



**Phase IA Expansion
Public Input Hearing
May 7, 2013**



Speakers

- **Greg Carlin, Chief Executive Officer,
SugarHouse Casino**
- **Ian Cope, Principal, Cope Linder Architects**
- **Terry McKenna, Executive Vice President,
Keating Consulting**
- **Wendy Hamilton, General Manager,
SugarHouse Casino**

Greg Carlin

Chief Executive Officer
SugarHouse Casino

Why Modified Expansion Plan?

- **Input from City of Philadelphia**
- **Larger project site (October 2009 acquisition of adjacent parcel added nearly 5 acres)**
- **Lessons learned from more than two (2) years of operating experience**
- **Feedback from patrons**

Better design and more amenities

Economic Impact – Expansion

- **Estimated cost for Modified Phase 1A Expansion: \$155 million**
- **Total investment in project, including Modified Phase 1A Expansion: \$550 million**
- **Working to secure financing; anticipate closing by the end of May 2013**
- **New expansion creates 1,600 construction jobs and 450 new permanent casino jobs***

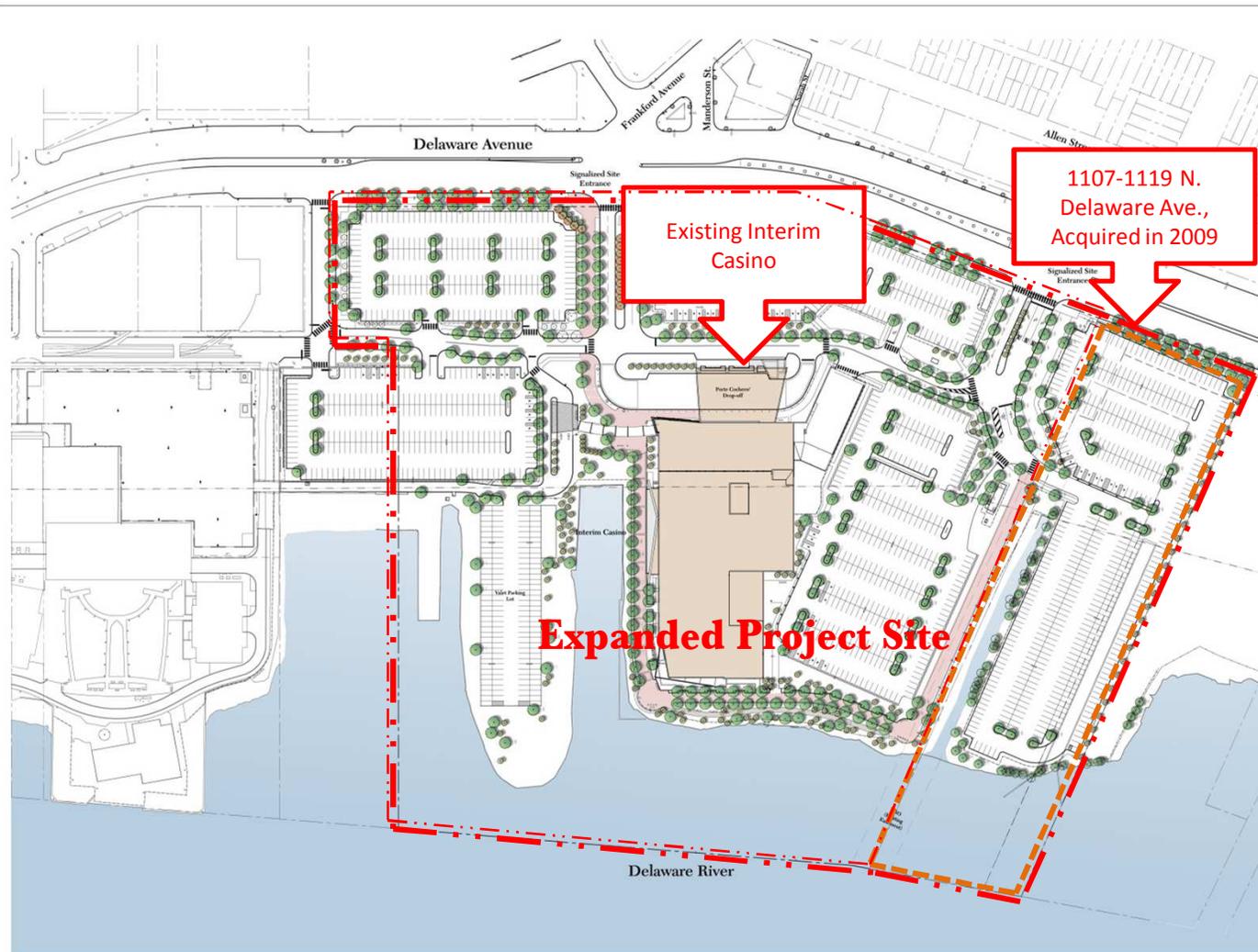
**Total of 1,513 permanent casino jobs*

Ian Cope

Principal

Cope Linder Architects

Existing Casino



2009 Plan vs. 2013 Plan

May 2009 Modified Plan of Development



2013 Proposed Phase 1A Modification



Aerial View from Northwest

2009 Plan vs. 2013 Plan



SUGARHOUSE CASINO¹

	May 2009 Expansion Plan	Modified Expansion Plan ²
