



**RIVERBOAT ON THE POTOMAC, MOBILE SPORTS WAGERING
LICENSE DIVERSITY PLAN**

Prepared by: Riverboat on the Potomac, LLC

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A. Introduction

Riverboat on the Potomac, LLC ("**Applicant**"), has prepared for submission to the Sports Wagering Application Review Commission ("**SWARC**") a Diversity Plan, as prescribed in **Section B of the Addendum** to the Mobile Sports Wagering License Application ("**Application Addendum**").

Riverboat on the Potomac, LLC, in pursuit of its initial business goal and objectives built its sportsbook facility, resulting in the attainment of a retail sportsbook licensing, with an ownership team comprised solely (100%) of minority participants; African American and Indian Immigrants, and MBE/African American Woman owned contractors. Our mobile application license was acquired, on November 23rd, 2022, with the same ownership team intact. Today stand and the lone 100% African American and Indian Immigrants mobile licensee in the state of Maryland.

As described in and required by the aforementioned Application Addendum, Riverboat on the Potomac, LLC agrees to make a good faith effort to meet the diversity objectives. We will also periodically, on a to-be-determined schedule report diversity metrics, which along with the Diversity Plan, may be made available to the public.

B. Mission & Overview

Riverboat on the Potomac, LLC (the Company) managing partners are committed to maintaining within its mobile operation, a rich and all-inclusive culture, comprising a workforce that is treated fairly, is respected, and has the opportunity to contribute to the success of our company, while achieving the full potential as an individual.

Our Diversity Plan seeks to establish a level the playing field promoting total inclusion, so that everyone has a fair opportunity for a better future. Riverboat on the Potomac understands and leverages to the company's benefit the wide range of experiences and perspectives that rise out of a diverse population working together to attain the same goal. We are opposed to all forms of unlawful and unfair discrimination.

C. Diversity Plan Strategies

Our strategies for obtaining a diverse group of owners, investors, employees (including executive and managerial positions), and contractors as was accomplished with Retail Licensing, on September 18th 2022 remain the same, as described below. We have no plan other investors, as we are fully and self-funded.

Team Riverboat on the Potomac's primary strategy to remain competitive in the Maryland Gaming Sports Betting marketplace, is built upon its originally established ownership partners composition comprising, minority woman, Indian Immigrant, and African American. Our ownership team comprises a diverse culturally rich set of perspectives, with decades of business ownership experience. We have leveraged the absolute best of these diverse perspectives to move our company forward in productivity and profitability. Having achieved both retail and mobile gaming licenses, we now seek to broaden our industry reach by working with the General Assembly and MLGCA/SWARC to establish MBE/Minority



Mentor-Protégé relationships with a select group of prospective retail sportsbook applicants to create a more diverse landscape of minorities in this new industry.

Our Team clearly defines what experience, competencies, and skills we presently have and evaluates for closure any found or perceived gaps. We vet and qualify all contractor services, request multiple vendor quotes, and where every possible stir clear of sole source procurement. We then work through our collective human resource channels (Riverboat on the Potomac, LLC, Bodhi-Naav, LLC and Delmock Entertainment, LLC) to locate and acquire the desired talent and contractor expertise. On a to-be-determined schedule, through our human resource research and talent capture activities, we will continuously evaluate our present diversity posture against our goals before finalizing new contractor requirements.

The three exhibits below: **Exhibit - A**, **Exhibit – B**, and **Exhibit – C**, describe Riverboat on the Potomac’s present diversity demographic composition. Exhibit - A is the Ownership and Investment Demographic profile. Exhibit B is the Employee Demographic profile. However, Riverboat on the Potomac, LLC does not employ any staff in the mobile application licensing. We have inserted a chart to capture mobile application metrics for employees but do not anticipate staffing in this area. Exhibit C is the current Vendor Demographic profile.

OWERSHIP DEMOGRAPHIC	GOAL	PRESENT STATUS
MBE	25%	100%
African American Owned Small Business	25%	25%
Woman-Owned Small Business	50%	51%
Indian Immigrant	24%	24%
Note: List represent current baseline for ownership participation.		

