

**NAMES, ADDRESSES AND EXPERIENCES OF DIRECTORS AND OFFICERS**

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Title</u>
Jeffrey Gural					Managing Member/ Chairman & CEO
Thomas Osiecki					President & COO
Rob Fitzpatrick					CFO & Secretary
Jason Settlemoir					Vice President
Scott Freeman					Vice President
Jeff Townsend					Vice President
Randall Snodgrass					Regional Sr. Director of Finance
William Ripley II					Regional Director of Surveillance
David Miller					Regional Director of Security
Corey Williams					Regional Director of IT
John Clark					Regional Director of Internal Audit
Linn Redder					Vice President of Marketing

*Please see attached resumes for each of the above-listed individuals.*

## **JEFFREY GURAL**

Chairman

### **NEWMARK GRUBB KNIGHT FRANK**

Jeffrey Gural is Chairman of Newmark Grubb Knight Frank. Newmark Grubb Knight Frank currently manages approximately one hundred fifty buildings in the Metropolitan area of which Mr. Gural has an ownership interest in forty-one of them. Mr. Gural is responsible for all acquisitions and the managing and leasing of 8,000,000 square feet of properties that he has an ownership in. In addition, he is responsible for the overall supervision of the company's non-institutional portfolio.

Prior to joining Newmark Grubb Knight Frank in 1972 he was a member of the staff of Morse-Diesel Construction Co., for approximately six years where he was responsible for the supervision and construction of more than one million square feet of new office space in such notable buildings as 437 Madison Avenue and 645 Madison Avenue.

Mr. Gural is a member of the Board of Directors of The Real Estate Board of New York; President of the New York Chapter of The Starlight Children's Foundation; Chairman of "I Have a Dream Foundation – NY" and Co-Sponsor of the Chelsea-Elliot "I Have a Dream" Project; former Chairman of the Board of Directors of the Times Square Alliance; member of the Board of Trustees of Cooper Union; member of the Board of Trustees of The New School; Chair of the Board of Governors for Eugene Lang College The New School for Liberal Arts; Chairman of the Board of Directors for Alliance of Resident Theatres/New York; Vice President of The Broadway Association; member of the Board of Directors of the Museum at Eldridge Street; member of the Board of Directors of the Statue of Liberty Foundation; member of the Board of the Settlement Housing Fund; member of the Board of Directors of New York City Outward Bound; member of the NYC Board of Directors for the March of Dimes and President of The Realty Foundation of New York. Mr. Gural is a member of the Board of Directors of the UJA-Federation, where both he and his father, Aaron Gural, were honored at the organization's 1995 Annual Luncheon.

As a sideline, Mr. Gural is a major owner and breeder of Standardbred racehorses and has a farm in Stanfordville, New York. Mr. Gural owns two racinos in Upstate New York and has recently become the lessee of the Meadowlands Racetrack, the leading standardbred track in North America.

Mr. Gural is a graduate of Rensselaer Polytechnic Institute, with a degree in Civil Engineering. He is married, has three grown children, six grandchildren and resides in Manhattan.

## **THOMAS F. OSIECKI**



### **AMERICAN RACING AND ENTERTAINMENT, NICHOLS, NY**

**1/10 to Present - PRESIDENT AND COO TIOGA DOWNS AND VERNON DOWNS CASINOS**

**1/08 to 12/09 VICE PRESIDENT MARKETING TIOGA AND VERNON DOWNS ASSISTANT GENERAL MANAGER, TIOGA DOWNS CASINO**

Hired by the owner as Vice President of Marketing, I was promoted to President in 2010 to oversee all operational functions at Tioga Downs and Vernon Downs Casinos. Named COO in 2011 during ownership restructuring. Both Vernon Downs and Tioga Downs's casinos were leaders in New York State in YOY revenue increases in a down economy 2010 and 2012.

Reorganized regional staff while installing operational systems and procedures. Responsible for the successful presentation to NY Lottery officials of a new tax free free play pilot program that resulted in state wide implementation. Responsible for construction projects including an \$8 million dollar expansion of Vernon Downs in 2011. Directed installation of a major buffet upgrade and a \$2.3 million dollar waste water treatment facility at Tioga Downs which will lead to an estimated \$100 million dollar hotel, convention space and parking garage expansion. Additional elements of the projected property will be two new restaurants, indoor and outdoor pools, spa, waterslide and a golf course acquisition that will transform Tioga Downs Casino into a regional resort destination.

### **ISLAND VIEW CASINO RESORT, GULFPORT, MS**

**8/06 to 1/07 - VICE PRESIDENT MARKETING**

Recruited by local owners to become a key officer of this casino company regenerated after hurricane Katrina with over 40 acres of land purchased from Harrah's. Developed a new marketing department, including budgets, strategic planning and new agency search, orchestrated the reopening in September 2006. Designed the marketing plan for Phase 2, which consists of 2,400 slots, 50 table games, new restaurants, parking garage and lounge. Completed the market introduction of Emeril Lagasse's Gulf Coast Fish House.

### **ISLE OF CAPRI CASINO'S, INC, CORPORATE OFFICE, BILOXI, MS**

**1/2000 to 7/ 2006 - SENIOR DIRECTOR PROPERTY MARKETING**

Promoted to the corporate office where my role for six years was split between the management of property marketing operations for up to 16 properties and the oversight of brand marketing functions for the company with annual revenues exceeding one billion dollars. Reporting directly to the Senior Vice President of Marketing, I was responsible for directing property level marketing strategies and tactics. In this role, I was responsible for assisting properties deficient in marketing direction or revenue/EBITDA performance. My position was expanded to direct the development of the Isle of Capri Casinos, Inc. brands. Direction of the Brand Group included corporate control of advertising, promotions, market research, sales, the IsleOne players club and

the IsleMiles loyalty marketing program, strategic alliances, the national call center, player development and entertainment on a national level.

**Isle Of Capri Casinos Inc. corporate accomplishments were:**

- Played an influential role in a corporate wide marketing budget that evolved to over \$300 million.
- Corporate oversight of the advertising, market research and entertainment agencies.
- Directed market research company wide for lost property business, new services and projects, creative review and new construction projects. Created a system-wide brand metrics scorecard to measure guest satisfaction at each of the 16 properties.
- Coordinated system-wide media purchases, including a program for oversight of \$19,000,000 in media purchases company-wide in FY 05.
- Created a Director of Marketing training program recognized industry-wide, resulting in training of present and future Senior Director of Marketing positions.
- Developed/administered a \$7,000,000 company marketing funds allocation system.
- Oversaw all Isle of Capri Casinos, Inc. brands including Isle of Capri Casinos, Rhythm City, Colorado Central Station and Pompano Park Racino.
- Created system-wide consumer marketing promotions, cross market events and tournaments in a multi-property environment backed by television media in over 50 markets.
- Substantially upgraded IsleMiles, a company-wide loyalty program to include a direct marketing based catalogue offering new merchandise and aspirational travel. Strategic partners such as a Pepsi and General Motors were added to increase the perceived value of the program.
- Placed all advertising on a template system, which ties properties to a central database used to maintain consistency in brand standards across the entire 16-property system. Established and maintained corporate marketing branding standards to ensure quality and consistency among all casino locations.

**ISLE OF CAPRI CASINO, BOSSIER CITY, LA  
9/96 to 1/2000 - SENIOR DIRECTOR MARKETING**

Transferred from a property with \$68 million in revenue to the facility with revenues ranging from \$120 million to \$145 million during my tenure. Facilitated a corporate directed change from retail oriented marketing to a database system. During the process, I reduced the marketing budget 17.8% from the prior year. Reduced advertising dollars by 57%, cutting media and promotional spending to fund database programs.