Gaming Floor Area (SF)	80,000	80,000 – 90,000
Gaming Positions³	3,000	2,630 – 3,090 ⁴
F&B Outlets	7	8
Parking Spaces⁵	3,645	2,440
Cage Area (SF)	5,000	No Change
PSP/PGCB Area (SF)	2,800	No Change
Event/Conference Center and Pre-function (SF)	Not included	10,000 – 15,000

¹ Figures reflect totals including the existing interim facility.

² Figures are subject to minor revisions as the plans and specifications are refined during the design process.

³ The 2009 Expansion Plan pre-dated the legalization of table games in the Commonwealth. As such, the 2009 Expansion Plan only contemplated slot machines. For the purposes of comparison, we have translated slot machines and table games into gaming positions.

1 slot machine = 1 gaming position

1 table game = 6 gaming positions

1 poker table = 10 gaming positions

⁴ Comprised of 1,900 - 2,200 slot machines, 80 - 90 table games and 25 - 35 poker tables

⁵ 2009 Expansion Plan: comprised of 3,265 structured parking spaces and 380 surface parking spaces

Modified Expansion Plan: comprised of 1,500 structured parking spaces and 940 surface parking spaces. The initial parking garage structure will be built to accommodate an expansion, if and when demand warrants such an expansion.

Phase 1A – Perspective Views



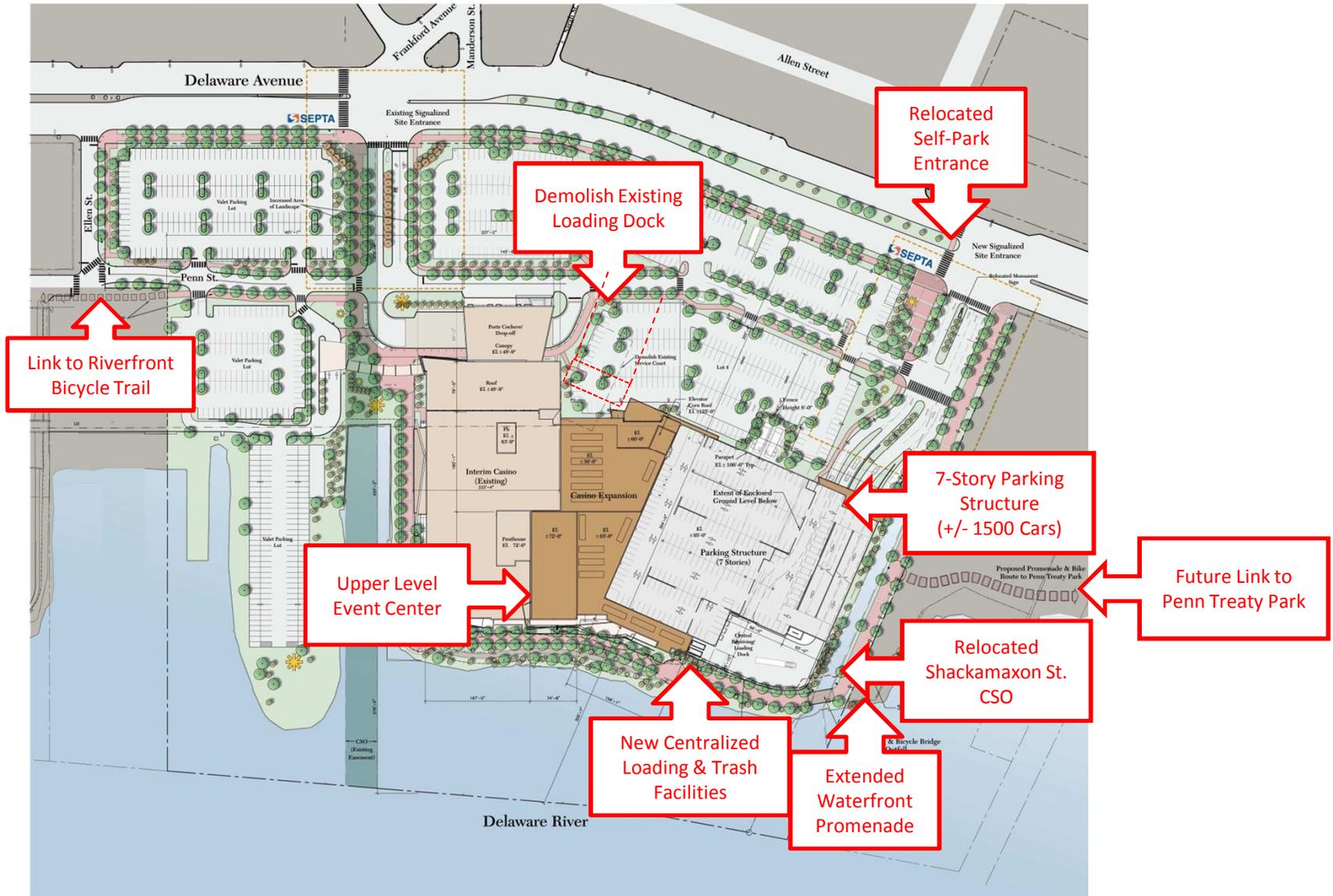
View from Delaware River / Benjamin Franklin Bridge



