

Exhibit X.B.1

HUMAN RESOURCE PRACTICES

Submit as Exhibit X.B.1. a statement of whether the Applicant or, as applicable, the Manager has prepared, and how the Applicant or, as applicable, the Manager proposes to establish, fund and maintain human resource hiring and training practices at the proposed Gaming Facility that promote the development of a skilled and diverse workforce and access to promotion opportunities through a workforce training program that:

- a. establishes transparent career paths with measurable criteria within the Gaming Facility that lead to increased responsibility and higher pay grades that are designed to allow employees to pursue career advancement and promotion;*
- b. provides employee access to additional resources, such as tuition reimbursement or stipend policies, to enable employees to acquire the education or job training needed to advance career paths based on increased responsibility and pay grades; and*
- c. establishes an on-site child day-care program.*

Further, identify whether the Applicant and, as applicable, the Manager plans to establish employee assistance programs, including those relative to substance abuse and problem gaming.

GENERAL STRATEGY TO ESTABLISH, FUND AND MAINTAIN HUMAN RESOURCE HIRING AND TRAINING PRACTICES

Promoting a Skilled and Diverse Workforce and Access to Promotion Opportunities

Nevele Resort, Casino & Spa has worked diligently to fully understand workforce conditions in the Hudson Valley in order to establish, fund and maintain human resource hiring and training practices that promote the development of a skilled and diverse workforce.

Among these practices are four central strategies, described in detail below:

1. Establish internal career pathways and opportunities for advancement
2. Provide tuition reimbursement at a variety of education levels and institutions throughout the region
3. Offer full-time employees access to a child day care option for non-school age children through a contract with a New York State-registered child development vendor
4. Establish employee assistance programs related to substance abuse and problem gaming

To facilitate the development of these core strategies, company executives have spent the previous six months in sustained collaboration with local education, training and workforce partners. Beginning in December 2013, Nevele Resort, Casino & Spa began convening monthly meetings with education, training and workforce partners to identify ways to maximize employment and training of local workers in the Hudson Valley region. These meetings grew out of research and collaboration in the summer and fall of 2013, which identified more than a dozen partners with a stake in local workforce development.

From these meetings, Nevele Resort, Casino & Spa has identified, and will recognize, more than 40 external training programs to prepare entry-level job seekers for employment with Nevele. In addition, Nevele has developed detailed plans to work with local workforce development and training partners in an ongoing strategy to make a diverse pool of local job seekers aware of career opportunities with Nevele, to recruit and screen them and to eliminate local training gaps.

CAREER PATHWAYS

Internal Opportunities for Advancement

Nevele Resort, Casino & Spa is committed to internal career pathways and opportunities for advancement for its employees. To this end, Nevele has documented its transparent career pathways in four key divisions:

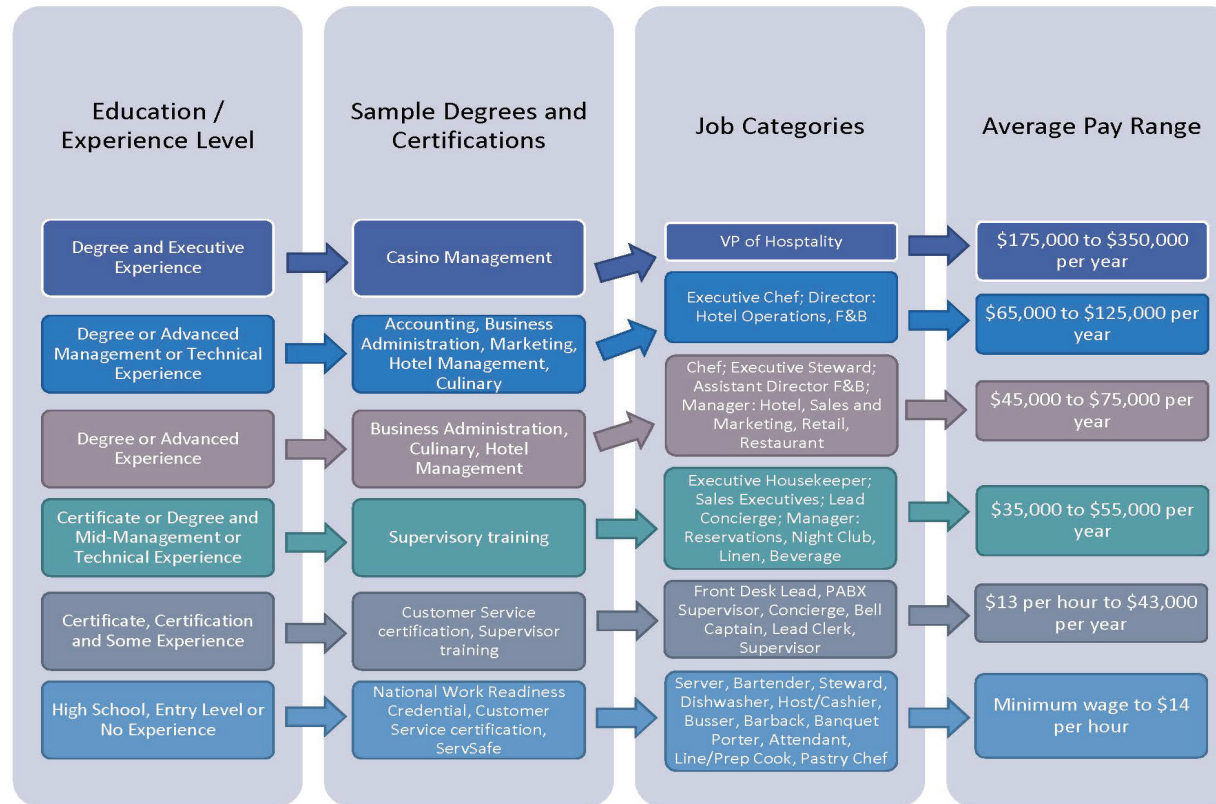
- Hotel and hospitality
- Casino
- Recreation
- Operations and administration

