

KATHE P HOSPITALITY SERVICES, INC.'S DIVERSITY PLAN

Introduction. Kathe P Hospitality Services, Inc. (“KPHS”) is a S-Corporation in the state of Maryland. It is currently made up of three shareholders, Kathe Piera, Christina Moon & Roberta Smith. As such, it is an entity committed to promoting diversity and inclusion. KPHS is currently undergoing the process of finding a retail sports betting operations partner to run and manage the retail sports betting operations at KPHS’s facility. The sports betting operations partner will be responsible for the oversight and operation of the retail sports betting. KPHS shall make a good faith effort to effectuate a sports betting operations partnership in accordance with this Diversity Plan. KPHS currently has no employees, it has the three shareholders that are all woman, one of them being African American. With COVID Kathe P. Hospitality Services, Inc., operating as a catering/wedding venue found all of its business dried up. KPHS then decided to apply for the Sports Wagering and chose not to start up the catering again. However, when KPHS was operating we had a woman owned business and three quarters of our employees were female.

This document sets forth KPHS’s Diversity Plan submitted in connection with KPHS’s SWARC application for retail sports betting – this Plan will be applicable to any potential investors, employees, and contractors of KPHS in connection with its retail sports wagering operations. KPHS shall make a good faith effort to meet the diversity objectives as outlined in this Diversity Plan and to periodically report diversity metrics. KPHS will encourage and require its potential operations partner to also review this plan and promise to use best efforts to effectuate it or their own diversity plan so long as their plan, at minimum, adheres to the benchmarks included herein. KPHS has a policy and goal to hire and promote individuals who best meet the requirements of available positions and who have the best potential for advancement. It is our policy to provide Equal Employment Opportunity in full compliance with the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, The Vietnam Era Veterans Readjustment Assistance Act of 1974, the Addendum to the Application as required by the Sports Wagering Application Review Commission, and other forms of legislation that prohibit work-place discrimination.

Diversity and Inclusion Objectives at KPHS. KPHS is a growing company, while it currently has no employees, it does have existing relationships with vendors, suppliers and subcontractors. As it continues and grows its relationship with contractors/partners, it is committed to promoting meaningful diversity and inclusion in hiring, ownership, management, procurement, and its general business practices. KPHS seeks to establish an environment of respect and understanding in the workplace and a culture that values and reflects the diverse components of our employees and the community in which KPHS operates. KPHS also works to ensure that a welcoming and professional environment is maintained in the workplace for all of its employees, owners, investors, and contractors.

Compliance. KPHS complies with all applicable laws and regulatory requirements in the jurisdictions in which it operates, including, but not limited to, the extent that they pertain to discrimination on the basis of race, color, religion, ancestry, national origin, sex, gender identity, sexual orientation, age, veteran status, handicap or disability.

Kathe Piera, Roberta Smith and Christina Moon, KPHS's shareholders, are responsible for the implementation and dissemination of the diversity policy.

Training and Advancement. KPHS plans to invest in its employees' career development and will work to make sure that opportunities for training and advancement within the company are announced publicly and are made available to all interested and qualified candidates.

Monitoring, Complaint Procedures, and Reporting. It is illegal and against KPHS's policy for any owner, investor, or employee to create an intimidating, hostile, or offensive working environment on the basis of race, color, religion, ancestry, national origin sex, gender identity, sexual orientation, age, handicap or disability.

Any reports of violation of this policy will be managed with strict confidence. Disclosures will be made only to the extent necessary to thoroughly investigate the report and resolve the problem. KPHS prohibits retaliatory behavior against any complainant or any participant in the complaint process.

Problem solving procedures will be listed in the employee handbook. Employees, who have a problem or complaint about any aspect of their employment, including diversity, should bring the problem to the attention of their manager as soon as possible.

All complaints or incidents shall be investigated promptly. During an investigation, KPHS will attempt to maintain confidentiality to the greatest degree possible. Identities will be revealed only on a need-to-know basis. Prompt, effective remedial action will be taken where appropriate, based on the results of an investigation.

Hiring Plan. To the extent KPHS procures further owners, investors, or employees, if and when applicable, KPHS will actively search for a diverse pool of candidates to find the talents, skills, and experience to meet the needs of the company. This includes executives and managerial positions. Through advertising job openings on employment websites, social media outlets, etc., KPHS is committed to hiring and procuring qualified persons for all areas of ownership, investment, and employment. KPHS may also hold diversity related events or other outreach to support its diversity objectives set forth herein. KPHS shall attempt to fill vacancies and new job opportunities by promoting from within whenever possible. The company recognizes the value of the seniority principle and considers length of service an important factor in making such decisions.

Procurement Plan. KPHS is committed to diversity in its procurement. We seek and welcome vendors with the goods, services, and expertise that best match our company's needs, from a broad and diverse pool of vendors. KPHS may hold diversity related events or other outreach to support its diversity objectives regarding procurement as set forth herein. An important part of our diversity plan is the measure of its effectiveness, which KPHS plans to do by monitoring and tracking the relevant data.

Implementation and Dissemination. Kathe Piera, Roberta Smith and Christina Moon are responsible for the implementation and dissemination of the diversity policy. Various ways of distributing information to the owners, investors, employees, and contractors include but are not limited to the following: posting notices in meeting rooms, employee lunch areas; discussion of diversity at meetings as necessary; printed information concerning the diversity plan given to each owner, investor, or employee in the employee handbook that is given at time of hire; sending notices via company-wide emails; and discussion of equal employment opportunity at time of hire or procurement.

Timelines and Benchmarks for Achieving Diversity. KPHS intends to monitor and track its efforts regularly to ensure that it is working toward achieving its diversity goals as a company. The company will review any and all relevant data on a regular basis and determine whether its policies are creating the desired opportunities for a diverse population of owners, investors, employees, and contractors. If KPHS's efforts are not meeting its diversity goals, it will review its methods and modify its efforts in order to improve achieving its diversity goals. KPHS commits to periodically report its diversity data to Maryland government authorities upon request.

Thank you in advance for your cooperation with this important policy.



Kathe Piera

Shareholder of Kathe P Hospitality Services, Inc.