



To: Maryland State Lottery & Gaming Control Agency  
Sports Wagering Application Review Committee

From: Randy Clemens  
President, Bingo World

Re: Diversity Plan

Please accept our diversity plan which follows. Here at Bingo World we have always been very diverse in our ownership, management team, and associates. With the expanded definition by SWARC currently 22% of our ownership is minority. We believe our current practices have led to diverse ownership, management, and workforce. We will make a good faith effort to continue these practices going forward and to adhere to the diversity plan previously submitted.

In the future questions concerning our diversity plan should be directed to Randy Clemens, our President, at [randy@bingoworld.com](mailto:randy@bingoworld.com).

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# **ARUNDEL AMUSEMENTS, INC.**

## **dba BINGO WORLD**

### **DIVERSITY PLAN**

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#### ***Section 1: Strategies for obtaining a diverse group of owners, investors, employees (including executive and managerial positions), and contractors.***

Bingo World (herein referenced as ‘the Company’) is a family-owned business with a strong history of providing economic opportunities to disadvantaged people in our local community. We have built a diverse group of owners, managers, employees, and contractors. As we began to consider offering sports gaming to our customers, we recognized the lack of minority ownership and involvement in the gaming industry. In the Fall of 2021, we reached out to Michael Arrington, an African American resident of Maryland, who was also a former member of the Maryland General Assembly from 1991-1994. Mr. Arrington became a significant investor and business consultant in the sports gaming division of Arundel Amusements, Inc. He continues in that capacity today. As defined in our SWARC application, over 50% of our management team and over 60% of our employees are members of the minority community. We will continue to build upon our progressive strategies, including but not limited to, hiring from the local community, and promoting from within our existing workforce with a commitment towards employing underrepresented groups.

#### ***Section 2: Diversity objectives adopted by the Applicant, and methods for tracking the achievement of those objectives.***

The Company is committed to hiring a diverse workforce as evidenced by the strong representation of minorities and women in our current organization. We plan to build upon our existing employment practices by continuing our aggressive outreach and recruitment. The Company has been an integral part of this community for 35 years and is committed to a workforce that represents the community it serves. These practices will be assessed regularly, and updated as necessary, by the Company’s ownership and management.

**Section 3: *A plan for diversity-related outreach or events the Applicant will conduct to support its diversity objectives in ownership, investment, management, employment, and contracting.***

- a. **Employ the Local Community:** As a standard practice, the Company does not hire recruiters or list available positions on job recruitment sites. Instead, we hire from within the local community and through referrals from current and former employees. This practice has benefitted the Company and the community, leading to a diverse and robust workforce.
- b. **Promote Existing Employees:** On average, all licensed managers have worked for the Company over 10 years in various capacities before they were promoted. This practice ensures that we not only have experienced managers that understand the business from various roles, but it has also led to a diverse management team that represents our entire workforce.
- c. **Community Outreach:** The Company regularly participates in community-based fundraising activities. Of note is the Special Olympics of Maryland, with whom we work closely to sponsor various events throughout the year. The Company also regularly participates in local pride events. Such events are not limited to these organizations; instead, they encompass various churches and community organizations.
- d. **GOSBA:** The Company is working with Gerard Stennett from the Governor's Office of Small, Minority & Women Business Affairs (GOSBA) on improving our diversity business practices.

The Company's achievements are seen through its support of the local community and the diversity of its existing workforce. Going forward, ownership and management are committed to expanding upon the existing efforts of the Company.

**Section 4: *Proposed timelines and benchmarks for achieving the diversity objectives.***

With its current diverse workforce, the Company intends to continue to build upon existing practices that have led us to this point. We understand that there is always room to improve upon current practices and will strive to expand the diversity of our staff in the coming years. This includes, as defined in the SWARC application, race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, religion, disability status, and veteran status.

**Section 5: *To the extent available, the diversity status of each owner, investor, employee, and contractor.***

Ownership: 26%

Management: 57%

Employees: 58%

Contractors: 18%

Investor: Michael Arrington (minority investor)

**Section 6: *Any other information that demonstrates the Applicant's commitment to ownership, investment, management, employment, and contracting diversity.***

The Company has been a member of this community for over 35 years. The Company's ownership and management teams are proud to say that our existing workforce represents each member of the community we serve. We are the definition of a local business, with one location, where we have served the community from the beginning. Our team is local, residing in the communities we serve. ***Bingo World is Baltimore*** – we are local, and we are diverse.

