CONFIDENTIAL. *Refer to the accompanying redacted copy and FOIL Statement of Necessity.*

SUBMIT EVALDIV11.AVENIR. PROFESSIONAL DEVELOPMENT

- *A description of the Applicant's and, as applicable, the Operator's, plans to recruit and train diverse individuals for employment.*
- *A description of the Applicant's and, as applicable, the Operator's, professional development opportunities/programs to support employees' career pathways*
- *A description of how the Applicant and, as applicable, the Operator, will inform employees of available career-growth opportunities*
- *A description of the design and structure of the on-site childcare program and how it will support the workforce*
- *A description of measures to ensure reasonable accommodations, transportation needs and other critical support for employees*
- *A description of practices and policies employed by the Applicant's and, as applicable, the Operator's human resources office to support employees' mental health and wellbeing.*

RESPONSE

Support for Our People Makes Everything Possible.

The Avenir: Recruitment, Training and Creating Career Paths

In all of Rush Street Gaming's destination casinos, the employee composition reflects the culture and diversity of each host community. It is anticipated that The Avenir's merit-based hiring procedures will produce gender, racial and service disabled-veteran composition as other large-scale hospitality and entertainment venues in Manhattan with some small adjustments reflecting the demographics of the nearby areas

Please see EvalDiv10.AVENIR.Recruitment and EvalWork5. AVENIR.WorkforceTraining for our plans to recruit and train the local workforce.

Please see EvalWork2.AVENIR.JobOpportunities for more information about our on-the-job training, external training and mentoring programs that employees from all walks of life will benefit from. This response also covers how employees are made aware of these opportunities.

Please see EvalWork7.AVENIR.WorkforceDevelopment for how we will establish transparent career paths and provide resources to employees from all walks of life. This section also details our plans for tuition reimbursement for employees and our scholarship program for family members.

Childcare at The Avenir

The Avenir's approach to childcare is to provide flexibility for employees. The best way to provide this flexibility along with quality, affordable childcare is The Avenir will assist employees with vouchers to cover a portion of the costs of flexible, best-in-class childcare.
It is The Avenir's experience that this approach eliminates the chance that a child could access or see the casino. Further to that point, the childcare market in Manhattan is dynamic. It is the Avenir's experience that there are an ample number of qualified childcare providers as well as real estate in the neighborhood to ensure there will be ample childcare options near The Avenir when it opens.

Please see EvalWork7.AVENIR.WorkforceDevelopment for a more detailed description of our childcare program.

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

Transportation

The Avenir anticipates utilizing the following transportation initiatives:

- Subsidized Public Transportation: Employees will have access to subsidized transit passes for the MTA and New Jersey Transit, reducing commuting costs and enhancing convenience for our workforce.
- Accessible Transportation Services: For employees with disabilities or health conditions that limit their ability to use traditional public transportation, we intend to subsidize Access-A-Ride services, ensuring reliable and equitable mobility options.

Mental Health and Wraparound Services

The Avenir is dedicated to supporting employees' mental health and wellbeing through a range of comprehensive practices and policies.

The Avenir will encourage community engagement through volunteer opportunities, which have been shown to improve mental wellbeing and foster a sense of purpose and connection.

Furthermore, The Avenir will promote work-life balance by offering flexible working hours, remote work options, and generous leave policies, including mental health days. Health and wellness initiatives, such as regular wellness workshops, mindfulness sessions, and fitness programs, are also part of our strategy to enhance overall wellbeing. Open communication will be a cornerstone of Avenir's approach, supported by the open-door policy that allows employees to discuss concerns freely and seek help without fear of stigma or discrimination. The HR office is dedicated to maintaining a respectful and inclusive workplace by promptly addressing any issues of bullying, harassment, or discrimination.

Please see EvalWork7.AVENIR.WorkforceDevelopment for more details about Avenir's Employee Assistance Program (EAP).

These practices and policies underscore The Avenir's commitment to creating a healthy, supportive, and productive work environment for all employees.

"Rush Street is a company that really cares deeply about the community and their employees. So it really can be really beneficial for the community, both for the impact that they make with community relations and nonprofit organizations, and then also providing employment opportunities to members of the community."

Alyssa Starks, HR Manager, Rivers Casino & Resort Schenectady