



2025 Diversity, Equity & Inclusion Plan

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1. DIVERSITY VISION AND MISSION

At Happy Valley Casino, our Team Members and business partners are the foundation of our success and growth. This Diversity Plan has been developed to promote and sustain a culture where equal opportunity is central to every aspect of our operations including employment, contracting, procurement, and community involvement.

Through this Plan, Happy Valley Casino seeks to establish itself as both a preferred employer and the leading entertainment destination in the region.

Our vision for Diversity, Equity, and Inclusion is to recognize and harness the wide range of experiences, skills, and perspectives that our workforce and business partners bring to the organization. By doing so, we create an environment where everyone is respected, supported, and empowered to contribute to our shared success.

We are committed to fostering a workplace where differences are embraced and where every individual's unique contributions strengthen our ability to serve our guests and community. Senior leadership at Happy Valley Casino actively supports and champions the principles of diversity and inclusion as essential to our mission, values, and long-term success.

2. STATEMENT OF GOALS

Happy Valley Casino is dedicated to promoting diversity, equity, and inclusion throughout its workforce, operations, and community engagement. The Casino's commitments include:

- **Workforce Diversity:**
Ensuring fairness, consistency, and inclusion in all recruitment, hiring, training, and career development processes.
- **Equal Opportunity in Procurement:**
Providing equitable access and opportunity in the selection of contractors, subcontractors, lessees, agents, and suppliers.
- **Inclusive Environment:**
Maintaining an open and welcoming atmosphere where Team Members, guests, and business partners feel respected, valued, and supported.
- **Support for Diverse Businesses:**
Actively seeking participation from minority-, women-, veteran-, and other historically underrepresented-owned businesses in the provision of goods and services.
- **Community Investment:**
Serving as a strong community partner through financial contributions, volunteerism, and engagement with a wide range of charitable and nonprofit organizations that reflect the diversity of the region.

3. LEADERSHIP ROLES AND RESPONSABILITIES

CEO/General Manager Responsibilities

The CEO/General Manager is accountable for ensuring that the appropriate diversity, equity, and inclusion activities are being executed and documented. With the assistance of the Diversity Officer, the CEO/GM is responsible for the ratification of all diversity & inclusion action plans and for the work being done by each department in support of their agreed upon diversity goals. The CEO/GM is responsible for understanding and for being a champion on all diversity related activities and should include diversity commitments in their goals. In addition, they are also responsible for providing all resources necessary to execute the diversity and inclusion plan.

HR Business Partner Responsibilities

The HR Business Partner is the designated Diversity Officer at Happy Valley Casino. The HR Business Partner leads initiatives related to DIVERSITY, promoting an inclusive approach and ensuring that diversity efforts are planned, coordinated, and executed across all departments. The HR Business Partner tracks and regularly reports on the effectiveness, consistency, and impact of these initiatives, ensuring that the property makes its best effort to achieve Team Member diversity employment goals. Additionally, the HR Business Partner oversees the fulfillment of committee responsibilities and the attainment of established objectives.

Controller Responsibilities

The Controller is responsible for making every reasonable effort to achieve the property's goals for minority, women, and disabled owned business enterprises (M/W/DSBEs). Working closely with the Happy Valley Casino's procurement team, the Controller ensures that bidding opportunities for professional services and suppliers are actively extended to underrepresented groups. In addition, the Controller plays a key role in supporting a wide range of diverse community charities and nonprofit organizations through the Happy Valley Casino's community reinvestment and giving initiatives.

Senior Leadership

Directors serve as the property's Senior Leaders. These leaders are accountable for implementing diversity initiatives and activities in line with the Happy Valley Casino's Diversity Plan within their respective departments. Senior Leaders also play a key role in fostering a culture where diversity is recognized, valued, and actively celebrated throughout their teams.

4. DIVERSITY COMMITTEE

To support the achievement of our diversity objectives, Happy Valley Casino will establish a Diversity and Inclusion Committee, led by a senior executive and comprised of representatives from across the organization. The Diversity Officer will serve as a key member of the committee.

The committee's primary focus will be on three core areas:

1. Workplace: Encompassing recruitment, hiring, training, compensation, benefits, career advancement, and overall work environment.
2. Guest Experience: Including marketing, advertising, promotions, and customer engagement.
3. Business Partnerships: Fostering relationships with the local community and supporting minority, women, disabled, and veteran-owned businesses.

The Diversity and Inclusion Committee is committed to promoting an environment of awareness, fairness, inclusion, and opportunity, ensuring that diversity is recognized, valued, and leveraged throughout Happy Valley Casino.