- Implemented a stratified database/direct mail system. Created a database mail team that organized a complete production and reporting system.
- Increased line run operations from the Dallas, TX market with a projection of 88,000 guests resulting in \$5,110,000 in revenue. Simultaneously decreased unprofitable charter bus operations.
- Created marketing programs for the introduction of Farradays', the new high-end restaurant designed for placement in all Isle of Capri properties.
- Established a premium level players club called the Gold Club.
- Opened a 500-room hotel tower.
- Established a hotel sales operation, meeting and convention sales staff and a hotel room yield system. Coordinated a new VIP call center operation.

- Designed the roll out of a \$5 million dollar capital improvement program for the property including a new showroom, restaurant, player's club booth and high-end slot area with extensive island theming.

#### **ISLE OF CAPRI CASINO, VICKSBURG, MS.**

##### **5/93 to 8/96 - SENIOR DIRECTOR OF MARKETING**

Selected as the second Marketing Director for this fast growing chain of themed casinos. Responsible for the roll out of the Vicksburg property which achieved a 33-38% market share in a highly competitive four-property market while holding only 26% of the gaming positions. My position was responsible for approximately \$68,000,000 in gaming revenue in the 1996-1997 fiscal year. During my tenure, I created numerous marketing programs that would become standards in the Isle of Capri Corporation.

#### **MICKY THOMPSON ENTERTAINMENT GROUP, ANAHEIM, CA.**

##### **10/90 - 10/92 - VICE PRESIDENT OF MARKETING**

Recruited to reposition the national marketing strategy of this privately held motor sports production company and sanctioning body. The position was responsible for the marketing of the national Mickey Thompson Off Road Grand Prix series, the Western region of the Coors Light Challenge/Camel Supercross series and a motor sports trade show. Both series were held in major metropolitan stadiums (i.e., the Los Angeles Coliseum, Mile High Stadium, Anaheim Stadium, the Seattle King Dome) and broadcast for national and international markets by ESPN.

#### **SIX FLAGS POWER PLANT, BALTIMORE, MD**

##### **1/88 - 2/90 - VICE PRESIDENT/GENERAL MANAGER**

Promoted to Vice President and General Manager of this 110,000 sq. ft. entertainment complex on Baltimore's Inner Harbor. The position reported directly to the Executive Vice President of the Six Flags Corporation. A transition of Six Flags ownership resulted in the strategy to sell the Power Plant. My objective was to reduce the loss the facility was experiencing while operating during negotiations for sale by the parent corporation. In two years, the operating loss was reduced 36%. Significant cost factors were reduced, such as labor (down 33%), marketing (lowered 32%) and utilities (cut 22%). Despite competition from a massive new entertainment complex by Gaylord Entertainment, which opened literally across the street, the facility surmounted a negative public image to become a highly regarded regional attraction that was sold January 1990.

**1/87 - DIRECTOR OF MARKETING** - Implemented marketing and entertainment product strategy that converted the facility from a family theme park to a major entertainment complex. The result was to reduce the loss 25% in a single year.

##### **1/86 - ADVERTISING AND PROMOTIONS MANAGER**

Due to my knowledge of indoor entertainment, I transferred to the Power Plant. Revamped the Advertising and Promotions functions, including advertising agency review and subsequent replacement. Introduced a total entertainment complex positioning, including the conversion to a nightclub entertainment product, which was eventually to become the focus of the facility.

**SIX FLAGS AUTOWORLD, FLINT, MI.**

**3/85 - 1/86 - DIRECTOR OF MARKETING**

Rehired by the Six Flags Corporation to direct the total marketing functions of this \$70 million dollar theme park. Supervised agency review, while raising unaided advertising awareness to levels attributed to major regional theme parks.

**10/83 - MANAGER OF MARKETING** - Responsible for the roll out of this 300,000 square feet indoor theme park complex. Autoworld's premier was received on a national and international scale. Public Relations generated coverage by all networks and news services. Advertising and promotional tie-ins produced saturation level television coverage throughout the target markets.

**WILD WORLD, LARGO, MD.**

**7/82 - 7/83 - DIRECTOR OF MARKETING**

Duties were start up and administration of all marketing departments for a major water park and theme park; an effort resulting in a 38% increase in attendance from the previous year. Primary functions were development of marketing strategy, budgeting, program implementation and staff management.

**PLAYBOY HOTEL AND CASINO, ATLANTIC CITY, N.J.**

**10/81 - 2/82 - ADVERTISING AND PROMOTIONS MANAGER**

Recruited to manage all advertising functions for hotel, casino, tour, food and beverage and entertainment departments. Department was disbanded due to the departure of Playboy Enterprises from the casino and hotel industries.

**SIX FLAGS GREAT ADVENTURE, JACKSON, N.J. (Division of Penn Central Corp.)**

**12/78 - 10/81 - REGIONAL ADVERTISING AND PROMOTIONS MANAGER**

Responsible for agency coordination, including media and creative direction of a \$5 million dollar budget for Six Flags' largest theme park. Promotional functions were the creation and application of national and regional programs

**LARRY M. SADOFF, INC., CINCINNATI, OH.**

**9/77 - 12/78 - DIRECTOR OF MARKETING** - Responsibilities included marketing for touring productions, mall shows and special events on a national basis.

**THE SPECTRUM, INC., PHILADELPHIA, PA.**

**11/71 - 6/77 - ASSISTANT MANAGER OF PUBLIC RELATIONS** - Responsibilities were planning and coordinating publicity to support touring shows, professional sports, concert and special events at The Spectrum.

**EDUCATION:**

- TEMPLE UNIVERSITY SCHOOL OF COMMUNICATION AND THEATER, Philadelphia, PA.  
Bachelor of Arts: Major - Journalism
- PENNSYLVANIA STATE UNIVERSITY, Delaware County Campus, PA.  
Minor: Radio, Television, Film Associate: Journalism

**PERSONAL:**

- Winner of the 2003 American Gaming Association Gaming Voice Communication Awards for broadcast television at the Global Gaming Summit, LV.
- Winner of the 2004 American Gaming Association Voice Communication Awards for broadcast radio at the Global Gaming Expo, LV
- Frequent speaker at the Southern Gaming Summit and speaker at the Annual Marketing Gaming Summit in Las Vegas, New Gaming Summit and Pennsylvania Gaming Summit
- Board member, New York Gaming Association

## ROB FITZPATRICK, CIA



4/11-Present

### **Chief Financial Officer**

*Meadowlands Racetrack & American Racing & Entertainment, East Rutherford, NJ*

- Responsible for finance at the busiest racetrack in the country and two racinos in NY.
- Worked with investment banks to help obtain 50 million for the new grandstand.
- Saved four million dollars in construction costs thru design changes for Tioga hotel.
- Leading efforts to centralize services (AP, payroll, finance) between the three properties.

12/07-2/11

### **Vice President of Finance**

*Rivers Casino, Pittsburgh, Pennsylvania*

- Led 800 million casino and restaurant project from development to opening in Aug 09.
- Worked on bank models and forecast to help secure 800 million in financing.
- Responsible for P&L of operating casino/capital budgets of 450 million.
- Assisted in opening Sugar House casino as part of my 8<sup>th</sup> opening.
- Helped property improve revenue results 58% year over year.
- Top finance person at property reported to property general manager.

4/01-12/07

*Isle of Capri Casinos, Pompano Beach, FL, Freeport, Bahamas, and Las Vegas, NV*

### **Senior Director of Finance**

*Isle of Capri @ Pompano Park Harness Track & Casino. Pompano Beach, Florida*

- Led a 180 million casino and restaurant complex from development to opening.
- Responsible for P&L of operating casino/capital budgets of 220 million.
- Helped develop a master plan for the 225 acre property.
- Provide financial analysis for capital requests on expansion/improvement projects.
- Prepare and present financial models to senior management to decide operating strategies.
- Manage and develop technical financial analysis, modeling and reporting to support business results tracking and decision-making.
- Responsible for the budgeting and SEC financial reporting for the property.
- Directed a staff over 100 team members of the Casino Cage, Financial Reporting, Accounting, Payroll, Accounts Payable, Purchasing, Receiving, and IT.
- Top finance person at property reported to corporate CFO & property GM.

