



Sands[®]
CASINO · RESORT | BETHLEHEM

**TABLE GAMES HEARING
APRIL 7, 2010**

Sands History in Pennsylvania

- **December 20, 2006** – Las Vegas Sands Corp. awarded PA gaming license
- **May 14, 2007** – Ground Breaking in Bethlehem, PA
- **May 22, 2009** – Sands opened Phase 1
 - 3,000 slot machines and electronic table games
 - 4 restaurants including Emeril Lagasse’s first restaurant in the Northeast
 - 2 bars, including an entertainment lounge
- **November 22, 2009**
 - 2 additional restaurants including Emeril Lagasse’s first gourmet hamburger restaurant and the legendary Carnegie Deli
 - 1 Ultra lounge
 - 250 additional slot machines

Number and Types of Table Games

Banking

41 Blackjack

4 Craps

4 Roulette

5 Mini Baccarat

4 Midi Baccarat

4 Pai Gow Poker

1 Big Six Wheel

2 Let it Ride

2 Caribbean Stud

4 Three Card Poker

4 Texas Hold'em Bonus Poker

1 Casino War

1 Sic Bo

77 Total

Non-Banking/Poker

12 Poker

Table Games Related Jobs

- **Approximately 393 Full Time Equivalent Team Members**

<u>Table Games</u>	<u>FTE</u>	<u>Casino Accounting Operations</u>	<u>FTE</u>
Dealer	275.4	Supervisor – Cashier Cage	2.0
Supervisor Casino Games	39.5	Cage Cashier	3.0
Assistant Shift Manager – Table Games	4.2	Marker Bank Cashier	4.2
Shift Manager – Table Games	<u>4.2</u>	Fill Bank Cashier	4.2
	323.3	Count Room/Drop Team	<u>5.6</u>
			19.0
<u>Casino Credit</u>		<u>Casino Back of House Administration</u>	
Clerk – Casino Credit	2.0	Table Revenue Auditor	3.0
Manager - Casino Credit	1.0	Casino Compliance Specialist	1.0
Collections Manager	1.0	Payroll Supervisor	<u>1.0</u>
Casino Credit Executive	<u>1.0</u>		5.0
	5.0	<u>Marketing Services</u>	
<u>Casino Administration</u>		Director of Player Development	1.0
Manager Casino Administration	1.0	Player Development Hosts	<u>6.0</u>
Administrator, Operations	1.0		7.0
Clerk Operations	1.0	<u>EVS – Public Areas</u>	
Director Table Game Operations	1.0	Cleaning Specialists	11.0
Poker Room Manager	<u>1.0</u>		
	5.0		
<u>Security</u>			
Security Officer/EMT	9.7		

Table Games Staffing Plan

- Total Number of Dealers: 275
- Table Games Supervisors, Shift Managers and Assistant Shift Managers: 48
- 1 Supervisor for every 6 Tables
- Staffing model arrived at by using a Table Games Utilization Model
- Dealer Salary range: \$38,000 to \$40,000 per year including salary and tips
- Staffing will be increased in Security, Surveillance and the Count Room

Hiring and Training Plan

- Hired a Director of Table Games Operations, Jack Kennedy, who has been issued a temporary Key License by the PGCB. Jack spent the last 10 years at the Venetian Casino Resort in Las Vegas
- Have begun to hire experienced Table Games Shift Managers, and Assistant Shift Managers
- Partnered with Northampton Community College to offer dealer training courses in cooperation with the Atlantic Cape Community College Casino Career Institute.
- Both the Sands and NCC are providing experienced Table Games Trainers who will provide the initial training for the students
- Table Games Training Plan has been submitted to and approved by the PGCB
- Table games Training School was inspected and approved by the PGCB
- Classes began at NCC on March 22, 2010 with approximately 177 students
- All dealers must be trained in a minimum of 2 games and all must be trained in black jack, as well as CPR.
- We anticipate that the vast majority of the Dealers will be Pennsylvania residents. Sands Bethlehem is an Equal Opportunity employer, and we expect that our table games team members will reflect the diversity of our surrounding communities as well as that of our current work force.

Economic Impact

- Licensing Fee \$16,500,000
- Annual Table Games Tax \$5,000,000 to \$10,000,000*
- Annual Wages \$8,000,000*
- Additional Purchasing \$4,000,000*
- Construction Spend \$10,000,000*
 - Approximately 100 Construction Jobs*

*Estimated

Economic Impact

Pennsylvania Supplier/Construction Spend (12 Months Ending March 2010)

Pennsylvania Supplier/Construction Spend	\$144,260,733
Lehigh Valley/Contiguous County Spend	\$121,239,093
PA Minority and Woman Owned Supplier/Construction Spend	\$3,140,632

Business Experience & Ability

- Las Vegas Sands Corp. is the leading international developer of multi-use integrated resorts.

