



Mount Pocono, Pennsylvania

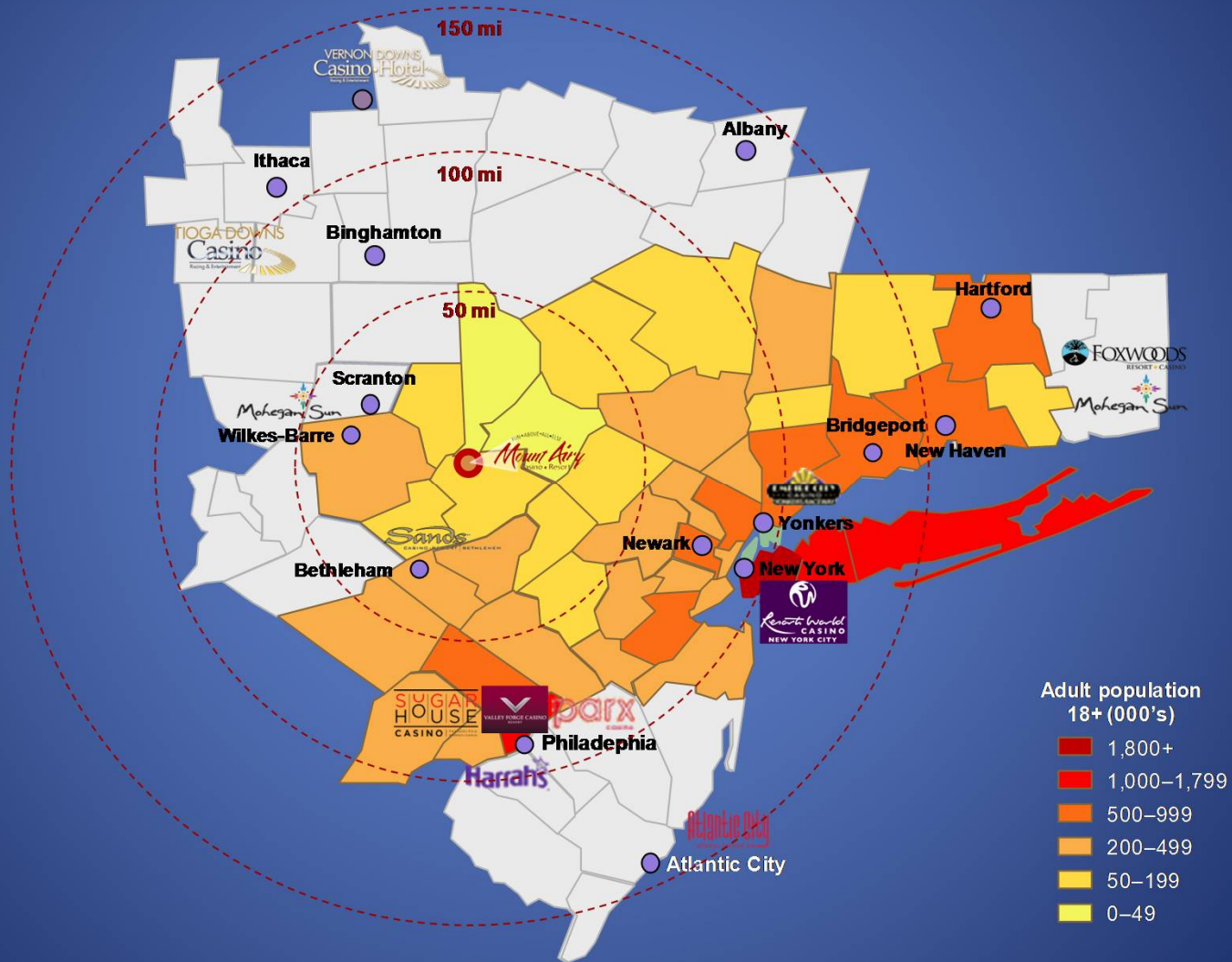
LICENSE RENEWAL HEARING
AUGUST 10, 2016

Mount Airy Casino Resort



John C. Culetsu
Executive Vice President /
General Manager

Property Overview



AAA Four Diamond Property

- Awarded every year since 2010
- Awarded to less than 6% of the hotels in the country



Gaming Floor

- Continue to reinvest in the gaming floor to ensure that we offer the newest and freshest gaming product to our customers



Hotel

- **HOTEL**– each room and suite in Mount Airy Casino Resort’s luxury hotel was designed with a high level of detail.
- **Current Renovation** – Began Feb 2015 with expected completion date November 2016
 - Renovation Cost: \$5 Million

