

WHITMAN GAMING, INC.

**Diversity, Equity, and Inclusion
Plan**

I. INTRODUCTION

Whitman Gaming, Inc. (“Whitman”) is proud to be 100% minority owned, and it has established this Diversity, Equity, and Inclusion Plan to ensure that its policies and practices promote meaningful diversity and ensure equal opportunity in all aspects of employment, procurement, contracting, and community involvement.

Whitman and its Sports Wagering Facility Operator partner(s) are and will continue to be equal employment opportunity employers. They will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, national origin or ancestry, sex, age, marital status, sexual orientation, gender identity, genetic information, disability, veteran status, or any other legally protected status under local, state, or federal law. They will make employment decisions that further the principle of equal employment opportunity. They will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. They also will ensure that all personnel decisions and actions, including but not limited to, compensation, benefits, transfers, promotions, layoffs, returns from layoff, discipline, terminations, company-sponsored training, education, and social and recreation programs will be administered without regard to race, color, religion, national origin or ancestry, sex, age, marital status, sexual orientation, genetic information, disability, veteran status, or any other legally protected status under local, state, or federal law.

II. STRATEGIES FOR OBTAINING A DIVERSE GROUP OF OWNERS, INVESTORS, EMPLOYEES, AND CONTRACTORS

As a 100% minority-owned company, Whitman insists that its Sports Wagering Facility Operator partner(s) similarly commit to diversity, equity, and inclusion for their employees and vendors.

To that end, Whitman will engage its Sports Wagering Facility Operator partner(s) to develop strategies for increasing diversity among their owners, investors, employees, and contractors. Such strategies are expected to include:

- Active participation in diversity focused trade shows, conferences, and conventions, such as the Minority Supplier Development Council, NAACP, Hispanic Chamber of Commerce, African American Chamber of Commerce, and Asian American Chamber of Commerce;
- Vendor meetings to discuss enriching business partnerships through diversity, equity, and inclusion;
- Support of a diverse group of community charities and non-profit organizations;
- Disseminating job opportunity information to organizations representing minorities and women, employment development agencies
- Collaborating with and recruiting from local historically black colleges and universities; and
- Providing training and mentorship opportunities to encourage career growth for diverse candidates.

III. DIVERSITY OBJECTIVES AND TRACKING METHODS

Whitman has established the following diversity objectives for it and its Sports Wagering Facility Operator partner(s):

- Establishing a diverse workforce by ensuring consistency, fairness and inclusion in the recruitment, selection and the career development process;
- Promoting diversity by ensuring equal opportunity in the procurement of contractors, sub-contractors, assignees, lessees, agents, and suppliers;
- Focusing on creating an open and welcoming atmosphere where team members, guests, and vendors feel comfortable and welcome;
- Actively seeking out minority and women and other historically underrepresented groups to provide opportunities for them to bid on providing services and/or supplies; and
- Being a strong financial supporter of a diverse number of worthwhile community charities and non-profit organizations through our community reinvestment and giving programs.

The following documents and data sources from both Whitman and its Sports Wagering Facility Operator partner(s) may be used to track progress toward their diversity objectives:

- EEO-1 reports;
- Summary data of external job offers, hires, promotions, resignations, terminations, and layoffs/reductions;
- Team Member self-identification forms;
- Applicant information reports showing relative information for qualified candidates;
- Employee relations incident reports to include terminations and grievances;
- Reporting on vendor/contractor business volumes with MBE/WBE/DBE businesses; and
- Statistics on contacts and partnerships with outside organizations in furtherance of diversity outreach efforts.

IV. DIVERSITY OUTREACH AND EVENTS

As described above, Whitman intends to conduct diversity outreach and events, whether directly or indirectly through its Sports Wagering Facility Operator partner(s) via active participation in diversity focused trade shows, conferences, and conventions, vendor meetings, and collaboration with local historically black colleges and universities, among other things. Further, Whitman anticipates it and its Sports Wagering Facility Operator partner(s) will advertise the facility through print, television, and radio outlets that with predominantly minority audiences.

V. TIMELINES AND BENCHMARKS

Although not yet operational, Whitman will continuously track its and its Sports Wagering Facility partner(s) efforts to meet the objectives contained in this Diversity, Equity, and Inclusion Plan. Further, Whitman will aspire to hold regular meetings with relevant employees of its Sports Wagering Facility partner(s), such as the Director of Diversity, Equity & Inclusion and/or the applicable Diversity Committee.

VI. DIVERSITY STATUS OF WHITMAN'S OWNERS, INVESTORS, EMPLOYEES, AND CONTRACTORS

Whitman is 100% minority-owned and has no outside investors. As a newly-formed business, it does not yet have employees or third-party contractors, but it is committed to following this Diversity, Equity, and Inclusion Plan in any future hiring of employees and retention of contractors.

VII. ADDITIONAL INFORMATION

For additional information about this Diversity, Equity, and Inclusion Plan, please contact Carroll H. Hynson, Jr. at ch1942@aol.com.