- The Las Vegas, Nevada-based company owns and operates:
 - In Las Vegas:
 - The Venetian
 - The Palazzo
 - The Sands Expo and Convention Center

 - In the People's Republic of China, Macau Special Administrative Region
 - The Venetian
 - The Sands
 - The Four Seasons Hotel

 - Marina Bay Sands in Singapore – Opening in 2010

 - Sands Casino Resort Bethlehem

Business Experience & Ability

The Venetian
Las Vegas
1999



Marina Bay Sands
Singapore
2010



Four Seasons
Macau
2008

Sands
Macau
2004



The Palazzo
Las Vegas
2007



The Venetian
Macau
2007

Business Experience & Ability

- Combined, Las Vegas Sands Corp. operations worldwide include:
 - Over 1 Million square-feet of gaming space
 - In excess of 10,000 hotel suites with a 5 Diamond rating for both the Venetian and the Palazzo
 - Thousands of Team Members
 - More than 2 Million square-feet of convention and meeting space in Las Vegas alone
 - World-famous restaurants and retailers with celebrity Chef's such as Emeril Lagasse, Wolfgang Puck, and Mario Batali
 - World class entertainment such as the Blue Man Group and Jersey Boys

Financial Suitability

- We have provided the PGCB with funding details for the project including:
 - Commitment of Funds letter from Las Vegas Sands Corp.
 - Sources and Uses Statement
 - Most recent audited financial statements and reports of independent auditors
 - Funding details for the payment of the license fee

Additional Requirements

- Slot machine License is in good standing with the PGCB
- All required Waiver forms have been executed and submitted to the Board
- We have agreed not to permanently reduce our slot machines below the level in operation on October 1, 2009 (2,973 slot machines)
- A Public hearing on our Table Games Petition was held in Bethlehem on March 11, 2010

Equal Employment Opportunity

The Sands is committed to Equal Employment Opportunity

- Diversity Plan was reviewed and approved by the PGCB Director of Diversity and she has reported that we have “demonstrated a good faith effort toward achieving the diversity goals of the Board.”
- Minorities represent over 23% of our workforce comparing favorably to the 2008 Northampton County Census
- Pennsylvania residents account for over 96% of our Team Members
- Women make up over 45% of our workforce

Equal Employment Opportunity

As of December 31, 2009:

- **Total Employees:** 912

- **Minorities** 212 or about 23%
 - Hispanic 12%
 - African American 6%
 - Asian 2%
 - Other 3%

- **Female** 414 or about 45%

- **Management Employees**
 - Females 42%
 - Minorities 11%

- **Pennsylvania Residents** 877 or about 96%

Equal Business Opportunity

- Minority and Women Owned Business Registration
 - Partnership with the Community Action Committee of the Lehigh Valley (CACLV) to assist minority and women-owned businesses with their state certification process

- Participation in Regional Minority and Women Owned Business Job Fairs
 - Sands Purchasing department actively involved in MWOB Job Fairs in Philadelphia and Harrisburg

- Sands Sponsors:
 - Bethlehem NAACP
 - Hispanic American Organization
 - Counsel of Spanish Speaking Organizations of the Lehigh Valley

- Member of the Hispanic Chamber of Commerce of the Lehigh Valley

Responsible Gaming

Award Winning Commitment to Responsible Gaming

- The Sands was awarded the Corporate Social Responsibility Award by the National Council on Compulsive Gambling for our “demonstrated outstanding commitment to social responsibility.”
- The Pennsylvania Council on Compulsive Gambling presented Sands Casino Resort Bethlehem with the first-ever Gaming Award in recognition of our “outstanding commitment to responsible gaming outreach and education.”
- **Problem Gambling Treatment Training Workshops**
 - The Sands offers and sponsors Problem Gambling Treatment Training for the community that are conducted by trainers through the PA Council on Compulsive Gambling.
 - All costs associated with the series are underwritten by the Sands
 - Approximately 900 people attended and received continuing education credits from 2006 to 2008
 - In 2009, an Advanced Problem Gambling treatment series, a Faith-Based series and a Spanish speaking/Bilingual Counselor series were held with approximately 500 attendees in total
 - 2010 training sessions are currently in session

Responsible Gaming

- All new Team Members receive mandatory Compulsive and Problem Gambling training during Orientation
- Annual re-training of all Team Members is mandatory
- Hosted media open house in conjunction with Problem Gambling Awareness Week
- Member of the National Council on Problem Gambling
- Coordinating with the Lehigh Valley Association of Independent Colleges to reinforce Underage and Problem Gambling issues with the student population in the Lehigh Valley prior to Table Games implementation

Responsible Gaming

- All Team Members are trained to check for proper identification of individuals who appear to be under the age of 30
- Security personnel are posted at each of our entrances and are provided with hand held scanners to check for valid ID's
- If a person appears to be under 30, but is over 21, they will be given a wristband. The color of the wristbands changes every day.
- Since opening on May 22, 2009 we have:
 - Challenged 327,185
 - Denied Entry 8,177 (Minors or invalid ID)
 - Issued Wristbands 240,708
- During the first two months of operation 4.4% of patrons were turned away. In 2010 that number has fallen to 1.3%, indicating that fewer attempts by minors to gain entry.

