

SUB BINDER 3

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A. MEASURES TO ADDRESS PROBLEM GAMBLING

GCGC will be responsible for managing the proposed facility at Exit 27.

It is GCGC's goal to ensure guests enjoy gambling and view it as a fun entertainment option while ensuring they are informed and able to make educated choices about games of chance, and more importantly, to play in a responsible manner.

GCGC is deeply committed to implementing and complying with Responsible Gambling programs and initiatives as set out by the government corporations responsible for conducting and managing gaming.

1. ON-SITE RESOURCES FOR PROBLEM GAMBLING

GCGC's Responsible Gambling commitment begins with employees who have daily interactions with guests, and extends to the President & CEO. As an extension of GCGC's high-level customer service model, it is a standard to educate, inform and assist guests in regard to responsible play. In order to incorporate provincial Responsible Gambling programs into the culture of the organization, in 2006 GCGC established a Responsible Gambling department. The mandate of the corporate Responsible Gambling department is to provide guidance, direction and key support in the development and execution of Responsible Gambling initiatives within the organization, while ensuring education and assistance is provided to guests.

In British Columbia and Nova Scotia, the casino service provider is responsible for communicating and promoting the Responsible Gambling programs within the casino environment while the provincial agency and regulator is responsible for public promotion of Responsible Gambling programs.

With the help of the casino Responsible Gambling information centres, advisors and staff, along with proper literature found on site, casino guests have access to a vast number of Responsible Gambling resources in multiple languages of their choice. This includes both on-site print material (brochures, pamphlets and washroom signage) as well as GCGC's on-site electronic messaging system (Bally Cool Signs). Responsible Gambling information is further conveyed through all slot machine electronic displays.

A Voluntary Self-Exclusion, or VSE, program has been offered to casino players in British Columbia and Nova Scotia since 1995 and 1999, respectively. As one of the fundamental Responsible Gambling programs, the VSE program is focused on restricting

access to casinos for players who have made a personal voluntary decision to restrict themselves from casino gambling for a set period of time.

In June 2009, GCGC worked with the Responsible Gambling Council of Ontario, or RGCO, to pilot the RG Check Certification process at Boulevard Casino (recently rebranded as Hard Rock Casino Vancouver) in Coquitlam, British Columbia. Together with Jon Kelly, RGCO's Chief Executive Officer, and his dedicated team, GCGC took an active role in examining key areas that relate to Responsible Gambling practices within a gaming facility.

It is important to note that the RG Check certification process includes significant involvement from government agencies. The RG Check certification process was also embraced by the site employees who took ownership and pride in showcasing their responsible gambling efforts. The certification process gave the employees an opportunity to demonstrate their commitment to ensuring guests play in a safe environment and have access to responsible gambling tools.

In 2012-2013, five GCGC casino properties were successfully RG Check certified. Currently, certified casino properties are located in British Columbia and include: Chances Dawson Creek, Fraser Downs Racetrack & Casino, Hard Rock Casino Vancouver, River Rock Casino Resort and View Royal Casino. All five properties received high scores in areas of self-exclusion, advertising and promotion, assisting patrons and employee training.

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2. PROBLEM GAMBLING SIGNAGE

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3. IDENTIFICATION OF PROBLEM GAMBLING

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4. SELF-EXCLUSION POLICIES

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5. TREATMENT AND PREVENTION

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6. HISTORICAL EFFORTS AGAINST PROBLEM GAMBLING

PLEASE SEE RESPONSE TO A.1.

B. WORKFORCE DEVELOPMENT

1. HUMAN RESOURCE PRACTICES

GCGC has a corporate Human Resources team that provides key services to the organization. The corporate Human Resources group is responsible for the development of key employee engagement, recruitment, selection, training and development programs, employee and labour relations, compensation, benefits, payroll, health and safety programs, and providing key guidance on transition components affecting and/or involving personnel and human resources policy integration.

All offers of employment are extended in writing and outline the terms and conditions of employment. All offers are conditional to GCGC receiving acceptable references, and the employee obtaining registration as a gaming worker as applicable, or receiving an acceptable criminal record check.

Prior to the first shift of work new hires attend GCGC's orientation program, which begins the employee's learning journey. The one-day Corporate Orientation Program provides an introduction to GCGC's workplace culture, locations, performance and behavioral standards and expectations, policies and guidelines, and various programs as they relate to an employee's work life with the company. Upon completion, new hires receive a site and departmental orientation and commence their on-the-job and other training.