9/03-12/06

### **Senior Director of Finance**

*Isle of Capri Casino @ Bahamas. Freeport, Bahamas*

- Opened new casino in Bahamas in 60 days with a staff with no casino experience.
- Negotiated with the government of the Bahamas to reduce the tax rate & continued subsidy for the casino, resulting in 6 million additional net cash flow for the casino.
- Helped negotiate reduced insurance rates, saved the casino over \$750,000 in a year.
- Headed the hurricane claim process for both Bahamas & Pompano properties resulting in substantial claims recovered for the properties.
- Reorganized the ad-hoc plane schedule to save the property \$600,000 per year.
- Implemented a cash management system for the casino while working with the international banking community.



4/01-9/03

**Acting Senior Director of Finance**

*Isle of Capri @ Lady Luck Las Vegas, Las Vegas, NV*

- Helped lead the transition of the property through two separate sales.
- Streamlined the closing process into a three-day close from a two-week close.
- Reduced outstanding accounts receivable \$250,000 through increased efforts.
- Implemented cross training program, reduced wages and overtime costs over \$70,000.
- Reconstructed the Balance Sheet and standardized the accounts and journals used.
- Led the property's internal audit compliance improvement from one of the worst properties to the highest in the corporation.

8/00-3/01

**Senior Internal Auditor**

*Sierra Health Services, Las Vegas, NV*

- Analyzed economic feasibility of departments and staffing.
- Performed operational efficiency audits that helped streamline the operations.
- Analyzed profitability of the printing department. Helped them restructure that saved the company over \$3,000,000 in planned expenditures.

2/98-7/00

**In-Charge Auditor**

*McGladrey & Pullen, LLP Las Vegas, NV*

- Managed financial statement audits.
- Supervised one to three staff people to ensure financial statements were prepared in accordance with GAAP.
- Supervised audits for clients in various industries including gaming, contracting, public sector organizations, home builders, and not for profit companies.
- Oversaw the gaming compliance division.
- Helped clients analyze potential business ventures using modeling methods.
- Aided smaller clients in the budget process.

1/94-2/98

*Boyd Gaming Corporation, Las Vegas, NV & Kansas City, MO*

7/96-2/98

**Assistant Controller**

*Sam's Town (A subsidiary of Boyd Gaming Corp.), Kansas City, MO*

- Supervised 35 staff accountants, audit clerks, hard and soft count attendants.
- Reorganized job duties resulting in savings of more than \$5,000 per quarter.
- Prepared monthly casino financial statements, account reconciliations and tax returns.
- Taught Title 31 training classes to more than 100 casino employees.
- Ensured regulatory compliance with internal policies, state, and federal laws.

1/94-7/96

**Senior Internal Auditor**

*Boyd Gaming Corporation, Las Vegas, NV*

- Supervised regulatory compliance audits.
- Performed operational audits in payroll, purchasing, etc.
- Evaluate procedures for time effectiveness and monetary savings.
- Aided in the successful opening of three new casinos in different jurisdictions.
- Dealt with Regulation 6A, Title 31, and other state regulations.
- Found tax savings of over \$30,000 during two audits.

1/92-9/03

**Casino & Restaurant Consultant**

*Al Izzolo Consulting Services, Las Vegas, NV*

- Provided customer service consulting services for large casino thru 4/01.
- Time and motion casino studies for small casinos thru 4/01.
- Performed restaurant secret shops for various restaurants and fast food outlets.
- Developed reports and audit programs to consistently rate my clients.

**EDUCATION:**

University of Nevada at Las Vegas

Bachelor of Science in Finance– Finance (12/93)

Master's of Business Administration - Marketing Emphasis (5/04)

Dale Carnegie Management Training (9/07)

Dealing with the Media (10/07)

**COMPUTER SKILLS:**

Windows, Excel, Access, PowerPoint, Word, Infinium, MMS, Lawson

# Jason M. Settlemoir



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## EXPERIENCE

### **CEO/GM**

MEADOWLANDS RACING & ENTERTAINMENT, EAST RUTHERFORD, NJ

WINNERS OFF-TRACK WAGERING, BAYONNE, NEW JERSEY

NOVEMBER 2012 - PRESENT

- Responsible for developing, administrating and maintaining all aspects of the racetrack and off-track wagering facility.
- Opened the new facility in November 2013 on the opposite side of the former racetrack.

### **VICE PRESIDENT OF RACING & SIMULCASTING & SPONSORSHIPS**

AMERICAN RACING & ENTERTAINMENT (TIOGA DOWNS/VERNON DOWNS), NICHOLS, NY

JANUARY 2006 - PRESENT

- Responsible for developing, administrating and maintaining all aspects of racing and simulcast, along with sponsorships at Tioga Downs and Vernon Downs.
- Opened Tioga Downs from the ground floor up and played an integral role in the revitalization of Vernon Downs.

### **DIRECTOR OF ADVERTISING**

UNITED STATES TROTTING ASSOCIATION, COLUMBUS, OH

JULY 2005 - JANUARY 2006

- Responsible for maintaining and developing advertisers for all USTA products.

### **SIMULCAST DIRECTOR-2ND TRACK ANNOUNCER**

DELAWARE COUNTY FAIR/LITTLE BROWN JUG, DELAWARE, OH

1998 - PRESENT

- Charged with selling the Little Brown Jug and other Grand Circuit races to the simulcast market. Experience working with other officials and the Ohio State Racing Commission.

### **SIMULCAST DIRECTOR, OPERATIONS ASSISTANT, TRACK ANNOUNCER & ASSISTANT RACE SECRETARY**

SCIOTO DOWNS INC., COLUMBUS, OH

1998 - 2005

Assisted in all numerous administration aspects of Scioto Downs Inc, including:

- Marketing: Served as "Scioto Downs Spotlight Show" co-host and producer of show for Ohio television. Coordinated mass mailing list. Organized special events and raised funds through corporate sponsors.
- Operations Assistant: Worked with Senior Management on a daily basis with operations and functions of the racetrack.
- Simulcast Director: Worked with simulcast directors throughout North America in selling the Scioto Downs signal to their market. Created monthly schedules for import product to be brought into the track. Signed and sent out contracts for import and export products. Worked with customers and employees making sure that the operation ran efficiently and smoothly.

- Track Announcer: Announced races on a daily basis during the live racing season, and worked on the simulcast network (television) as track handicapper and host of the “Top of the Stretch” handicapping show. Set morning line odds, and trackman selections.
- Assistant Race Secretary: Worked with Director of Racing to input data into the Race Track Support system on a daily basis. Took entries and put races together. Was also in charge of the draw at the counter on a daily basis as well.