Relationship With Local Law Enforcement

- The Sands has a good working relationship with the:
 - Pennsylvania State Police
 - On-site Casino Compliance personnel
 - City of Bethlehem Police Department, Fire Department and EMS
 - The Northampton County District Attorney's Office

Involvement With Local Community

- **The Sands continues to support various local non-profit organizations with:**
 - Fundraising Events
 - Food Drives
 - Team Member Charitable Donations
 - Adopted Families for Christmas
 - Volunteer Services
 - Participation in events such as 5k walks, city clean-up events

- The Sands established satellite Human Resource office locations throughout the Lehigh Valley to assist potential employees with the on-line employment application process, participants included:
 - Community Action Committee of the Lehigh Valley
 - Southside Branch of the Bethlehem Public Library in Bethlehem
 - Hispanic American Organization in Allentown
 - ProJeCt of Easton, Inc. of Easton
 - Council of Spanish Speaking Organizations of the Lehigh Valley

Involvement With Local Community

- **Community Job Orientation Workshops**
 - Sponsored by the Sands and hosted by CACLV to inform residents of South Bethlehem about the employment process as well as the type and nature of jobs that would be available in the Gaming Industry

- **Our Team Members serve on the following Boards:**
 - Lehigh Valley Industrial Park
 - Northampton Community College Foundation
 - ArtsQuest
 - PBS-39
 - Lehigh Valley Convention and Visitors Bureau
 - Lehigh Valley Economic Development Corporation

- **The Northampton Community College**
 - Expanded its hospitality program
 - Expanded its customer service training programs
 - Created a Table Games training program

Charitable Donations

Donations and Sponsorships: 112 Charitable Entities

Some of the Charitable Entities include:

Allentown Art Museum
Council of Spanish Speaking Organizations
Hispanic American Organization
Leadership Lehigh Valley
Lehigh Valley Hospital
NAACP
Northampton Community College Foundation
Southside Bethlehem Library
Southside Historical Society
VIA of Easton

Boys & Girls Club
Hispanic Chamber of Commerce
Historic Bethlehem partnership
March of Dimes
Miracle League of Lehigh Valley
PBS 39
ProJeCt of Easton
Southside Film Festival
St. Luke's Hospital