Career pathways documentation will be utilized in a variety of ways, including:

- Internal versions will be provided to all associates during orientation
- Modified, public versions will be provided to workforce development and education partners, so that workforce customers contemplating employment with Nevele Resort, Casino & Spa may understand available careers
- Public versions will be used during career demonstrations at job fairs, SUNY and BOCES campus visits, and other career events

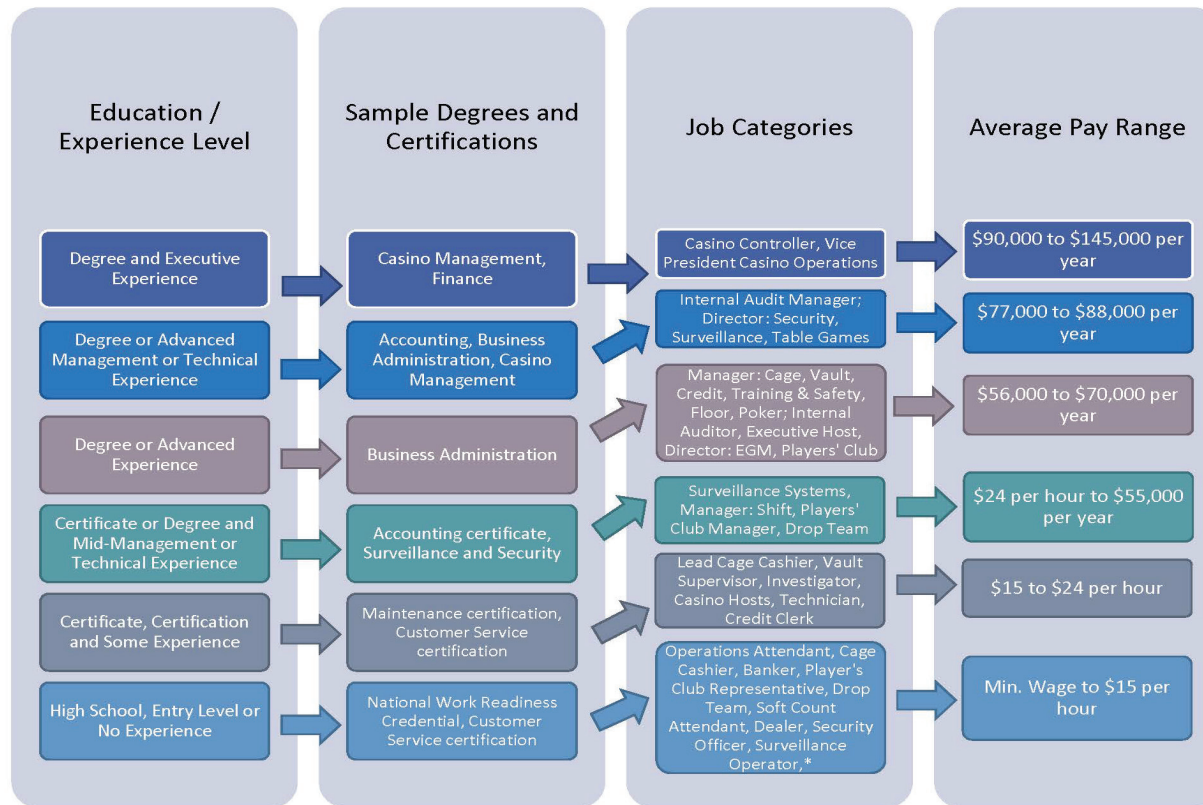
Each of the four draft career pathways is provided on the following pages. Note that these lists are not exhaustive of the potential advancement steps an employee can make; we intend to support career advancement in a variety of forms, all of which cannot be documented in advance. Rather, these documents express the most typical path an employee might make in his or her career with Nevele Resort, Casino & Spa.