#### **ACCOUNT MANAGER**

LIMITED CARD SERVICES, COLUMBUS, OH

1995 - 1998

- Managed and collected on portfolios of past due account balances on credit cards.
- Cross-trained in customer service for opening of new accounts.
- Rising Star Award Recipient (1997)

#### **EDUCATION**

**MOUNT VERNON NAZARENE COLLEGE**

2002 - 2005

**OHIO STATE UNIVERSITY**

1995-2002

#### **MEMBERSHIPS**

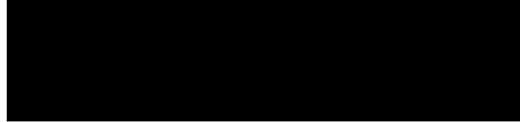
- 1 Ohio Harness Horsemen’s Association (OHHA)
- 2 United States Trotting Association (USTA-Board of Directors)
- 3 Christian Harness Horsemen’s Association (CHHA)
- 4 Mid-America Harness Driver’s Club (MAHDC)
- 5 United States Harness Writers Association (USHWA-Vernon Director.)
- 6 Harness Tracks of America (HTA-Vice President and Track Director)
- 7 New York Farm Bureau (NYFB)
- 8 Harness Horse Breeders of New York (HHBNY)
- 9 Southern Tier Harness Horsemen’s Association (STHHA)
- 10 United Way (Tioga Downs)
- 11 Harness Racing Museum and Hall of Fame
- 12 Board of Directors Tioga County Chamber of Commerce
- 13 Board of Directors Tioga County United Way
- 14 Board of Directors Southern Tier Red Cross
- 15 Past Chairman and Past President of the United States Harness Writer’s Association

#### **HONORS**

- 1997 Rising Star Award Recipient Limited Card Services
- 2006 United States Harness Writers Association “Lew Barasch Breakthrough Award Winner” The Breakthrough Award is given annually to an outstanding young person (not a trainer and/or driver) in the harness racing industry for exceptional early career accomplishments.
- 2007 Hoof Beats October issue “Top Ten” to Watch in the Harness Racing Industry”
- 2011 Hall of Fame Inductee Upstate New York Chapter of USHWA
- 2011 Appreciation Award Tioga County United Way

**REFERENCES PROVIDED UPON REQUEST**

## **SCOTT E. FREEMAN**



### **OBJECTIVE**

To secure an Executive Team Leadership position within a progressive gaming resort enterprise where experience, fiscal responsibility and proven accomplishments will enable me to contribute to its success.

### **SUMMARY OF QUALIFICATIONS**

- Over 30 years of Casino operational knowledge and experience
- Proven leadership capabilities in all operational departments
- Experienced in team leadership and building
- Designed, opened, and operated food and beverage operations for casino and hotels.
- Experienced in building, renovating and expansions of casino hotel properties
- Experience in Budget Planning and P&L accountability
- Manage staff recruitment, hiring , creating policy and procedure, and implementation of training
- Effectively manage multiple complex tasks and venues simultaneously.
- Contributed to significant revenue gains and cost reductions.
- Assume project manager roles in addition to other regular day to day responsibilities
- Maintains a visible role with team members.

### **PROFESSIONAL ACHIEVEMENT**

- Successfully planned and opened 3 casinos from conception to operation
- Took current property from (4.5 million dollar) loss to +1.5 million dollars in 3 years
- In three years turned a Biloxi, MS. property Food and Beverage department sustaining a (\$700,000) annual loss into a department which posted a \$450,000 annual profit and continued to do so.
- Successfully centralized all kitchen operations for three individual operated casino properties in Primm, Nevada saving \$850,000 annually

## **PROFESSIONAL EXPERIENCE**

### ***Vernon Downs Casino Hotel- A.R.E, Vernon, NY***

**3/10 - Present**

Sr. Vice President and General Manager

- Key licensed executive responsible for property operations of Hotel, Casino and Racetrack totaling \$60 million dollars annually
- Assumed Project Manager role for 3 phase expansion simultaneously with General Manager duties
- Turned property from negative EBITDA to positive in less than 3 years
- Achieved AAA rating for Hotel which was bought out of bankruptcy
- Dropped employee turnover rate to 5% from 20%
- Established employee rewards programs
- Continue to grow revenue in the face of a \$1 billion dollar Indian Casino less than 5 miles away
- Successfully executed Bruce Springsteen – Wrecking Ball tour concert from concept to performance. 20,000 + attendees
- Owner appointed to Board of Directors

### ***Isle of Capri Casino-Hotel, Lake Charles, La***

**5/2007 – 11/2009**

**Senior Director of Operations/AGM, 5/2007-11/2009**

- Key licensed executive responsible for the daily operations of six departments; Food and Beverage, Hotel Operations, Casino Operations, Security, Marine Operations and Facilities. ( Included 2 separate Hotels totaling 496 rooms and 2 Riverboat Casinos with 1900 slots, 40 Table Games and 25 Table Poker Room)
- Successful turnaround of the Food and Beverage and Hotel Departments
- Reviewed and managed the daily operating plans including, drop, win percentages, occupancy rates, covers, maintenance, safety, and security.
- Involved in the budgeting processes for the above-mentioned departments.
- Actively involved in the renovation of the 245 room Inn Hotel which was completed on time and on budget.
- Active and visible to all 1,200 employees.

### **Director of Hospitality Services, Isle of Capri, Lake Charles, La**      **2/2006 – 5/2007**

- Re-established the Food and Beverage operation post Hurricane Rita. Within 3 months, all food and beverage operations were up and running to agreed upon staffing levels.
- Food quality and service was re-emphasized and was validated by customer comment cards tabulated by the General Manager.
- Re-established Hotel standards and renovated 250 room property on time and under budget post Hurricane Rita
- Responsible for 500 team members between Food and Beverage and Hotel.
- Responsible for employee relations, profit and loss and corporate operating standards.

***Hard Rock Hotel & Casino, Biloxi, MS***

**10/2004 – 2/2006**

**Vice President of Food and Beverage**

- F&B Consultant from 1/2004 – 10/2004. Responsible for the design of the Food and Beverage Warehouse and all F&B venues that included 450 seat action Buffet, 24/7 Grille (coffee shop), Room Service for 318 room facility, Vibe (high end Tapas style restaurant) and 8 bars including a Penthouse ultra-lounge. After designed was completed, hired as Vice President of Food and Beverage for start up operation. (Key Licensed)
- Completed the hiring process, created policy and procedure, and implemented training.
- Established all menus and pricing, plating specs, budgets, established primary vendors and purchased all related small wares
- Unfortunately, 2 days prior to opening Biloxi was struck by Hurricane Katrina and did not officially open at this time

***President Casino and Broadwater Resort, Biloxi, MS***

**9/1999 – 10/2004**

**Director of Food and Beverage**

- Key licensed executive responsible for overseeing day-to-day food and beverage operations and long term business plan for two individually run hotels and casino.
- The hotels offered 50,000 square feet of banquet space, which was a major driving force for increased occupancy and revenue.
- Responsible for the operation of the casino consisting of three restaurants, including a 200 seat buffet, a 90 seat Oyster House, and a 60 seat fine dining restaurant.
- Reduced food cost from 70% to 48% and beverage cost from 28% to 22% in four years.
- Established a 90% customer approval rating for food and beverage verified by comment cards.
- Annual food and beverage revenue was eleven million dollars.
- Directed Slot and Hotel Depts due to budget constraints
- Left President Casinos for contract to open Hard Rock Casino Hotel.

***Imperial Palace, Las Vegas, NV***

**4/1998 – 9/1999**

**Executive Director of Food and Beverage Operations**

- Responsibilities included overseeing day-to-day food and beverage operations and managing long-term business plan for the 2,700 room strip property, ranked 12th largest in the world.
- Managed eleven restaurants, room service, and the catering department.
- Annual revenue was \$20 million dollars.
- Directed Food and Beverage operations for both the Las Vegas and Biloxi properties.
- Recruited by the President Casinos and awarded long term contract.

***Primadonna Casino Resorts, Primm, NV***

**2/1997 – 3/1998**

**Corporate Director of Food and Beverage**

- Responsibilities included directly managing food and beverage operations at three individually operated casino properties, consisting of 14 restaurants, 10 bars, and a 6,500 seat arena, with nationally acclaimed entertainment.
- Successfully opened a 50,000 square foot convention center and four new restaurants, including a 125-seat continental-dining outlet.
- Created the kitchen design for the new Primm Valley Golf Course Clubhouse and assisted in the opening of 2 Tom Fazio courses
- In six months succeeded in centralizing all kitchen operations, resulting in reduced staffing levels and cost savings. The centralization reflected an \$850,000 annual savings in payroll.
- Decreased customer complaints by 80%, which was validated through customer comment cards.
- Total food and beverage revenue was \$40 million dollars.
- Corporate Director Position was eliminated due to pending sale to MGM.