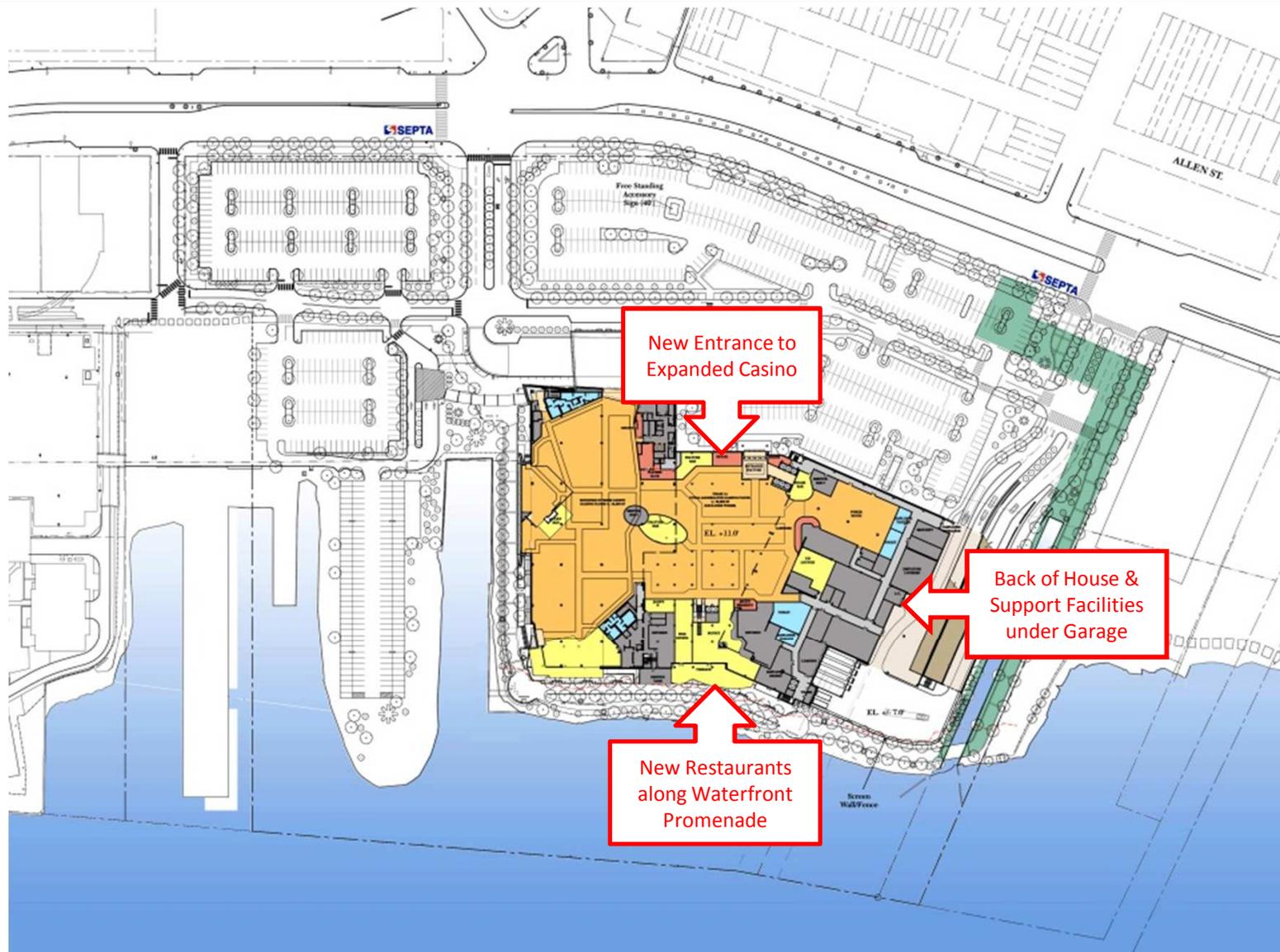
View from Delaware Avenue



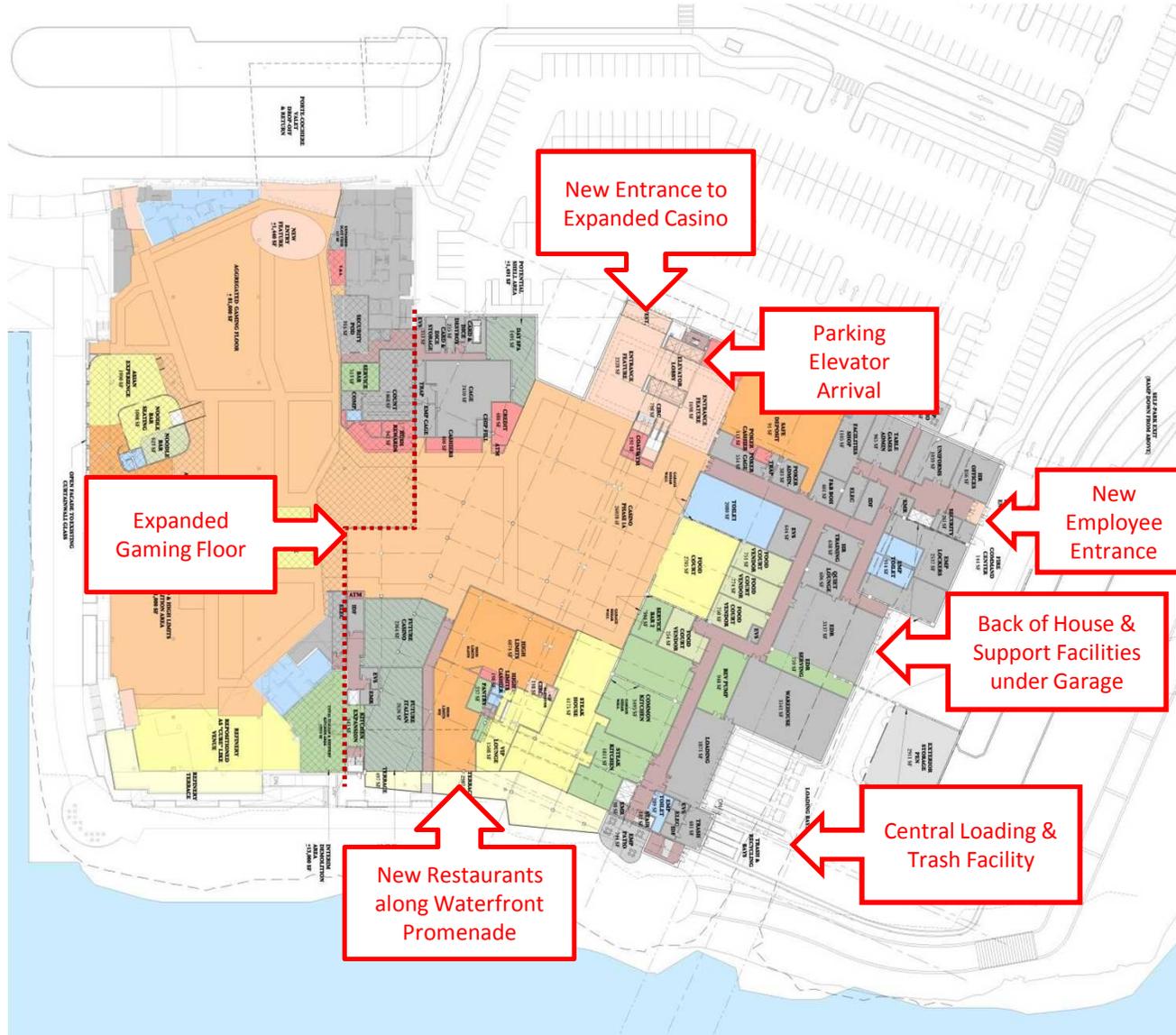
Phase 1A – Site Plan



Phase 1A – Ground Level



Phase 1A – Ground Level Interior



Terry McKenna

Executive Vice President

Keating Consulting

Permits/Approvals/Construction

- Monthly updates on permitting and approvals have been provided to PGCB staff since January 2012
- City Planning Commission Approval, November 15, 2011
- City Submerged Lands License Approval, January 31, 2012
- City Ordinances amending Zoning Code, December 1, 2011 and May 2, 2013
- PennDOT on Highway Occupancy Permit (In-Progress)
- PADEP Earth Disturbance Permits (In-Progress)
- Working with the City of Philadelphia to secure all other necessary permits to commence construction
- +/- 24 month construction schedule from receiving PGCB approval
- Total of 1,600 construction jobs will be created

Wendy Hamilton

General Manager

Promises Kept

- Team Members
- Best Place to Work in Philly!
- Good Neighbor
- Good Corporate Citizen
- Economic Impact
- Ripe for Expansion

Employment Update

	# Team Members	% of Total
Women	439	41%
Minority	519	49%
Philadelphia Residents	617	58%
PA Residents	733	69%
Total Team Members	1,063	