Nevele Resort, Casino & Spa: Hospitality Career Pathway



Note: This document is for illustrative purposes only and is not a guarantee of employment or promotion. All information is subject to change without notice.

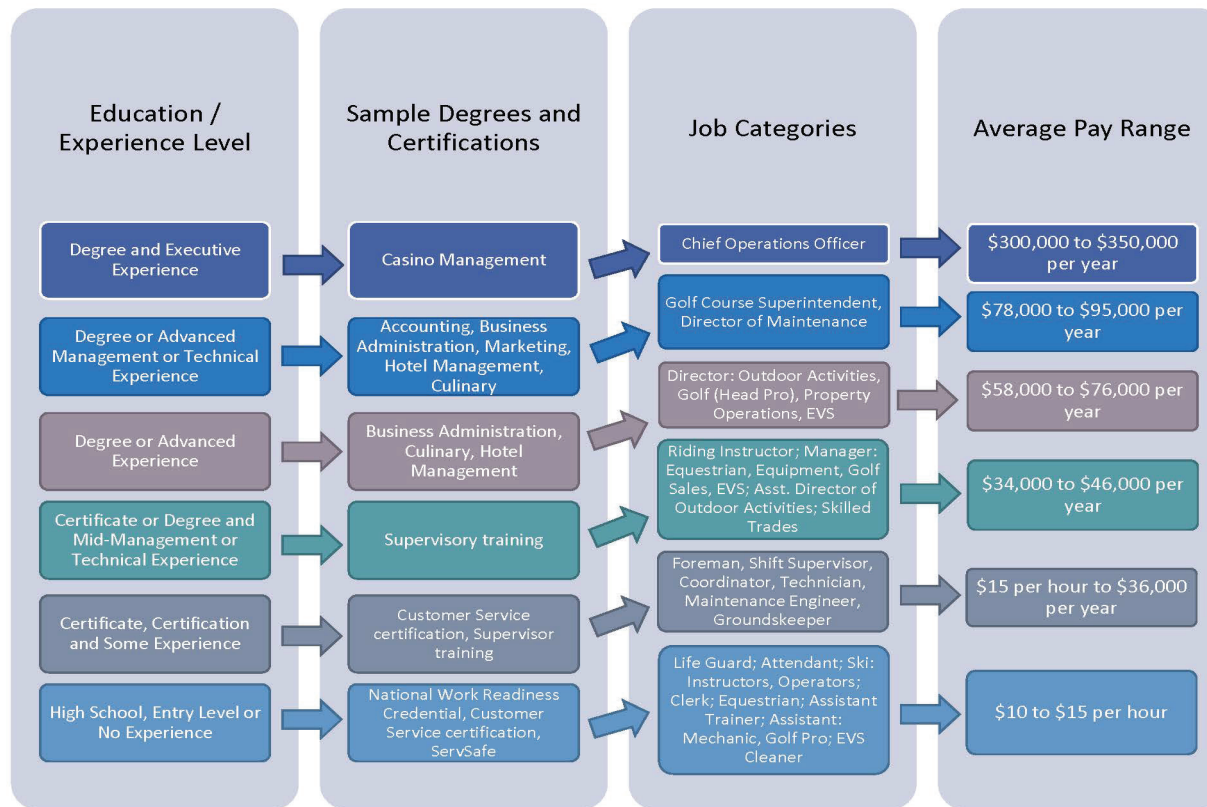
Nevele Resort, Casino & Spa: Casino, Cage, and Security Career Pathway



*For security reason, surveillance operators and surveillance supervisors are limited to surveillance occupations within the casino