***Casino Magic, Bossier City, LA***

**11/1996 – 2/1997**

**Director of Food and Beverage**

- Responsible for start-up operations of food and beverage department for land based pavilion and dockside riverboat casino, which was accomplished in 45 days.
- Projects included kitchen and bar design, requisition of all equipment, food specifications, menu design, staff recruitment, budget forecasting, future project planning, and the coordination of 5 bars, 4 restaurants, and catering services.
- Food and beverage volume was estimated at \$15 million dollars.
- Opened the property on New Year's Eve with great reviews.
- Was recruited by former GM of Ameristar to join him in Las Vegas.

***Ameristar Casino & Hotel, Council Bluff, IA***

**1/1996 – 7/1996**

**Director of Food and Beverage**

- Responsible for conceptual design and requisition of equipment for a riverboat casino and land based pavilion, consisting of four restaurants, and complete beverage operations.
- Responsibilities included menu design, start-up operational budgets, plating specifications, cost analysis, and staff recruitment.
- Restaurants opened included a 200 seat/24-hour coffee shop, a 200 seat action buffet, and a 24-hour riverboat beverage operation.
- Proposed and designed a 350 seat sports bar, and a 200 seat steakhouse.
- General Manager and Start-Up team were replaced by entrepreneurial owner.



***Claridge Casino & Hotel, Atlantic City, NJ***

**1/1986 – 1/1996**

**Director of Food and Beverage**

- Responsibilities included training staff, forecasting, budgeting, menu design, and planning for an annual \$25 million dollar food and beverage operation.
- Operation consisting of 7 restaurants, banquet and beverage departments.

***Harrah's Marina Hotel & Casino, Atlantic City, NJ***

**1/1983 – 1/1986**

**Maitre D'**

- Maitre D' for The Meadows, an 80-seat French gourmet restaurant, voted Best Restaurant in Atlantic City.
- Promoted to Room Service Manager to open 250 suite hotel addition which included Butler Service. Hotel consisted of 750 rooms and 106 slip Marina.
- Ensured all VIP players and entertainers received the finest food service and presentation.

**EDUCATION**

Bachelor of Arts Degree in Political Science - Rowan University, Glassboro, NJ - 1983

**PROFESSIONAL AFFILIATIONS**

Member of Board of Directors for Oneida County Tourism- 2011 to Present

Deputy Sheriff Lake Charles LA

Former Member -Food and Beverage Director's Association of Nevada

Former President - National Management Association Claridge Chapter - 1995 & 1996

**PERSONAL / HOBBIES**

Avid Golfer and Motorcycle Enthusiast

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## Jeffrey T. Townsend



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### OBJECTIVE

**To obtain a position in casino management with a growth-oriented company that places an emphasis on customer service and quality of product.**

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Possess 21 years of well-rounded casino management experience with proven revenue and EBITDA year over year growth. Diversified background includes Slot Technical, Slot Operations, Table Games, Marine Operations, Facilities, Food & Beverage, Hotel, IT, Valet, Security, Project Management, and Casino Analysis management experience. Multi-jurisdictional exposure includes Mississippi, Indiana, Louisiana, Colorado, and New York gaming divisions.

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**Assistant General Manager & Senior Vice President of Operations**, Tioga Downs and Vernon Downs Casinos; Nichols, New York, March 2008 – Present

Oversee operational aspects of two casinos with a combined 1,569 slot machines, multiple food and beverage outlets, and a hotel. Responsible for the Gaming, Security, Valet, Food & Beverage, Hotel, IT, Facilities, and EVS departments for both properties.

Experienced with Oasis, ABS, CMP, CMS, Casino Data Systems (CDS), MGAM, and Slot Data Systems (SDS).

**Senior Director of Gaming Operations**, Isle of Capri and Colorado Central Station Casinos; Black Hawk, Colorado, February 2006 – February 2008

Oversee all gaming aspects of two casinos with a combined 2200 slot machines, 15 poker tables, and 24 blackjack tables

**Director of Casino Operations**, Argosy Casino and Hotel; Baton Rouge, Louisiana, July 2004 – December 2005

Directly responsible for all aspects of casino operations.

Coordinated all facets of operations for Tables Games, Slots, and Marine Departments

Participated in Union contract negotiations

**Slot Department Technical Manager**, Argosy Casino and Hotel; Lawrenceburg, Indiana, Oct. 96 – July 2004

Participated in opening both the temporary facility and the permanent site.

Helped to establish Argosy's Customer Courtesy Culture, which promotes excellent customer service and promotes return visits from patrons.

**Director of Slot Operations**, Sister City Casino; QiTaiHe, China, Jan. 96 - June 96

Directly responsible for all Slot Department activity.

Designed the slot floor layout and implemented all slot audit procedures.

**Slot Department Manager**, Splash Casino; Tunica, Mississippi, Dec. 92 - July. 95

Directly responsible for all Slot Department activity.

Responsible for all slot moves, conversions, and denomination changes.

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## EDUCATION

**Bachelor's of Science Degree in Management**; Indiana Wesleyan University. Marion, Indiana. Graduation Date: February 2009

**Associate's of Science Degree in Business**; Indiana Wesleyan University. Marion, Indiana. Graduation Date: June 2006.

**Associate's of Science Degree in Electrical and Electronics Engineering Technology**; Vermont Technical College. Randolph Center, Vermont. Graduation Date: December 1992

**PROFESSIONAL EXPERIENCE**

**Tioga Downs Casino & Vernon Downs Casino & Hotel**

Owned and operated by American Racing & Entertainment, these two properties have 1,500+ Slot Machines, 10 F&B Outlets, a 173 room hotel and harness tracks.

**Senior Regional Director of Finance**

**3/2012-Present**

**Regional Director of Finance**

**5/2011-3/2012**

**Interim Vice President of Finance**

**1/2011-5/2011**

**Director of Finance**

**3/2008-1/2011**

Senior level position and Corporate Officer overseeing and directing at various times the Accounting & Finance, Payroll, Cage, Revenue Audit, Financial Planning & Analysis, Information Technology and the Purchasing Department functions. Insure the financial well-being and regulatory compliance of the properties by developing financial strategies, controlling the forecasting and budgeting functions, and coordinating the preparation of the annual audit. Responsible for preparing and reviewing management reports and financial statements provided to corporate management, ownership group, and government agencies as well as maintaining the properties System of Internal Control and coordinating appropriate changes with the appropriate regulatory agencies.

- Working on \$50m hotel and event center expansion for Tioga Downs.
- Creation and hiring of the Financial Planning & Analysis Group.
- Worked on the financing of an \$8m event center expansion project for Vernon Downs.
- Implementation of the Infinium Fixed Asset System.

**Regional Controller**

**4/2006-3/2008**

Responsible for the management, budget and staffing of the accounting, cage operations, audit and purchasing functions. Generated financial reporting on a weekly and monthly basis. Met quarterly and annual reporting requirements per the New York State Lottery, the New York State Racing and Wagering Board, and debt covenants. Worked with external auditors to complete financial statement audits as required by the various regulations and debt covenants. Worked closely with Vice President of Finance on cash management, operating controls, and various projects as required by Board of Directors and Management. Used Infinium Accounting and Cognos' Enterprise Planning and Financial Reporting software.

- Member of Management Team formed to open these two new properties.
- Responsible for setting up and staffing the Accounting and Finance, Audit, Purchasing, and Cage Operations Departments.
- Defined, established, and documented internal controls to meet requirements of NY Lottery prior to granting of facility gaming licenses.