- **Management team is 39% women and 36% minority**
- **92% of SugarHouse workforce are full-time Team Members**
- **506 Team Members are Day One employees**
- **191 Team Members have been promoted since opening**

**Data through March 31, 2013*

Employment – 2009 vs. 2013

May 2009

Plan2013

Interim5001,063 (actual as of 3/31/13)

Phase 1A600450(anticipated)

Total **1,100** **1,513**

Competitive Employment Package

- **Competitive Wages**
- **BC/BS Medical Benefits**
 - 75% of eligible Team Members are participating in company medical plan
 - 78% of eligible Team Members are participating in the company dental plan
 - SugarHouse funds majority of health care premium costs
- **401K**
 - Company sponsored 401K plan offers matching contributions for all full-time Team Members
 - Immediate 100% vesting
 - 93% of eligible Team Members are participating in company sponsored plan



Competitive Employment Package

- SugarHouse Leave (eligible day one of employment; precedes FMLA)
- 4 SugarHouse Days, 16 PTO Days
- Tuition Reimbursement (up to \$5,000/year for related course work)
- Domestic Partner Benefit (health coverage for committed partnerships)
- No-Cost Employee Vision Coverage
- No-Cost Long Term Disability
- Service Bonus Program (up to \$150/quarter)
- Annual Merit-Based Increase
- Sweet Rewards Recognition Program
- Promotions from Within



Best Places to Work 2011 and 2012

Voted by Employees



**Bronze Winner
Extra-Large Company**



Top Workplace Award 2012 and 2013

Voted by Employees



16th Place



5th Place

Good Neighbor

- **Penn Treaty Special Services District – \$1.68M in Annual Contributions to date**
 - \$500,000 payment made on October 8, 2012
 - Payment increases to \$1 million annually after completion of this expansion
- **SSD College Internship & Training Programs**
 - 5 interns currently



Good Corporate Citizen

- SugarHouse Casino Mummers Parade
- NYE Fireworks
- Susan G. Komen for the Cure
- Race Street Pier
- 26th Police District
- ACHIEVEability
- Police Athletic League of Philadelphia
- Black Pearl Chamber Orchestra
- Philadelphia NAACP
- Philadelphia OIC
- USO of Pennsylvania and Southern New Jersey
- The Citizen's Crime Commission of the Delaware Valley



**See Appendix for additional charitable partners and sponsorships*

Most Charitable Givers in 2011

SugarHouse Casino ranked 22 of 25 **Most Charitable Givers in 2011** at the Philadelphia Business Journal's 2013 Corporate Philanthropy Awards!