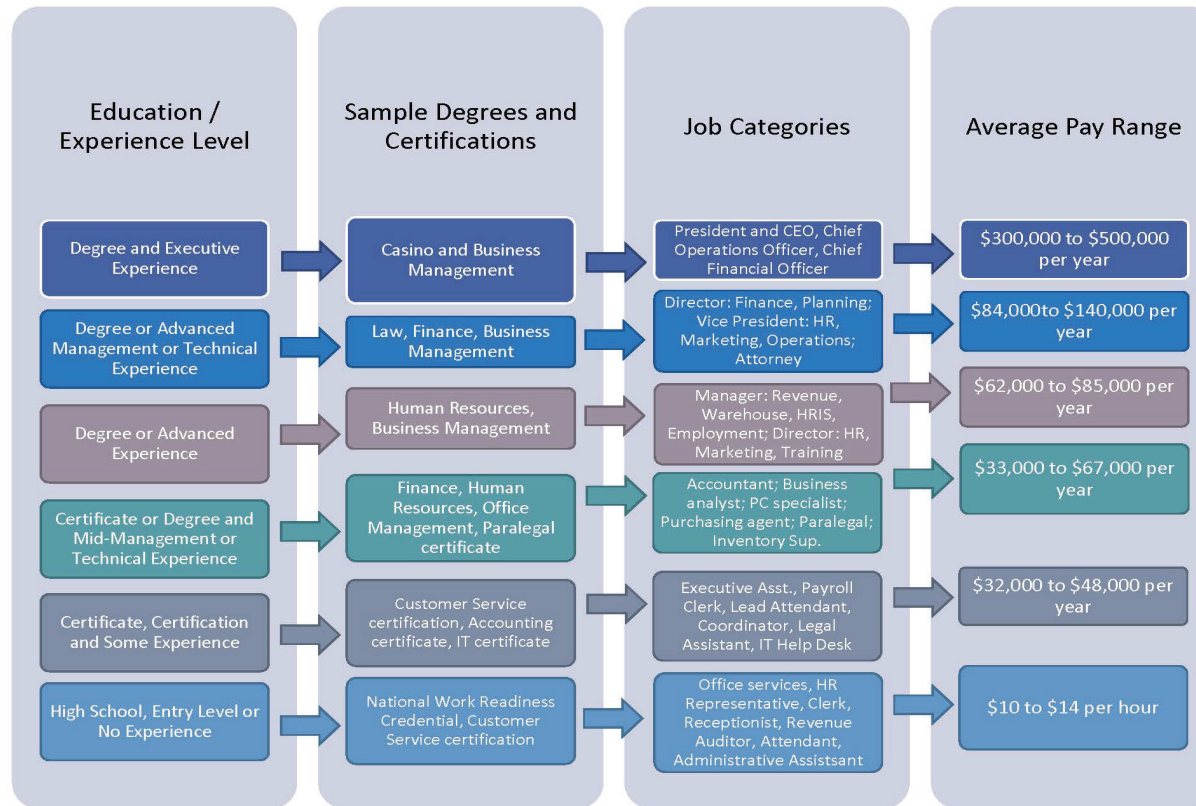
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Nevele Resort, Casino & Spa: Recreation Career Pathway



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Nevele Resort, Casino & Spa: Operations and Administration Career Pathways



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ACCESS TO ADDITIONAL RESOURCES NEEDED TO ADVANCE CAREER PATHS

Tuition Reimbursement

Nevele Resort, Casino & Spa is committed to continuous improvement and supports employees who wish to continue their education to secure increased responsibility and growth within their professional careers. In keeping with this philosophy, we will establish a reimbursement program for expenses incurred through approved institutions of learning. This policy will apply to full-time, regular employees who have completed the probationary period, as long as the courses are job-related.

Policy

1. Nevele will reimburse up to a maximum of \$2,500 per year incurred by the employee for continuing education through an accredited program that either offers growth in an area related to that employee's current position or might lead to promotional opportunities.
2. This education may include college credit courses, continuing education unit courses, seminars and certification tests.
3. The employee must secure a passing grade of "B" or its equivalent or obtain a certificate or certification to receive any reimbursement. Pass/Fail courses will not be covered.
4. Expenses must be validated by receipts and a copy of the final grade card, transcript, certificate or certification must be presented to show hours or certification received.

Procedures

To receive tuition reimbursement, the employee will be expected to:

1. Provide their manager with information about the course for which the employee would like to receive reimbursement prior to enrolling.
2. The pre-approval section of the tuition reimbursement form shall be completed and all the appropriate signatures obtained prior to enrolling.
3. The employee shall take the form to human resources, where a copy will be added to their personnel file. The employee will retain the original form until they have completed the course.