**Seneca Gaming Corporation**

Operates Seneca Niagara Falls Casino & Hotel, Seneca Allegheny Casino, and Seneca Buffalo Creek Casino in Western New York, consisting of 267,000 square feet of gaming space with approximately 6,500 slot machines and tables games, a full service 604-room luxury hotel, seven food, beverage and retail outlets, and a 25,000 square-foot events center.

**Senior Internal Auditor**

**10/2005-3/2006**

Conducted operational audit reviews of two Indian Gaming casinos as per the Seneca Nation of Indians Gaming Compact with the State of New York, the Indian Gaming Regulatory Act, the National Indian Gaming Commission's Minimum Internal Control Standards, and internally documented controls. Worked with outside consultant to establish and test regulatory requirements of the Sarbanes-Oxley Act.

**Delaware North Companies, Inc. (DNC)**

Delaware North Companies, Inc. is a \$1.6b privately held company providing food, retail, and lodging services in casinos, arenas, stadiums, airports, national and state parks, resorts, and horse and dog tracks throughout the United States, Canada, Australia, New Zealand, and the United Kingdom.

**Audit Manager/DNC Gaming and Entertainment**

**4/2004-10/2005**

Responsible for detailed reviews and evaluations of the internal controls, operations and finances of a casino with 990 slot machines located in Hamburg, NY. Wrote documentation of operational controls and procedures. Inspected and validated daily cash count documentation. Primary backup for Controller. Member of the facility's Executive Management Team. Responsible for regular Manager-on-Duty shifts. Conducted internal control inspections, reviews and appraisals. Ensured compliance with New York Video Lottery regulatory codes and practices. Oversaw the hiring, training and scheduling of audit staff. Lead, by example, in the skills of customer service and positive interaction with associates, customers and supervisors by mutual respect for all people's needs.

- Member of Audit Group assigned to consolidate operational procedures across the three casinos managed in New York State. This group was made up of the three Audit Managers, representing each facility and the corporate Director of Gaming and Regulatory Compliance.

**Internal Auditor/DNC Corporate**

**7/2002-4/2004**

Performed operational and process audits at the Home Office and subsidiary unit locations. These audits included cash handling, accounts receivable, accounts payable, cost controls and reporting, inventory, human resources and payroll.

- Wrote detailed operating procedures for new casino opening in New York State. Set up daily review protocol for the validation of cash, accounting and daily remittance to the New York State Lottery. Worked at new unit location as acting Audit Manager for unfilled position.

**Financial Analyst II/DNC Sportservice Corporation**

**2/2000-7/2002**

Managed the budget process for \$300m/50+ locations across the United States and Canada. Prepared and analyzed financial statements, including unit income, division balance sheet, GAAP, cash flow, and operating statements. Proposed and implemented changes to policies and procedures to increase efficiency and quality of work. Prepared financial analysis reports for new business opportunities.

**Gerald T. Stay Co., Inc. General Contractor**

Zeon Corporation, Environmental Remediation Company

**Controller/Contracts Administrator/Office Manager**

**12/1991-2/2000**

Managed accounting functions: A/R, A/P, G/L, financial statements, billings, payroll, and collections for a \$10m multi-state construction company. Job cost forecasting, budgeting, and reporting for government contracts including profit/loss statements. Monitored, tracked and certified minority goal contractual requirements. Prepared bid packages for federal, state, county, and local municipalities in New York and North Carolina. All required government filings, responses and documentation requests from the NYS Department of Labor, OSHA and the US EPA. Submitted project closeout documentation to complete contractual requirements and obtain final payment. All employee and job record tracking.

**EDUCATION/PROFESSIONAL DEVELOPMENT/LICENSES**

**Licenses**

- New York State Class III Gaming License
- New York State Key Employee Gaming License

**Masters of Business Administration**

Accounting/Finance, St. Bonaventure University 1999

**Bachelor of Arts**

Economics, State University of New York at Buffalo 1986

**Institute of Management Accountants, member**

2002

**The Institute of Internal Auditors, member**

2003

Member of Gaming Audit Group

# William F. Ripley, II

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## Career Profile

Dedicated and results-driven professional experienced in production and quality control complemented by strong back ground in mechanical maintenance. Proven ability to produce superior results in challenging, fast-paced environment. Proficient in the repair, maintenance and troubleshooting of engines, hydraulic and electrical systems. Team-oriented with demonstrated ability to train and lead others to high-performance levels. Well organized and attentive to detail; efficient in prioritizing and managing multiple and simultaneous projects.

## Professional Experience

American Racing & Entertainment, Nichols New York  
Surveillance Operator, Regional Director Surveillance

6/2006 to present

\*Monitoring cameras to protect NYS Gaming Commission and Company assets.

\*Oversee Surveillance department and associates to maintain a fully functional surveillance system at all times.

Harding Harley Davidson, Corning, New York  
Smith's Harley-Davidson, Daggett, Pennsylvania

2/2002 to 6/2006

4/1994 to 9/1997

### Service Technician

- Repair and maintain several different motorcycle models. Includes testing, performance analysis and electrical diagnostics, calibrations, routine preventive maintenance, and troubleshooting. Read schematics.
- Build high-performance race motors for competition. Formula USA Race Team Member.

TOSHIBA DISPLAY DEVICES, Horseheads, New York

9/1997 to 2/2002

### Direct Worker/Quality Control Inspector (Promoted)

- Performed final inspections to ensure compliance with quality control standards and specifications.
- Checked panel mask assembly and funnels of CRT's, repaired defects and/or submitted to Salvage Department.
- Consistently awarded outstanding performance evaluations for job knowledge, quality, productivity, safety, adaptability, and team building.
- Maintained clean and orderly workplace through constant awareness for safety near high voltage, hazardous chemicals, and adhering to personal protection equipment rules.

UNITED STATES AIR FORCE

1/1985 to 12/1993

### Aircraft Maintenance Specialist

- Handled repair, maintenance and troubleshooting of B-52 aircraft, including refueling, pre-flight preparation, and recovery operations. Utilized power unit and air compressor for system repairs.
- As Crew Chief, trained, scheduled and supervised six maintenance technicians. Enforced unit's adherence to stringent safety regulatory requirements.
- Outstanding Unit Award w/I Device; Good Conduct Medal w/I Device; National Defense Service Medal; Longevity Service Award w/I Device; Overseas Long Tour Ribbon; Honorable Discharge.

### ADDITIONAL WORK EXPERIENCE:

Night Manager - Michael's Pizza & Subs, Big Flats, NY

5/1995 to 9/1997

- Oversaw restaurant operations, customer relations, and food production. Supervised up to ten employees.
- Advanced rapidly from delivery driver based upon productivity, performance and leadership skills.

Assistant Manager - Elmira Heights Movie Theater, Elmira Heights, NY

5/1994 to 5/1995

- Responsible for ticket sales, customer service, projection operation, and concession management.

- EXCELLENT REFERENCES A VAILABLE UPON REQUEST -

## **Education**

**Associate of Applied Science Degree Program (several credits) - Community College of the Air Force  
General Studies Diploma - Horseheads High School, Horseheads, NY**

**Repair/Maintenance/Service Schools - Smith's Harley-Davidson**

**Team Leader College - Toshiba Display Devices**

**NCO Preparatory/Strategic Aircraft Maintenance/Engine Operator - USAF Training**

## DAVID M. MILLER

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### OCCUPATIONAL OBJECTIVE:

To obtain a position in the private sector that will utilize my education, experience, personal skills and abilities.

