract or transaction awarded to a minority or women's business enterprise.
- A comprehensive description of all efforts made by the licensed entity or applicant 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 Meadow Racetrack & Casino.

- Other information deemed necessary by the Board to ensure compliance with the act and the diversity requirements 481.1 – 481.5.

Diversity Online

The Meadows Racetrack & Casino understands that continuing success in diversifying the employee, vendor and supplier base is contingent upon the company's ability to identify greater numbers of quality and diverse people and companies. The Meadows Racetrack & Casino intends to create a website www.meadowsgaming/diversity.com that will allow potential employees, as well as minority and women-owned business, to register to be included in a database and receive information about employment and the procurement of goods and services.

Continuous Improvement & Industry Best Practices

The Meadows Racetrack & Casino intends to continually look for ways to improve existing operations and to ensure that industry best practices are employed whenever possible.