



**REQUEST FOR APPLICATIONS
TO DEVELOP AND OPERATE
A GAMING FACILITY IN NEW YORK STATE**

**ADDENDUM REGARDING MINORITY AND
WOMEN-OWNED BUSINESS ENTERPRISE**

May 12, 2014

Replace RFA Article X §§ B. 2, B. 3 and B. 4 with the following sections

New language is highlighted in red

2. AFFIRMATIVE ACTION PLAN

The Gaming Facility Location Board recognizes the importance placed upon minority and women-owned business enterprises (MWBE) business participation by the State and adopts a policy to encourage contract opportunities for all small businesses including State certified MWBEs. A successful RFA proposal will include a meaningful opportunity for state certified MWBE businesses to participate in the development, construction and operation of the gaming industry.

Meaningful participation includes significant opportunity by certified MWBE small businesses through inclusion of specific, measurable commitments for vendor and supplier participation and development of a MWBE small business-monitoring program.

Submit as Exhibit X. B.2. how the Applicant and, as applicable, the Manager proposes to establish and implement an affirmative action program that identifies specific goals for the engagement of minorities, women, persons with disabilities and veterans on construction jobs and service and professional jobs during operation, in order to increase the diversity of the gaming industry workforce.

3. JOB OPPORTUNITIES AND TRAINING FOR UNEMPLOYED

Submit as Exhibit X. B.3. the Applicant's and, as applicable, the Manager's strategy to provide on-the-job opportunities and training in areas, and with respect to regional and local demographic groups with high unemployment.

Pre-employment training, designed to assist people with developing the skills necessary to enter the gaming workforce and on-the-job programs to complement pre-employment training should be considered. Apprenticeship programs to support career development for employees should also be considered. An adequate apprenticeship program will blend classroom instruction and on-the-job training to enable employees to successfully enter designated jobs or gain promotions.

4. EXPERIENCE WITH HIRING UNEMPLOYED

The Gaming Facility Location Board recognizes the benefits to business and the economy of utilizing the skills of the long-term unemployed. A commitment to the removal of barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs generally requires the following practices:

- a. Ensuring that advertising does not discourage or discriminate against unemployed individuals.
- b. Reviewing screens or procedures used in recruiting and hiring processes so as to not intentionally or inadvertently disadvantage individuals from being considered for a job based solely on their unemployment status.
- c. Reviewing current recruiting practices to encourage all qualified candidates to consider applying, including the long-term unemployed, by taking steps that may include:
 1. Publicizing a commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on the Applicant's website, in application materials, or in other places where it can be seen by potential applicants;
 2. Interviewing or otherwise considering qualified long-term unemployed individuals;

3. Training hiring teams and recruiters to focus on the bona fide occupational requirements and leadership requirements for a given role and not on an applicant's current or recent employment status; and
4. Engaging local and regional entities in order to reach broad segments of the population with relevant skills and experience.

Submit as Exhibit X. B.4. a description of the Applicant's and, as applicable, the Manager's approach and experience in the last ten (10) years with hiring in general, and with particular respect to demographic groups evidencing high unemployment. Also include a structured plan or approach for the recruitment and hiring of the unemployed and long-term underemployed.