### PROFESSIONAL EXPERIENCE:

- 2012 Present **Part-Time Security Innovations** **Corning, New York**
- Assist other retired police officers with executive security for Corning Incorporated (Two nights a month)
- 03/2008 to Present **Regional Director of Security American Racing and Entertainment** **Nichols, New York**  
**Vernon Downs Casino – Tioga Downs Casino RaceTracks**
- Responsible for supervision of all security personnel at both properties
  - Responsible for writing and implementing policy and procedure for both properties
  - Responsible for all aspects of security at both properties
- 06/2007 to 03/2008 **Director of Security Vernon Downs Casino – Racetrack** **Vernon, New York**
- Responsible for supervision of all security personnel
  - Responsible for writing all security policy as well as rules and regulations
  - Responsible for all aspects of security at facility
- 1/96 to 06/2007 **Wolcott Police** **Wolcott, New York**  
**Chief of Police:**
- Responsible for supervision of all personnel and long-term planning of department
  - Interacts with the public as well as local business owners regarding security concerns
  - Responsible for coordinating investigations with various first response agencies.
- 10/87 to 12/95 **New York State Police Bureau of Criminal Investigation**
- 10/90 to 12/95 **General Investigations Unit, New York State Police** **Wolcott, New York**  
**Investigator:**
- Responsible for the investigation of all felony crimes and certain misdemeanors occurring in assigned patrol area.
  - Involved in the successful investigation of several homicides as well as other serious crimes including robberies, burglaries, sex crimes and embezzlement.
  - Conducted numerous interviews and interrogations which led to confessions.
- 10/89 to 10/90 **New York State Police Narcotics Unit** **Canandaigua, New York**  
**Investigator:**
- Networked with police agencies within a ten county region to initiate investigations.
  - Coordinated several narcotics investigations while working in both case agent and undercover capacity.
- 10/87 to 10/89 **Special Investigations Unit, New York State Police** **Rochester, New York**  
**Investigator:**
- Conducted narcotics investigations into high level narcotics networks through execution of eavesdropping warrants.
  - Networked with several Monroe County agencies to conduct and coordinate investigations.
  - Responsible for writing eavesdropping and search warrant applications.
  - Conducted numerous surveillances in conjunction with execution of eavesdropping warrants and assisted in execution of several search warrants
  - Attained permanent rank of New York State Police Sergeant 11/10/88



4/83 to 10/87

**New York State Police**

**Wolcott, New York**

**Uniform Trooper.**

- Responsible for maintaining good public relations with business owners and citizens in assigned patrol area.
- Accountable for initial response to various emergency situations involving the public.
- Responsible for enforcement of New York State Penal Law, New York State Vehicle and Traffic Law and other selected laws governing New York State
- Must assist other police, fire, public and private agencies in emergency response situations and investigations.

EDUCATION.

**Corning Community College**

AAS Criminal Justice. 1978

**Elmira College**

12 hrs. Criminal Justice. 1982

**New York State Police Academy, 1983**

**PROFESSIONAL DEVELOPMENT:**

- New York State Police Academy Narcotics Investigations School
- IdentiKit Systems Course
- DEA Narcotics Investigations School
- Zone ID Technicians School
- ABC Law Instructors' School
- Numerous Sex Crime/Child Abuse Investigation Seminars

**REFERENCES:** Furnished upon request



# Cory Williams



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## SYSTEMS ENGINEER

Network • Server • Infrastructure

**Talented and accomplished technology design and support professional with experience in system administration, network technologies, database administration, and desktop support.** Proven ability to lead technical design and support activities for over 2,000 end users at individual and multiple sites. Adept at resolving connectivity, software, hardware, and operating system issues. System design specialties including network LAN/WAN design, wireless technologies, virtualization, firewall and VPN systems. Background in engineering and technical support, disaster recovery, PCI/SOX auditing, troubleshooting, and communication.

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### TECHNICAL SKILLS

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Operating Systems:	Windows 2000/XP/7/2003/2008, Netware, OS/2, Linux/Unix.
Networking:	LAN/WAN, 802.11, 802.1x, TCP/IP, Fiber, iSCSI, DNS, IPS, IDS, AAA, DHCP, VoIP, QOS, L2TPv3, VPN, Firewall.
Applications/Tools:	Altiris, Project, Visio, Ghost, MS Exchange, Nagios, Nessus, Adobe CS5, NetBackup, Apache, PHP/SQL, VMWare ESX/Infrastructure, WSUS.
Hardware:	PC/Server design, and repair, Cisco switches/routers, enterprise secure wireless, Cat-6/Fiber cabling, Fluke tools, backup solutions, SAN iSCSI/Fibre Channel.
Firewall:	Checkpoint VSX, Cisco PIX, Juniper Netscreen RSA, RADIUS/TACACS/IAS

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### PROFESSIONAL HISTORY

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American Racing & Entertainment, Nicholas NY  
Director of IT

2012 – Current

- ❖ Led strategic and operational planning to achieve business goals by through innovation, prioritizing initiatives, and coordinating the evaluation, deployment, and management of current and future IT systems across the organization.
- ❖ Installed new player tracking system with high availability and disaster recovery. Migrated all existing data to the new system and implemented E-Coupons and self-service Kiosks.
- ❖ Designed and implemented a mobile player's club solution to monitor floor data and allow for sign up of new rated players.
- ❖ Virtualized all mission critical servers to provide high availability and disaster recovery between both sites.
- ❖ Reduce phone service costs by >50% and replaced the existing antiquated systems without additional costs.
- ❖ Overhauled both networking and server environments to meet industry best practices for security and performance.

Time Warner Cable, Vestal NY

2005 – 2012

Systems Administrator

- ❖ Managed Checkpoint R65 VSX Firewall *clusters* and VPN connectivity on a *SPLAT* platform.
- ❖ Designed and implemented an Active Directory migration plan of over 800 objects into Windows 2008 AD. Designed VMware VSphere deployment of disaster proof VMWare ESX 4.0 clusters with iSCSI SANs running on Dell blade enclosures utilizing High Availability and Dynamically Allocate System Resources.
- ❖ Managed Cisco based networks consisting of over 150 appliances including Wireless LAN Controllers, NAC, Intrusion Protection System's (IPS), 7500/6500 series routers.
- ❖ Implemented Microsoft WSUS servers for automated patch deployment and reporting of both Windows Desktop and Server platforms.
- ❖ Setup Altiris Deployment and Notification server for software monitoring, installation and reporting.
- ❖ Setup 24/7 Server and Network monitoring solution.
- ❖ Conformed to all requirements needed to meet Sarbanes-Oxley and PCI Audits.

Boston Laser Inc., Kirkwood, NY

2003 – 2005

Systems Engineer

- ❖ Server and Desktop services engineer in class 1000 clean room environment.
- ❖ Combined antiquated Netware and Windows NT environments into a unified Windows 2003 AD. Overhauled network redesign to a 100Mb switched environment with secure 802.11a/b/g connectivity linked to a 1GB server cluster.
- ❖ Designed and implemented internally hosted services such as: Web, Email, Digital fax, VoIP, VPN, T1 connectivity for voice and data, running in a Linux environment.
- ❖ Project Manager of R&D systems redesign for GPIB/RS enabled lab equipment utilizing LabView. Designed Custom software interfaces and databases to perform data logging, monitor lab equipment, and qualify product based upon customer specifications.
- ❖ Performed site calibration for ISO-9001 Certification on most in house lab equipment.

Nationwide Credit/MCI, Vestal, NY

2001-2004

LAN Administrator

- ❖ Promoted from Desktop Support to LAN Technician in less than one year, then LAN Administrator. Responsible for desktop network connectivity, optimization, repair, replacements and maintenance of 600+ PC's, 30 servers, 10 printers, back-up devices UPSs and A/V equipment.
- ❖ Supported numerous office applications and databases as well as internally developed software.
- ❖ Resolved TCP/IP network connectivity locally and across nationwide WAN.
- ❖ Project Manager for a \$200K legal document automation project that reduced labor by 50% as well as over \$10K of savings a year on document storage and retrieval.
- ❖ Improved system/network reliability and security in a \$1.2 Million per day collection environment. Averaged >99.6% uptime for servers/network, greater than any previous performance.