GCGC operations are governed by human resources policies and procedures that have been established to meet or exceed legislative and regulatory requirements and/or to address operational requirements. Tools and resources are provided for guidance and assistance, including an Operating Policy and Procedures Manual, Human Resources Policies and Procedures, Corporate Ethics and Conduct Manual, Information Technology Security Policy, Privacy and Privacy Breach Policies, Compliance Plan Requirements and an Employee Handbook. These policies help to increase understanding, eliminate the need for subjective decisions on matters related to Company policy, and assist in ensuring consistency and compliance throughout GCGC's operations.

GCGC operates in accordance with, and expects employees to abide by, all applicable laws, regulations, requirements, recommendations, guidelines and standards. This is achieved by fostering cooperative and consultative relationships with employees. Employee participation is promoted through employee elections for joint occupational health and safety committees, staff action committees, tip committees and various volunteer activities.

GCGC believes that leaders are individuals who possess the drive for service and performance excellence. Leaders champion change, are agile in their thinking, and take ownership and accountability for their actions, thereby assisting the organization in achieving its goals. Great leaders understand that success requires enrolling, engaging and inspiring others; they know that it is only through the leadership team that the organization can achieve strategic and business success.

The leadership development model is aligned to GCGC's strategic goal: 'To build a performance culture that rewards and recognizes excellence in service delivery, teamwork, individual growth and development, where every employee is passionately engaged in driving the success of the business.'

To drive this mindset, GCGC has invested in the learning and development of its leaders and currently offers 16 learning programs that are facilitated by internally certified trainers. Programs range from four-hours to two-weeks and are stand-alone, layered or driven by certain pre-requisites; external programs complement and complete the full learning suite.

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2. AFFIRMATIVE ACTION PLAN

[Florida Acquisition Corp., Clairvest Group Inc. and Great Canadian Gaming Corporation will complete this section of the RFA within 60 days of the date at which the New York Gaming Facility Location Board or the New York State Gaming Commission agree with the Applicant on the solution for the challenge of the License Fee as noted in the Executive Summary. As soon as the relevant information and or documents are available, they will be submitted to be added to this RFA response per Section 3.1.]

3. JOB OPPORTUNITIES AND TRAINING FOR UNEMPLOYED

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4. EXPERIENCE WITH HIRING UNEMPLOYED

[Florida Acquisition Corp., Clairvest Group Inc. and Great Canadian Gaming Corporation will complete this section of the RFA within 60 days of the date at which the New York Gaming Facility Location Board or the New York State Gaming Commission agree with the Applicant on the solution for the challenge of the License Fee as noted in the Executive Summary. As soon as the relevant information and or documents are available, they will be submitted to be added to this RFA response per Section 3.1.]

5. ORGANIZED LABOR CONTRACTS

The Applicant is in discussions with the appropriate representatives to complete a Project Labor Agreement regarding construction and development of the project and a Labor Peace Agreement regarding the operations of the project. An MOU for a Project Labor Agreement is attached as 15-Exhibit X signed agreements. We have expressed our commitment to negotiate and enter into a Labor Peace Agreement and to work towards executed labor agreements once we have solved the License Fee challenge noted in the Executive Summary.

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C. SUSTAINABILITY AND RESOURCE MANAGEMENT

1. TRAFFIC MITIGATION

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2. LEED CERTIFICATION

Sustainability is an important principle and has guided the design of the facility. Green elements and smart building technology will all be incorporated to maximize comfort, aesthetic expression and efficient energy utilization. We plan to complete a LEED score card that would allow us to achieve a score high enough to be considered for LEED certification.

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3. ENERGY EFFICIENT EQUIPMENT

Energy utilization is an important principle that has guided the design of the facility. Green elements and smart building technology will all be incorporated to maximize comfort, aesthetic expression and energy utilization. The use of environmentally sound technologies such as rain gardens will be utilized as proven solutions for storm water management.

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4. STORM WATER

The use of environmentally sound technologies such as rain gardens will be utilized as proven solutions for storm water management.

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5. WATER CONSERVATION

We will be using closed loop chilled water systems where applicable, low water usage appliances and double flush toilets and other Technologies to insure water conversation is properly addressed within the design and development of the facility.

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6. RENEWABLE ENERGY

Renewable energy technologies will be researched and where appropriate utilized as part of the energy needs of the facility.

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7. ENERGY CONSUMPTION MONITORING

We will install a state of the ART building automation system that will allow us to monitor and properly adjust and run the facility for maximum efficiency. Economizers will be used on all roof top units and the use of heat harvesters to recover waste heat and run through a heat exchanger to preheat domestic hot water will be incorporated.

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8. DOMESTIC SLOT MACHINES

The Applicant confirms that where possible will be domestically manufactured machines.

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