4. The employee should now enroll in the approved course.
5. After completion of the course, the employee will resubmit the original tuition reimbursement form with the reimbursement section filled out, including appropriate signatures, as well as receipts and evidence of a passing grade of “B” or certification attached.
6. The human resources department will then coordinate the reimbursement with the payroll department.

Examples of Pre-Approved Courses

A final list of pre-approved institutions and courses shall be compiled following license notification. As noted above, tuition reimbursement applies to job-related coursework continuing education unit courses, seminars and certification tests only.

Institution	Pre-Approved Courses and Degree Programs
Columbia-Greene Community College	Accounting A.A.S. Accounting Studies Certificate Business Administration A.A.S. Business Application A.A.S. Business Applications Certificate Computer Applications (Basic and Advanced) Electronics maintenance First Aid and Safety Information Technology A.A.S.
Orange-Ulster BOCES	A+ Certification Basics of Culinary Arts Bookkeeping certification Custodial Maintenance Hospitality Certificate Hotel and Restaurant Management Network + Network Security QuickBooks certification Security guard training, pre-assignment and in-service Small engine repair and turf management
Sullivan BOCES	A+ Certification Heating, Ventilation, Air Conditioning (HVAC) Network +

	Network Security Security guard training, pre-assignment and annual in-service courses
SUNY-Dutchess	Bookkeeping certification Green Facilities Manager QuickBooks certification Refrigeration Security guard training, pre-assignment and annual in-service courses
SUNY-Orange	Applied Technologies A.A.S. National Retail Federation Certification in Customer Service Service Excellence Training Security guard training, pre-assignment and annual in-service courses
SUNY-Ulster	A+ Certification Bookkeeping certification Business Office Assistant Computer Science A.S. CompTIA Network Administrator A.A.S. Network Administrator Certificate QuickBooks certification

ON-SITE CHILD CARE PROGRAMS

Program Summary

Nevele Resort, Casino & Spa will offer employees access to a child day care option for non-school age children as well as school age children through a contract with a New York State-registered child development vendor. This program will offer the following features:

- Discounted fees
- Hourly rates
- Convenience of payroll deduction
- Early care and education
- Security
- Quality assurance

Nevele Resort, Casino & Spa has engaged Bright Horizons Family Solutions, LLC (Bright Horizons), a high-quality, industry-recognized child care center contractor to design and operate their on-site child care center in compliance with all New York State, local and federal regulatory and licensing requirements.

Nevele and Bright Horizons will work in collaboration to develop a program tailored to the needs of the children of their employees. To this end, a dedicated Nevele liaison will help to develop quality standards, policies, and protocols. Bright Horizons is accredited by the National Association for the Education of Young Children (NAEYC) and follows their guidelines in developing a remarkable educational curriculum: *The World at Their Fingertips*. The curriculum includes elements from leading childhood researchers and practitioners, featuring: *Language Works, Math Counts, Science Rocks, Our World, Art Smart, and Well Aware*. This partnership will offer Nevele employees and their children unparalleled service, education, security and care.

Attached, we have included the Bright Horizons detailed proposal for the management of Nevele Resort, Casino & Spa childcare center.

ADDITIONAL PROGRAMS FOR EMPLOYEE ASSISTANCE

Employee Assistance Policy (EAP)

Nevele Resort, Casino & Spa cares about the health and well-being of our employees and recognizes that a variety of personal problems can disrupt personal and work lives. While many employees solve their problems either on their own or with the help of family and friends, sometimes employees need professional assistance and advice.

All active employees will be eligible for benefits under Nevele's Employee Assistance Policy (EAP).

Through the EAP, we will provide confidential access to professional counseling services for help in confronting such personal problems as alcohol and other substance abuse, problem gambling, marital and family difficulties, financial or legal troubles and emotional distress. The EAP is available to all employees and their immediate family members, offering problem assessment, short-term counseling and referral to appropriate community and private services.

The EAP will be strictly confidential and designed to safeguard an employee's privacy and rights. Information given to the EAP counselor may be released to Nevele Resort, Casino & Spa only if requested by the employee in writing. All counselors will be guided by a professional code of ethics.

Personal information concerning employee participation in the EAP will be maintained in a confidential manner. No information related to an employee's participation in the program will be entered into the personnel file.

There will be no cost for an employee to consult with an EAP counselor. If further counseling is requested, the EAP counselor will outline community and private services available. The counselor will also let employees know whether any costs associated with private services may be covered by their health insurance plan. Costs that are not covered will be the responsibility of the employee. All appropriate problem gambling resources available to our patrons will also be available to our employees through the EAP.

Notes

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