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## REFERENCES

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- ❖ Excellent references available upon request.



# JOHN CLARK

## WORK EXPERIENCE

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2009 – Present American Racing and Entertainment *Nichols, NY*  
*Regional Director of Internal Audit (Multi-Property)*

- Plan, organize, and maintain the internal controls of two casinos.
- Evaluate staff work papers.
- Present significant findings to executive management.
- Direct report to the President and General Manager.

*Accomplishments:*

- Participated in History of Gaming lecture at SUNY Broome for their casino management program.
- Implemented a program to save \$60,000 per year savings in administrative costs of government subsidized free play.
- Designed and implemented a method to offer Bingo to guests that met with regulatory approval. Enhanced EBITA \$250,000 per year.
- Investigated theft and misappropriation of corporate assets leading to recovery of over \$2,000.
- Recovered payroll overpayment and implemented controls to enhance payroll processing.
- Planned and implemented controls for soft count to ensure the proper amount of money was transferred to operational accounts.
- Implemented processes to ensure timely approval of state regulators for subsidized free play initiatives.
- Recovered money from machines damaged by guests with county prosecutors
- Assisted management in regulatory violations to minimize sanctions to the facilities.

2005 - 2009 Seminole Tribe of Florida

Staff Accountant/Assistant Controller)

Brighton, FL

- Prepared monthly bank reconciliations.
- Assisted the controller in coordinating month-end closings.
- Prepared monthly financial statements.
- Provided guidance to operational department managers in preparing annual budget of \$17M. Prepared and presented annual budget
- Provided assistance to the controller in annual internal audits
- Involved with compliance of NIGC Minimum Internal Controls.
- Assist with special projects as requested by senior management

*Accomplishments:* Recovered \$275,000 in over-payment to vendors.

2003 - 2005 Seminole Tribe of Florida

Internal Auditor

Hollywood, FL

- Authored audit plans, programs for compliance and operational audits for a newly formed audit department. Performed compliance and operational audits.
- Reduced external audit fees by assisting external auditors with analysis, reports, and process memos.
- Developed process flowcharts, narratives and audit questionnaires to assist ongoing audit engagement.
- Introduced practices to assist management in meeting business objectives.

1998-2002 The Wackenhut Corporation

Palm Beach Gardens, FL

Senior Auditor

- Performed operational, financial and compliance audits. Reported audit results to Senior Management and Board of Directors
- Provided alternative payment opportunities for collection such as factoring agencies and field visits for accounts deemed uncollectable.
- Worked with field management to reconcile checking account that had been out of balance for over two years.
- Advised field management to utilize interest bearing checking account when petty cash was over \$1,000 to offset monthly checking account fees.

*Accomplishments:*

- Saved one unit \$38,000 by reviewing contract in regards to leasehold improvements that were contractually the landlord's responsibility.

## EDUCATION

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1983 – 1987     Indiana State University     Terra Haute, IN  
*B. S. Business Management/Accounting*

## ACCREDITATIONS

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Certified Fraud Examiner (C.F.E.), 2003

## PROFESSIONAL MEMBERSHIPS

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Association of Certified Fraud Examiners, Member

Institute of Internal Auditors, Member

## **Linnette (Linn) J. Redder**



### **PROFILE**

- \* Experienced, dedicated employee whose abilities have been consistently utilized to assume administrative and management responsibilities.
- \* Leadership skills employed to develop new business and perform training to ensure continued success.
- \* Strong communication skills with proven ability to assess and satisfy client and management needs.

### **EXPERIENCE**

#### **Management**

Corporate Marketing Director for Pyramid Mall Ithaca and Arnot Mall, Elmira for market research, advertising, public relations and promotions. Prepared and maintained annual income and expense budgets for all related departments. Reported Customer Service finances on a daily, weekly, and monthly basis. Managed an average of up to 10 employees.

#### **Marketing and Promotions**

Marketing and promotional strengths utilized to successfully promote shows, events, and tourist attractions and to sell ideas, products and services. Public Relations oriented with proven ability to project a positive image and to establish a strong working relationship with the general public, as well as community, business, professional and political leaders. At ease with one-to-one and group situations handling training, soliciting assistance and making presentations. Possess strong research, analytical and writing skills. Well organized and have a zest for meeting challenges and assuming responsibility.

#### **Tourism and Special Events**

Have been intensely involved in aggressive marketing of tourism for the Arnot Mall, The National Warplane Museum, National Soaring Museum, Glen Curtiss Museum, and the promotion of the Finger Lakes Region. Served on multiple boards and committees for tourism in the Tri-County area. Traveled nationally and internationally to promote the Finger Lakes Region.



### **On Air Personality/Commercial Producing**

Twelve years as on air host for WETM-TV on Community Focus and The Quality Years. Hosted an hour show for Pyramid and Arnot Mall interviewing retail managers on new fashion and style, community leaders and contacts on retail closings and openings or tourism, and event coordinators of major events and promotions held at the mall. |Have hosted a live to tape three minutes television segment interviewing retail managers on sales, new styles, and/or events. In the past three years did live radio interviews on mall updates and happenings for that week. Produced storyboard, script, edit, and voiced all television and radio commercials.

### **Direct Sales**

Over twenty years experience in direct sales, telemarketing, cold calling, from tangible and non-tangible services and products. Exceeded required goals and expectations with each direct sales position held. Have received awards, commendations, and acknowledgments for achieving on and above what was expected. (further information upon request)

## **EMPLOYMENT**

### **Tioga Downs Casino, VP of Marketing – September, 2007 – Current**

Responsible for design, implementation, maintenance, and expansion of an overall marketing and advertising plan for Vernon and Tioga Downs to create positive Company image and motivate travel to the property. Responsible for generating revenue by selling event packages to groups. Responsible for the development of new market strategies, while making a maximum utilization of established budget.

### **Pembroke Pines Media Group, Regional Sales Manager - July, 2007 – September, 2007**

Responsible for managing large local and regional advertising accounts.

### **Pyramid Mall Ithaca Marketing Director -July, 2005 – December, 2006**

Oversaw all Marketing, Promotions and Public Relations for Triax Management Group. Created all media production from storyboards to voice overs for radio, television, and cable. Placed media buys for radio, television, cable, print, and tourism programs. Worked with all retail stores, department stores and box stores promotions to increase traffic and sales. Responsible for common area vendors shows, holiday vendors, and promotions.

In October 2005 took the task of Specialty Leasing for holiday tenants. In 2005 leased over \$20,000.00 and in 2006 leased over \$50,000.00 from October through December.



### **Arnot Mall/ Arnot Realty Marketing Director - October, 1998 – May 29, 2004**

Managed the marketing and promotional departments and Customer Service.

Responsible for all advertising buys for Arnot Mall, Arnot Realty, and Hickory Grove Luxury Apartments. This also included creating television commercials, scripts, voice overs and print ad copies. Hosted a half hour Arnot Mall show and a weekly three minute cut-in on WETM TV during the Today Show.

Prepared and maintained the Marketing and Customer Service annual income and expense budgets.

Seek new promotions to create a variety of attractions to entice our varied clientèle and to increase sales for mall retailers.

Conducted marketing and demographic studies for advertising and leasing purposes and to enhance the marketing strategies for mall retailers.

Created and designed Arnot Mall brochures, leasing packets, and web site.

Acted as liaison between Arnot Realty and special interest groups, service clubs, community organizations, and tourism organizations.

### **Past Employment**

National Warplane Museum – Tourism/Marketing/Special Events Director 1996 – 1998

WETM-TV – NBC Affiliate – Account Executive and On Air Talent 1990 – 1996

The Brand Agency, Inc. – Insurance Agent – Property, Casualty and Health Insurance 1985 – 1990

**Further information upon request**