**See Appendix for Top 25 Most Charitable Givers in 2011*

Economic Impact

- **\$298.5 million in tax revenue generated for the Commonwealth of Pennsylvania and the City of Philadelphia since opening**
 - \$263.8 million to the Commonwealth of Pennsylvania (includes slots and table tax, Economic Development & Tourism Fund tax, and Racehorse Development Fund Tax)
 - \$34.8 million to the City of Philadelphia
 - \$21.9 million Local Share Assessment (slots and tables)
 - \$12.8 million in State UEI, Use & Occupancy Taxes, Settlement Taxes, Business Privilege and Property Taxes
- **\$146.3 million spent with local vendors in Philadelphia and surrounding counties since opening**
- **In prior 12 month period, 30% of spend with M/WBE vendors**

**Data through March 31, 2013*

Ripe for Expansion

- **Customer Feedback**
 - Additional Food & Beverage options
 - Poker Room
 - Additional table games
 - Event Center
 - More “elbow” room

Conclusion

Appendix

Best Places to Work Supplement



BEST PLACES TO WORK | OCTOBER 12-18, 2012

Best Places to Work | Extra-Large Company

BEST TOP 100	GOLD	SILVER
<p>Witac</p> <p>A \$1.1 billion health care system that employs 4,000 people in Philadelphia, Pa.</p> <p>Special Perks & Benefits: Health and dental insurance, generous paid time off, 401(k) plan, tuition reimbursement, and more.</p>	<p>Concert Corp.</p> <p>Media, entertainment and communications company employing 10,000 Philadelphia area IT, IT/OT, operations and other professionals.</p> <p>Special Perks & Benefits: Competitive salary, flexible work schedule, 401(k) plan, tuition reimbursement, and more.</p>	<p>Make Line Health</p> <p>A national health-care company with 10,000 employees and 100 offices in 15 states.</p> <p>Special Perks & Benefits: Competitive salary, flexible work schedule, 401(k) plan, tuition reimbursement, and more.</p>

Best Places to Work

Congratulations, CTCA Stakeholders

From small acts of kindness to large jobs of love, we continue to strengthen the best of Cancer care worldwide, one center at a time. Your individual contributions bring us on the cutting edge of innovative treatment options and compassionate care programs. Thank you for making a difference.

FIBERLINK **BEST**

Only FiberLink can help you work more effectively.

Maa360 **BEST**

Help us to find a better way to work.

www.maa360.com/join

B8 PHILADELPHIA BUSINESS JOURNAL | **BEST PLACES TO WORK** | (pg. 10) OCTOBER 12-18, 2012

Extra-Large Company | Gold Winner | SugarHouse Casino

Best part about working here: Everyone is very nice, including the managers. All of the managers are just great, and helpful. If you ever have a problem, anyone will help you out.

Favorite job perk: Receiving a thank-you from the leadership team at Thanksgiving. It shows their appreciation for your hard work. They also show team celebration days to show their appreciation for employees.

Most important thing you've learned here: Employees are treated better than previous places I've worked. I've learned what it's like when I do something good and I get noticed and recognized for that.

TV show your office most resembles: "I Love Lucy." She is goofy and we also do fun things and laugh about it. We like to have fun in our departments because it makes it so much more enjoyable to work here.

— **Linda O'Connell**
cage cashier

Best part about working here: The people are great. It's all about the people.

Favorite job perk: Having the chance to earn your gaming certification through the free dining school and the flexibility of our hours. Also, I love our team celebrations and that if you have a good work ethic, people will acknowledge you.

Most important thing you've learned here: That working as a team, we can accomplish anything.

TV show your office most resembles: "The Brady bunch" because although we are not blood-related, we are a family that helps each other and we care about one another.

— **Thavy Cheong**
table games dealer

Best part about working here: I enjoy the versatility of wearing multiple hats and interacting with different types of people, including the customers. I like working with my team — we hired well.

Favorite job perk: You can always talk to your manager — they're just like regular people. It's more personal. I don't know if that's a perk or not, but compared to where I came from previously it is.