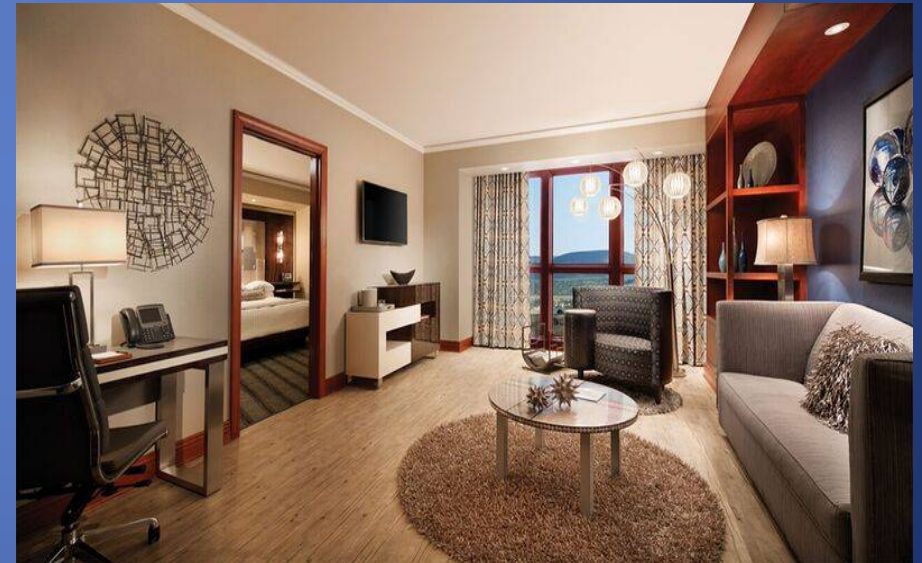


Hotel Suite

Suite Bedroom



Suite Living Room



Dining Restaurants

- Completely revamped the dining options at the resort since the last renewal hearing. Current offerings include:
- Bistecca by Il Mulino – fine dining restaurant
- Guy Fieri's Mt. Pocono Kitchen - Guy has traveled over 150,000 miles across America's back roads in Diners, Drive-ins and Dives in search of the best regional fare



Dining Restaurants

- Lucky 8 Noodle & Sushi Bar — Upgraded and remodeled to offer Pan-Asian cuisine now including a full sushi bar
- The Buffet at Mount Airy — A full service buffet with trained culinary experts preparing the very best choices, the hardest part is deciding where to start.



Convention/Event Facilities



Golf

- 18 hole championship golf course
- New Clubhouse and Pro Shop opened 2012
- \$2 Million investment in golf course since 2012



SPA and Fitness Center

- State of the art Spa and Fitness Center



GET WET Ultra Pool

- Opened May 2014
- \$6 Million Project Cost
- The pool and event center at Mount Airy consists of 51,000 square feet of space offering indoor/outdoor pools & spas, cascading waterfalls, and fireplace pits overlooking the lake and our championship golf course.
- In addition the facility features a restaurant, bar, changing facilities, and an outdoor stage that will accommodate 750 concert goers.





- Ongoing Capital Expenditures: \$7 million/year
 - Get Wet
 - Golf course clubhouse/pro shop
 - Gaming floor product
 - Hotel room renovation

Economic Impact – Casino Opening through December 31, 2015

- **\$791 million** in total gaming taxes generated
 - Including **\$111 million** in local share taxes
- Other taxes paid
 - **Over \$28 million** in property taxes; largest property taxpayer in Paradise Township and Monroe County
 - **\$16 million** to Commonwealth (Sales and Use tax, Withholding)

Economic Impact – Casino Opening through December 31, 2015

- **\$185 million** in salaries, wages and benefits paid to employees
- **\$295 million** in Gaming Service Providers
 - Minority/Women Business Entities (M/WBE): \$37 million
 - Local Business Entities* (LBE): \$69 million
 - * *Monroe, Carbon, Lackawanna, Luzerne, Northampton, Pike & Wayne Counties*
 - PA Business Entities: \$147 million

Employment Statistics

Total Number of Employees	1,122	
Number of Regional Resident Employees	1,050	94%
Number of PA Resident Employees	1,071	95%
Number of Female Employees	506	45%
Number of Female Professionals, Supervisors & Above	62	42%
Number of Minority Employees	447	40%
Number of Minority Professionals, Supervisors & Above	39	26%
<i>Data as of December 31, 2015</i>		

Mt. Airy Minority = 40%

Monroe County & Contiguous
Counties Minority = 10%*

* US Census Data (July 2014)