5. RECRUITMENT AND EMPLOYMENT PROGRAMS

Happy Valley Casino has implemented a variety of initiatives to advance its Diversity, Equity, and Inclusion (DEI) goals, including:

- Diversity and Inclusion Training
 - All active Team Members participate in a multi-part DEI training program to promote awareness, understanding, and a culture of respect and equity.
 - Training topics include: Respectful Workplace Introduction, Diversity, Equity and Inclusion, Identifying Discrimination, Unconscious Bias, and Transforming Microaggressions into Micro-Inclusions.
 - DEI principles are reinforced through new hire orientation and on-demand training as needed.
- Internal Diversity Council
 - Happy Valley Casino will establish a council of Team Members who meet quarterly to discuss DEI concerns, initiatives, and celebrate cultural awareness across the organization.
- Bias-Free Recruitment and Selection Practices
 - Employment related documents, including job applications and pre-employment inquiries, are reviewed to ensure relevance to the role.
 - Recruiting and selection methods are evaluated to target a broad, diverse applicant pool.
 - Leadership is trained on proper interview techniques, and job descriptions are shared with recruiting sources and management involved in hiring.

- Open positions are posted on the Happy Valley Casino careers website, internally and externally, with “Equal Opportunity Employer” language included in all listings.
- Strategies to Attract Minority, Women, and Underrepresented Applicants
 - Job opportunities are shared with local organizations, minority and women focused groups, and employment development agencies.
 - Partnerships with community organizations and local career fairs enhance outreach to diverse candidates.
 - Team Member referrals are encouraged, with incentives provided for successful hires through the referral program.
 - Happy Valley Casino hosts job fairs to fill positions ranging from entry-level to management.
 - The Casino offers a twelve-week Dealer School focused on Blackjack and Carnival games for candidates seeking to start a career in the casino industry.

6. DIVERSITY EMPLOYMENT PRACTICES

Equal Employment Opportunity Policy

Happy Valley Casino is an equal employment opportunity employer. The Casino recruits, hires, trains, and promotes individuals without regard to race, color, religion, national origin, ancestry, sex, age, marital status, sexual orientation, gender identity, genetic information, disability, veteran status, or any other legally protected classification under federal, state, or local law.

All employment decisions at Happy Valley Casino including promotions, compensation, benefits, transfers, layoffs, returns from layoff, discipline, terminations, training, and participation in Company programs are made in accordance with the principles of equal opportunity. Promotional and employment decisions are based solely on valid, nondiscriminatory criteria.

Non-Discrimination Policy

In alignment with its commitment to equal opportunity, Happy Valley Casino strictly prohibits discrimination against qualified individuals in all aspects of employment, including recruitment, hiring, compensation, training, advancement, termination, and other terms, conditions, and privileges of employment.

Happy Valley Casino also ensures compliance with laws protecting individuals with disabilities, evaluating applicants based solely on their qualifications and maintaining a workplace where Team Members are treated equitably with respect to employment decisions.

Open Door Policy

Happy Valley Casino encourages Team Members to share concerns, ask questions, and provide input with their supervisors. Management is expected to listen, support, and work collaboratively to resolve workplace issues.

For matters related to harassment, discrimination, or retaliation, Team Members should first discuss their concern with their immediate supervisor. If that is not feasible or if the issue remains unresolved, the Team Member may contact their department manager or a member of the Human Resources team.

Anti-Harassment Policy

Happy Valley Casino is committed to maintaining a workplace free from harassment, intimidation, or retaliation. The Casino complies with all applicable federal, state, and local laws regarding workplace harassment.

Harassment includes any conduct, verbal, non-verbal, or physical that demeans, intimidates, or shows hostility toward an individual based on legally protected characteristics and that:

- Interferes with work performance;
- Creates a hostile or offensive environment; or
- Negatively affects employment opportunities.

Examples of harassment include, but are not limited to:

- Verbal: Epithets, derogatory comments, slurs, jokes, or unwanted remarks;
- Visual: Offensive posters, cartoons, drawings, or gestures;
- Physical: Assault, blocking movement, unwanted touching, or other interference;
- Coercive/sexual conduct: Unwelcome sexual advances, requests for sexual favors, or other inappropriate verbal or physical conduct that impacts employment conditions or the work environment.

All Team Members have the right to a workplace free of discrimination and harassment. Violations of this policy may result in disciplinary action, up to and including termination.

Anti-Retaliation Policy

Happy Valley Casino strictly forbids retaliation against any Team Member or applicant who:

- Files a good faith complaint of harassment, discrimination, or retaliation; or
- Participates in a good faith investigation of such complaints.