Most important thing you've learned here: Most definitely teamwork. I've never worked with a team of people before and I've learned to help out when needed.

TV show your office most resembles: "Family feud" because we all came together at the end. Sometimes we have differences, but we work together to figure out how to solve a problem.

— **Willie Burton**
environmental services

Best part about working here: The people are great. It's all about the people.

Favorite job perk: The paid time off is great and the 401(k) is wonderful, but what I enjoy most is the laughter.

Most important thing you've learned here: I used to be in banking, so learning how to cook and learning that people like to eat my food.

TV show your office most resembles: "Al in the Family" because we all love each other at the end of the day and can never have mad at one another. It's unconditional love.

— **Simone Richardson**
prep cook in The Refinery

Best part about working here: I enjoy the versatility of wearing multiple hats and interacting with different types of people, including the customers. I like working with my team — we hired well.

Favorite job perk: I like "The Cube" team member dining room. I've never worked at a place before that had an employee cafeteria where they provide you with food. And, I like the 401(k). I'm able to adjust mine on the website and can see that I'm doing well.

Most important thing you've learned here: To be able to adapt to new situations and different environments.

TV show your office most resembles: "Family feud" because we all came together at the end. Sometimes we have differences, but we work together to figure out how to solve a problem.

— **Matt White**
player services

Charitable Donations/Sponsorships



- Philadelphia Flower Show
- Philadelphia Auto Show
- Wing Bowl
- African American Museum of Philadelphia
- Philadelphia Outfest
- American Red Cross of Philadelphia
- Wawa Welcome America Festival
- Greater Philadelphia Tourism and Marketing Corporation
- Philadelphia Veterans Multi-Service & Education Center
- Marine Corps Law Enforcement Foundation
- WMMR Veterans' Radio-Thon
- FOP Lodge 5
- Philadelphia Firefighters Athletic Association
- IAFF Local 22
- Philadelphia Center for Architecture
- Philadelphia Home Show
- Philadelphia Live Arts Festival & Philly Fringe
- Equality Forum's SundayOUT!
- LGBT Pride Parade
- Global Fusion Festival
- Midtown Fall Festival
- WURD 900 AM
- The Philadelphia Tribune
- Congreso de Latinos Unidos
- Philadelphia Italian Festival
- Philadelphia Polish American Festival
- Polish American Parade
- Columbus Day Parade
- Southeast Asian Dragon Boat Festival
- Independence Dragon Boat Regatta
- Comcast Spectacor Foundation
- The Flyers Wives
- Phillies Post Game Show
- African American Chamber of Commerce
- Greater Philadelphia Hispanic Chamber of Commerce
- Greater Philadelphia Chamber of Commerce
- Independence Visitor Center Celebrates 10th Anniversary
- Center City Proprietors Association
- Philadelphia's Green Legion
- Philabundance
- Philadelphia Whiskey Festival
- Philly Beer Fest
- Mothers In Charge
- The Career Wardrobe
- The Forum of Executive Women
- The Lacey Gallagher Scholarship Fund
- Gift of Life Family House
- Welcoming Center for New Pennsylvanians
- The Art Sanctuary
- Father's Day Rally Committee, Inc.
- Philadelphia Fireman's Museum
- Archbishop Ryan Soccer Alumni
- Pennsylvania Black Legislative Caucus Foundation, Inc.
- MSDC of PA, NJ, DE

Top 25 Most Charitable Givers in 2011



1. Wells Fargo
2. Independence Blue Cross
3. Wal-Mart Stores Inc.
4. PECO
5. Comcast Corp.
6. Teva Pharmaceuticals
7. TD Bank, N.A.
8. Lincoln Financial Group
9. Philadelphia Eagles Football Club
10. ACE Group
11. Ernst & Young
12. The Dow Chemical Co.
13. Deloitte
14. Aetna, Inc.
15. KPMG
16. Stradley Ronon Stevens & Young
17. PwC
18. First Niagara Bank, N.A.
19. US Airways
20. Cozen O'Connor
21. The Rose Group
- 22. SugarHouse Casino**
23. ParenteBeard
24. Susquehanna Bank
25. Univest Corporation of Pennsylvania

**As ranked by the Philadelphia Business Journal and presented at the 2013 Corporate Philanthropy Awards on Thursday, April 25, 2013*