Job Recruitment Efforts

- Promotion from within
- www.mtairycasino.com
- Annual On-Site Job Fair
- East Stroudsburg University (ESU) Career Day (East Stroudsburg) 2x year
- Careerlink Job Fair at Camelback
- Northampton Community College Fall Job Fair (Northampton PA) 2x year
- ESU Job Fair (East Stroudsburg)
- ESU Student Advisory Board Member
- Presented to the Hospitality class at ESU
- Featured speaker at an ESU conference for career options and opportunities
- Adjunct professor at NCC, Monroe County, Hospitality Dept.
- Hospitality Alumni Mixer at NCC
- Conducted MACR Property Tours for NCAAC and ESU College Students
- Joined INDEED on-line recruiting site – premier recruitment site
- Post jobs to CasinoCareers recruiting site

Competitive Benefit Package

- BENEFITS
 - Paid Time Off Program
 - Competitive Wages
 - Company provides meals for every shift free of charge and pays employee for the meal period.
- MEDICAL BENEFITS (medical, dental, vision)
 - 69% eligible employees are participating in company sponsored group health insurance including coverage for family members
 - *MACR funds majority of health care premiums*
- EMPLOYEE ASSISTANCE PROGRAM– unlimited free telephonic consultations, first 3 local counselor sessions free
- Company Funded Life Insurance for All Eligible Employees
- Company Sponsored 401K Plan for All Eligible Employees
 - 68% Eligible Employees Participate
- Company Sponsored Voluntary Benefits
 - Additional Life Insurance – Self, Spouse, Dependents
 - Short Term Disability
 - Long Term Disability
 - Flexible Spending Account – *Health & Dependent Care*

Employee Training

- Updated New Hire Orientation Program. Incorporated Position Overview, introductory Guest Service Training, Suspicious Activity Awareness Training, Player Club Marketing, and 2-week On-boarding Checklist overview.
- Employee Property Knowledge Days
- Employee Guest Service Training – 100% of staff trained
- Compulsive Gambling Training – 100% of staff trained
- Discrimination and Harassment Training
- Leader Communication Effectiveness Training
- Leader Conflict Resolution Training
- Leader Personal Impact Areas Training
- Management HR Action 101, 102, 103 Classes
- Buffet Standards and Training
- BOH Culinary Safety/Sanitation Manual
- Appearance /Attitude Training

Additional Employee Training

- Compulsive Gaming
- RAMP (Responsible Alcohol Service Program)
- Underage Gaming
- CPR
- Title 31 (Anti-Money Laundering)

Community Involvement

- Charitable contributions - \$433K
 - October 2007 to YE 2015
- Mount Airy Additionally provides In-Kind Charitable Contributions to various organizations such as :
 - Overnight Stays
 - Dining
 - SPA Services
 - Entertainment
 - Golf Foursomes

Community Partnerships



**SPRING FORWARD
GIVE BACK!**
Monroe County YMCA Spring Family Run/Walk



Saturday, April 2, 2016
at the SOUTHEAST YMCA

5K • 10K • 5K Race Walk
Fun Run • Healthy Kids Day

Benefiting the Y For All annual campaign



PCDI



WHEN DEREK WAS DIAGNOSED WITH *autism*, HIS PARENTS KNEW THE JOURNEY AHEAD WOULD BE DIFFICULT.

They promised each other that they would never look at each other one day and say, "We should have done more." That's why they enrolled Derek at PCDI.

Community Partnerships

- Pocono Mountain Regional Police Department Fund
- Pocono Mountain Regional Ambulance
- Villa of Our Lady Retreat House
- United Way of Monroe County and Lackawanna County
- YMCA of Monroe County
- St. Joseph's Center
- Northampton Community College
- East Stroudsburg University
- St. Patrick's Day Parade
- Salute to Veterans
- Latino Task Force Art Auction
- Feed A Friend (Monroe County)
- University of Scranton
- Make A Wish Foundation
- Women's Resource Center of Monroe County
- Allied Services
- Blue Cross of Northeastern PA
- Everhart Museum
- St. Luke's Soup Kitchen
- Pocono Wildlife
- Marley's Mission
- Pocono Mountain Visitors Bureau
- Sisters of the Poor
- St. John Neumann Society
- Pocono Wildlife - Rock 'n Golf Wildlife Golf Tournament

Community Partnerships

- Junior Knights Hockey League
- United Neighborhood Center
- Junior Achievement
- Pennsylvania Career Link
- North Pocono Lions Club
- Dress for Success
- Pocono Mountain Regional Emergency Services
- Monroe County Habitat for Humanity
- Toys for Tots
- Independence Day Fireworks
- Pocono Mountain Emergency Services Breakfast With Santa
- Meals on Wheels
- American Heart Association
- American Cancer Association
- American Red Cross
- Big Brothers / Big Sisters
- Boys & Girls Club
- Friends of the Forgotten
- Susan G. Komen Foundation – Breast Cancer Awareness

