



Exhibit X.B.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.

Throughout its history, Tioga Downs has devoted much attention and resources to the labor market and unemployment conditions in the region. Tioga Downs will continue to expand its efforts to assist the unemployed if awarded a Gaming Facility license. Recent unemployment trends in the region, as detailed in Exhibit VIII.B.3.b., demonstrate the region's need for a partner like Tioga Downs.

Tioga Downs maintains a strong working relationship with the region's public workforce system in order to attract local unemployed and underemployed residents to fill positions at the property. In this regard, Tioga Downs works with the following local agencies:

- o Workforce Investment Boards:
 - o Appointed to the Broome-Tioga Workforce Investment Board/Workforce Development Board Executive Committee, which oversees federal grant programs of the Workforce Innovation and Opportunity Act;
 - o Actively works with the Broome-Tioga Job Service Employer Committee;
 - o Regularly posts job opening using the New York States labor exchange system;
 - o Utilizes existing candidate screening services provided by the Tioga & Broome County Workforce New York;
 - o Participates in on-site Job Fairs at Tioga Workforce; and
 - o Utilizes state funded On-the-Job Training contracts where possible and appropriate.
- o Board of Cooperative Educational Services ("BOCES"):
 - o Tioga Downs executives regularly present to students to better prepare them for potential future job opportunities;
 - o Aggressively recruit for track maintenance engineers during race season; and



- o Recruit for other skilled trades (e.g., electricians, prep cooks and line cooks).
- o **ACHIEVE:**
 - o Actively work with job coaches to recruit for job openings;
 - o Once hired, engage in on-going communication from manager and/or human resources staff during the employee's tenure to assist with personal and job skill development; and
 - o Provide disability awareness training for all Tioga Downs staff and administration.
- o **Southern Tier Independence Center:**
 - o Work with job coaches to recruit for job openings.
- o **Economic Opportunity Program:**
 - o Participate in on-site job fairs for job openings; and
 - o Post current job opening for entry level positions.
- o **Veteran Agencies (including Broome Workforce New York Veteran Division, Broome County Veteran's Services Agency, Bradford County Veterans Affairs, Tioga County Veteran's Service Agency and Chemung County Department of Veterans Affairs, and Homeless Veterans-Bath VA)**
 - o Veterans are given preference by offering pre-access at Tioga Downs job fairs; and
 - o Actively posts job openings with the above-listed agencies.
- o **Tioga County Department of Social Services:**
 - o Coordinate arrangements to set up interview times during job fairs.

The local representatives of Tioga & Broome County Workforce New York, BOCES, ACHIEVE and the various Veterans Agencies work closely with Tioga Downs' human resources



staff to match appropriate candidates from their database of unemployed and underemployed residents in the region with job opportunities at Tioga Downs. Additionally, Tioga Downs has developed and continues to strengthen relationships with local and regional organizations to identify candidates and provide pre-employment and on-the-job training for new employees.

Tioga Downs prides itself on promoting from within the company for all positions. In order to assist in these efforts, Tioga Downs obtained a grant from SUNY Broome to conduct supervisory training in 2015 for all current and future leaders of the company. Some of the already-completed training includes seminars on “Leadership Roles & Responsibilities”, “Maximizing Employee Performance”, “Time Management”, “Positive Discipline”, “Dealing with Difficult People”, “Performance Evaluations” and “Customer Service.” Tioga Downs will continue to enhance its workforce by creating on-going certificate(s) and/or degree program(s) available to professional-level staff (e.g., management and information technology staff).