



PENNSYLVANIA GAMING CONTROL BOARD
P.O. BOX 69060
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DATE: October 6, 2005

TO: All Potential Applicants for Slots Gaming Licenses

FROM: Thomas A. Decker, Chairman
Pennsylvania Gaming Control Board

SUBJECT: Notice Regarding Diversity Requirements

Under Section 1212 of the Pennsylvania Race Horse Development and Gaming Act, the Pennsylvania Gaming Control Board is charged with promoting and ensuring diversity in all aspects of gaming activities authorized under the law. The Board takes this responsibility seriously and is committed to enhancing the representation of diverse groups in the ownership, participation and operation of licensed entities and licensed facilities. In addition, the Board seeks to improve diversity in contracts for goods and services entered into by licensees.

The Board is issuing this letter as a result of feedback received at the September 29th Board sponsored Diversity Forum in Philadelphia. That feedback indicated that although potential slot facility operators are moving forward with plans to locate in communities throughout the state, little or no outreach efforts are underway to increase diversity. This letter puts current and future applicants for slot machine related licenses on notice that in examining an applicant's diversity practices, the Board will not only look at those practices after an application is submitted but will also look at the applicant's diversity practice history. This is particularly true for those applicants breaking ground on new projects and developing new businesses in Pennsylvania. The Board advises that those interested in applying for licensure begin now to reach out to minorities, women, people with disabilities and disadvantaged businesses.

In addition to scrutinizing an applicant's diversity practices prior to their filing an application, the Board will closely examine all required Diversity Plans as part of its review of applications for licensure and renewals. The Board will also monitor implementation of the plans and hold applicants and licensees accountable for the result. Finally, applicants for slot facility licenses should be aware that the Board will take into account in the application review process the applicant's plans to improve diversity in all employment classifications and to enhance the participation of diverse groups in all aspects their operation.

To assist applicants in their efforts to improve diversity, the Board has made available on its website a link to the Pennsylvania Department of General Services list of Minority and Women Owned Businesses. The Board's website can be found at www.pgcb.state.pa.us.

cc: Mary Colins, Commissioner
William Conaboy, Commissioner
Jeffrey Coy, Commissioner
Joseph Marshall, Commissioner
Ken McCabe, Commissioner
Sanford Rivers, Commissioner