Retaliation may include actions such as termination, demotion, suspension, failure to hire, or adverse changes to working conditions. Individuals engaging in retaliation are subject to disciplinary action, up to and including termination.

Complaint Resolution Policy

All Team Members are responsible for helping maintain a workplace free from harassment, discrimination, and retaliation.

- Any Team Member who experiences, observes, or becomes aware of harassment or discrimination must report the incident immediately to their supervisor.
- Supervisors and managers must promptly report complaints to the Human Resources Department.
- Internal investigations are conducted by Human Resources or, where appropriate, the Surveillance Department.
- If a Team Member cannot or does not feel comfortable reporting to their supervisor, they should contact Human Resources directly.
- No Team Member will face retaliation for making a complaint or cooperating in an investigation. Retaliation is considered a serious violation, and any incidents must be reported immediately.

All reports of harassment, discrimination, or retaliation will be thoroughly investigated and resolved, and corrective action will be taken where appropriate, up to and including termination of employment.

7. VENDOR AND SUPPLIER DIVERSITY

Happy Valley Casino is committed to making all reasonable and good faith efforts to achieve its vendor and supplier diversity objectives.

Definitions

- **DIS = Disabled Business Enterprise:** Businesses that are at least 51% owned and controlled by a disabled individual.
- **DVET = Disabled Veteran Business Enterprise:** Businesses at least 51% owned and controlled by one or more disabled veterans.
- **LBE = Local Business Enterprise:** Businesses physically located in the host county and counties that border the host county.

- **MBE = Minority-Owned Business Enterprise:** Businesses at least 51% owned and controlled by U.S. citizens from designated ethnic minority groups, including Asian, African American, Hispanic, or Native American.
- **M/WBE = Minority and Women-Owned Business Enterprise:** Businesses at least 51% owned and controlled by individuals from certain minority groups and/or by women.
- **VET = Veteran-Owned Business Enterprise:** Businesses at least 51% owned by veterans of the U.S. Armed Forces.
- **WBE = Women-Owned Business Enterprise:** Businesses at least 51% owned and controlled by a woman.

Key Vendor and Supplier Diversity Actions

To support its vendor and supplier diversity goals, Happy Valley Casino will implement the following initiatives:

- Continuously review and enhance the supplier diversity portal, making it easier for MBE, WBE, and DIS businesses to register online.
- Develop and maintain internal tracking systems and processes that measure and promote vendor and supplier diversity efforts.
- Participate actively in diversity-focused trade shows, conferences, and professional organizations, including the Minority Supplier Development Council, NAACP, Hispanic Chamber of Commerce, African American Chamber of Commerce, and Asian American Chamber of Commerce.
- Host regular meetings with vendors and buyers to strengthen business partnerships and explore new opportunities through diversity initiatives.
- Identify and create mentorship and development opportunities for MBE and WBE businesses, integrating them into the Casino's supplier pipeline.

8. COMMUNICATION AND DISSEMINATION OF PLAN

Happy Valley Casino recognizes that effective communication and understanding of its Diversity Plan across all levels of the organization are essential to achieving its objectives. The dissemination of plan information will include the following:

Internal Communication

- Diversity and inclusion policies will be accessible to all Team Members through the Happy Valley Casino Team Member Handbook, available electronically on the internal team portal.

- All Team Members, at every level, will receive training on diversity goals, initiatives, and best practices to ensure understanding and engagement.
- Key diversity information, updates, and resources will be posted in team communication areas within the property to keep employees informed and aware.

9. INTERNAL AUDITING AND REPORTING

The Diversity Committee at Happy Valley Casino is charged with overseeing the successful execution of the Diversity Plan. However, accountability for achieving diversity objectives also extends to all members of management.

As part of the internal audit and compliance process, the following records and documentation are maintained:

- Completion and submission of EEO-1 reporting.
- Summary data for external job offers, hires, promotions, resignations, terminations, and workforce reductions.
- Collection and tracking of employee self-identification forms.
- Reports on applicant information including data on qualified candidates.
- Reviews of employee relations matters, including grievances and terminations.
- Reports on vendor and contractor business activity involving MBE, WBE, and DBE suppliers.
- Documentation of contacts and partnerships with external organizations to support diversity outreach and engagement efforts.
- Submission of quarterly and annual Diversity Plan compliance reports to the Pennsylvania Gaming Control Board and other applicable regulatory authorities.
- Maintenance of any additional records or information required by the PGCB or deemed necessary to demonstrate compliance with Pennsylvania gaming laws and regulations.