

Exhibit VIII.B.7.b Employees

Traditions Resort & Casino is committed to hiring local. The region has seen many residents leave the area in pursuit of better opportunities. The casino has the potential to bring new life to the region in the form of entertainment, employment, tourism and small business growth.

Exhibit VIII.B.7.a shows the projected employees to be hired by Traditions Resort & Casino. This estimate was performed on a low, average and high basis which is also included in the attachment. As you will see, the casino will hire a majority of their employees from the local municipality and nearly all employees will be from New York State. This is in an effort to spur the local economy and keep the economic development in the immediate area where it is needed most. Fortunately, the local community has an abundance of employees looking for work.

Traditions is very fortunate to have two very reputable SUNY schools within a few miles of the property. SUNY Broome has recently started Casino Vespa, a program to educate student on all aspects of gaming where graduates receive an associate's degree upon completion. Courses have already commenced in this program and it is becoming very popular in anticipation of the opening of Traditions Resort & Casino.

Binghamton University also produces great talent from many different disciplines. These students rarely remain in the area due to the lack of career opportunities. The casino will be host to careers in casino operations, hospitality, accounting, marketing and administration. Students will be able to live, learn and eventually stay in the local area because Traditions Resort & Casino will provide career opportunities that go beyond gaming operations. In fact, it is anticipated that many local businesses will also need to increase their staffing in management and skilled positions to better service Traditions Resort & Casino's needs for goods and services.

The Traditions team has held several job previews to showcase positions the Traditions Resort & Casino will have to offer. The response from the community was overwhelming. The team received over 400 applications of interest from local residents. Resumes continue to be received by Traditions on a daily basis. A majority of the applicants are very qualified for prospective jobs. Traditions Resort & Casino is excited to see the overwhelming amount of interest coming from a very talented employment pool.

Traditions Resort & Casino has already started recruiting efforts.. Having a database of prospective employees will be a huge asset to the recruiting, hiring and training efforts required prior to opening, and in filling nearly 1,000 jobs. . The Traditions team has already had discussions with SUNY Broome to utilize their facilities for training employees prior to opening.

Exhibit VIII.B.7.b

Traditions Resort & Casino is committed to creating nearly 1100 positions when the entire project is complete. These jobs are quality jobs with great benefits far exceeding the county's average. Upon opening, Traditions Resort & Casino will hire a minimum of 990 employees. These jobs only account for the jobs on site. The Innovation Group projects over 1,400 jobs to be created throughout Broome County. The firm also projects over 1,100 construction related jobs provided through the construction phases with almost 550 on site. This project will put residents back to work and be a main catalyst for revitalizing the local economy.

Please see the attached employee projections by the Innovation Group that was published in their Economic Impact Study in Exhibit VIII.B.3.b.1.

- Traditions will ensure necessary full and part-time employees are hired at the opening of the Gaming Facility through a pro-active and aggressive recruiting, hiring and training program modeled after the Plan put in place, in advance of the Seneca Buffalo Creek casino opening in August 2013.
- With the wealth of information accumulated through the job fairs; we will be able to assess specific job interest and the skills, education and past experience of prospective employees; from which we can identify where gaps exist and design related critical training programs.
- We will conduct Human Resource efforts at the existing Traditions at the Glen facility a year in advance of the casino opening. We can determine training needs and establish a critical training time line based on the gaps discussed above.
- The hiring process will account for various timelines based on Gaming versus non-gaming positions and the required gaming license applications and approvals.
- Personal needs of prospective employees such as preferences for full or part time positions, shifts, transportation and child care requirements, will be factored into all hiring efforts.