Exhibit-A: Ownership Demographic

EMPLOYEES DEMOGRAPHIC	GOAL	PRESENT STATUS
African American	N/A	N/A
Hispanic	N/A	N/A
Indian Immigrant	N/A	N/A
Other	N/A	N/A

*Exhibit-B: Employee Demographic

Note: Exhibit B – Employee Demographics for Mobile Application, Riverboat on the Potomac does not require employees for its operation. Our Mobile application allows for a fully online experience; a “turnkey systems,” with all functions performed electronically by PointsBet back-office systems.

VENDOR DEMOGRAPHICS	GOAL	PRESENT STATUS
African American Owned Small Business (advertising/merchandising)	25%	100%
Woman-Owned Small Business	50%	N/A

Exhibit-C: Vendor Demographics

In the paragraphs below we describe how we intend to accomplish our diversity objectives, methods of outreach, devise our timetable for accomplishment.



1. Objectives

- a. Create an environment in which the individual differences and contributions of all team members are recognized and valued.
- b. Create a working environment that promotes dignity and respect for every employee
- c. Attract and retain a skilled workforce that best represents the talent available in the marketplace/community in which our assets are located and our employees reside.
- d. Ensure appropriate selection criteria based and diverse skills, experience and perspectives are used when hiring fresh staff.

2. Diversity Outreach

- a. Plans for Diversity Outreach – the standard we have set for diversity across ownership, and vendors, which have judged as remarkable, will only be sustain by continuously evaluating of experience, capability, and skill within our collective team (ownership, employees, and vendors).
- b. Supplier Diversity – Promote the growth of the communities we work and serve through intentional partnership with minority-owned, women-owned, veteran-owned, and disadvantaged companies and service providers.
- c. Outreach Initiatives – Attend related gaming conferences, within the state and around the country to stay abreast of innovation, evolving processes and changing polices in the fields. Attending job fair held locally for the disciplines sought. Benchmark against the best and brightest in the gaming and sports betting industry. Attend and/or co-host supplier diversity events as deemed fit for business.

3. Timetables

Riverboat on the Potomac’s timeline for internal assessments will be annually to align with our end of fiscal year exercises. We will also perform a 5-year lookback assessment to coincide with the renewal timeframe of our approved license to operate.

4. Benchmark

Our Company demographic benchmark is presently established in Exhibit A, and B with goals for each category defined. Riverboat’s benchmark also as constructed, reflects our unwavering commitment to diversity, equity, and inclusion.

5. Evaluation

In this section Riverboat on the Potomac, LLC describes its evaluation process, captured metrics, and outline the steps we will take to promote meaningful diversity among our managers, employees, and contractors in an effort to provide opportunity and promote equality.

For the purposes of continuity and alignment with MLGCA and SWARC stated criterion, Riverboat on the Potomac, LLC will adhere to the basic diversity inclusion examples provided by MLGCA to include, race, ethnicity, gender, gender identity, sexual orientation, socio-economic status, religion, disability status, and veteran status, but not be limited to these. Riverboat on the Potomac will consider opportunity for any type of legally identifiable diversity where the Company can



demonstrate that an individual has been disadvantaged and, therefore, inclusion of the individual as a participant in the Diversity Plan would be beneficial.

D. Diversity Plan Approval

We understand that SWARC will review each Diversity Plan for compliance with the requirements detailed in Section B of this Application Addendum. SWARC shall notify the Riverboat on the Potomac of any deficiency in its Plan and the reasons therefore why it should submit a revised Diversity Plan within thirty (30) calendar days after receiving the notice of deficiency.

By checking "Yes," the Applicant affirms that within thirty (30) calendar days after the award of a mobile sports wagering license it will submit to SWARC a Diversity Plan that satisfies the requirements detailed in this Application Addendum. The Applicant further affirms that it will make a good faith effort to meet the diversity objectives outlined in the Diversity Plan, and that any changes to Applicant's Diversity Plan must be approved by the Maryland Lottery and Gaming Control Commission.	YES
By checking "Yes," the Applicant agrees to report diversity metrics, to the extent available, in the form and frequency required by the Maryland Lottery and Gaming Control Commission, and to provide any other information the Commission considers appropriate regarding ownership, investment, management, employment, and contracting opportunities by diverse participants and groups.	YES
By checking "Yes," the Applicant agrees that its Diversity Plan and the information reported above may be made available to the public.	YES

IMPORTANT: SWARC will not award a license to an Applicant that fails to attest to all three of the above statements. Applicants must check "Yes" for all three statements.

Maruthi

**Riverboat on the Potomac, LLC
Managing Partner**

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