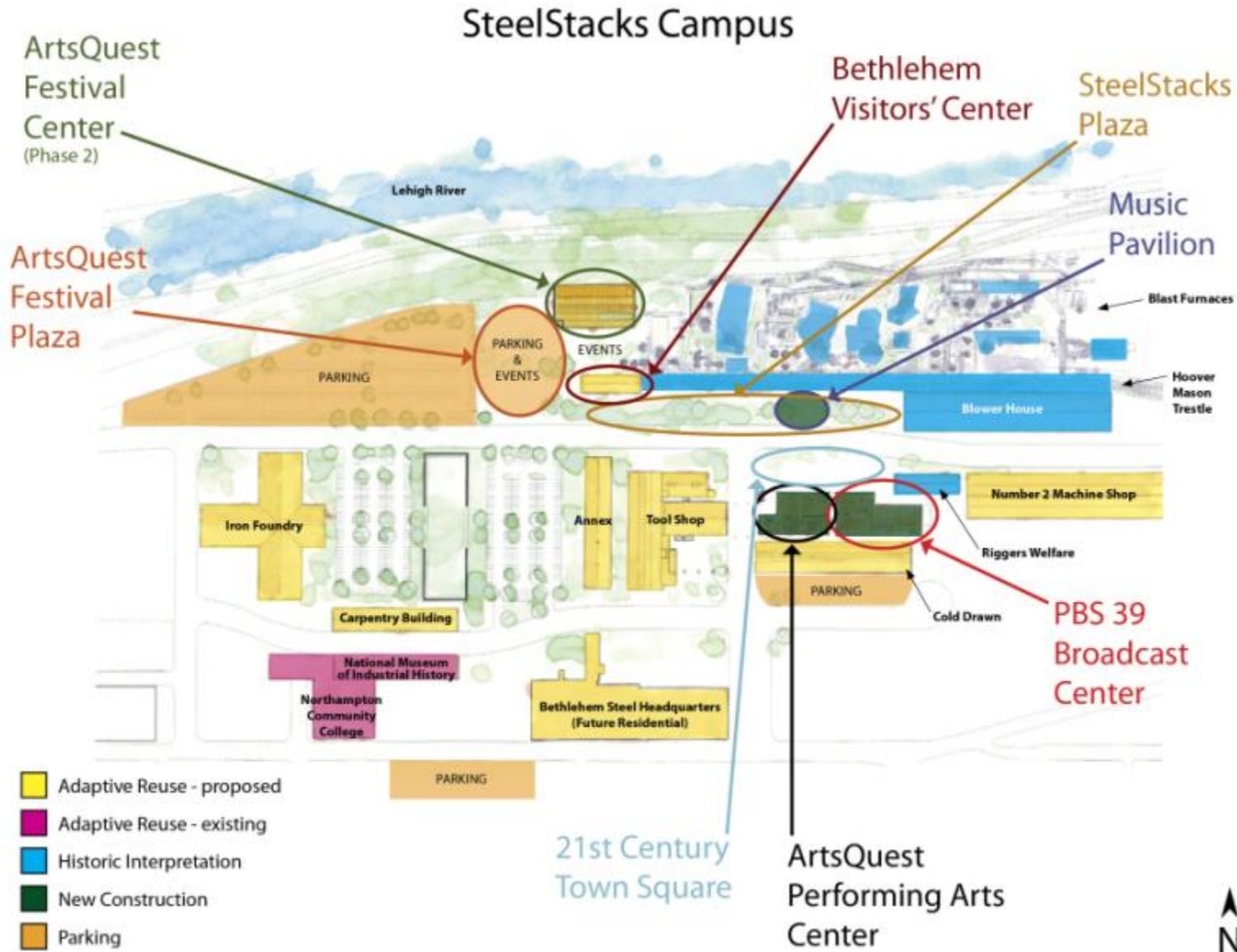
Charitable Donations

Donation and Sponsorship Amounts

Combined since 2007 = \$459,755

- In addition, the Sands is the primary sponsor of the annual Musikfest main stage entertainment venue

Community Partner Projects





The Sands donated approximately 4 Acres of land to ArtsQuest in the Fall of 2009 so ArtsQuest can begin building its SteelStax Campus



The Campus will include

- **Performing Arts Center:**

- 450-seat, cabaret-style Musikfest Café featuring a wide variety of music performances
- 4,000-square-foot Blast Furnace Room will be used for community functions and education
- Two-screen art cinema will present independent, foreign and documentary films

- **Music Pavilion:**

- The pavilion will present a minimum of 50 free concerts a year for the community to enjoy.

- **Festival Center (Phase 2)**





PBS 39 at SteelStacks



The Sands anticipates donating land to PBS 39 in 2010 for the development of the SteelStack Public Broadcast Center on the Western end of the former Bethlehem Steel site

- Featuring 2 new television studios that will be adjacent to the Performing Arts Center being developed by ArtsQuest.
- The 29,000 square foot Public Broadcast Center will anchor the Lehigh Valley's 21st Century Town Square where broadcasting, performing arts, education and the community will intersect with technology, education and celebration

National Museum of Industrial History

- NMIH just completed its exterior renovation/restoration project of \$2.5 million and is moving to the next phase of development, which is interior fit-out and exhibit installation
- Depending upon continued success in fundraising, NMIH projects a mid-year 2011 opening. The total cost to open is about \$26 million

BEFORE



AFTER EXTERIOR RENOVATIONS (10/21/09)





Steelworkers' Archives

- The Sands has provided space within the casino building for the Steelworker's Archives
- The goal of the Steelworkers' Archives is to create a permanent community center in Southside Bethlehem for the preservation of the history of steelworkers, their rich heritage and diverse cultures, their struggles and accomplishments
- The Archives will collect and safeguard artifacts and memorabilia, documenting the extraordinary lives of the men and women who toiled to create steel. Video and audio recordings of Steelworkers are ongoing
- In addition to viewing the collections, visitors will be able to search genealogical records and learn about family members who worked at the Steel

Other Future Development Projects on the Site

- **City of Bethlehem Visitors' Center:** The industrial Stock House, one of the first buildings built on the Bethlehem Steel property in 1863, will be adaptively reused as the City of Bethlehem's Visitors' Center
 - It is being developed by the city and will be operated by the Lehigh Valley Convention and Visitors Bureau
- **21st Century Town Square:** This plaza faces the iconic Bethlehem Steel blast furnaces and will be an outdoor community center hosting family events, and community celebrations
- **SteelStacks Plaza:** This strip of land between the blast furnaces and First Street will be the site of a new music pavilion
- **Festival Plaza:** Located between the Festival Center and the Visitors' Center at the western end of the blast furnaces
 - To be developed by the City of Bethlehem and managed by ArtsQuest
 - ArtsQuest will sponsor music performances and events, and host an artist's market, farmer's market and an art and antiques market