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July 10, 2017

Via Hand-Delivery

Doug Sherman, Chief Counsel
Pennsylvania Gaming Control Board
303 Walnut Street/Strawberry Square
Verizon Tower, 5th Fl.
Harrisburg, PA 17101

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RE: Comments to Proposed Rulemaking #125-206

Dear Mr. Sherman:

Greenwood Gaming and Entertainment, Inc. ("GGE") respectfully submits the following comments to the Pennsylvania Gaming Control Board's (the "Board") Proposed Rulemaking No. 125-206, which was published in the *Pennsylvania Bulletin* on June 24, 2017. The proposed rulemaking was approved at the Board's April 5, 2017 public meeting.

GGE submits that the proposed rulemaking will have a negative impact on slot machine licensees and their potential and current employees. GGE respectfully requests that the Board strike the proposal in Proposed Rulemaking No. 125-206, that would require slot machine licensees to obtain approval from the Bureau of Gaming Operations (the "Bureau") for amendments to jobs compendiums that involve certain departments prior to implementation.

The proposed rulemaking will have a significant impact on a slot machine licensees' human resource practices, to the detriment of slot machine licensees and their current and prospective employees. The following departments would be particularly impacted: Surveillance, Internal Audit, Information Technology, Slot Operations, Security, Finance, Table games, Legal, Casino Operations and Executive Management (collectively, the "affected departments"). Currently, slot machine licensees are permitted to implement an amendment to a previously approved jobs compendium that involves an affected department prior to approval of the amendment if: (1) the amendment is immediately recorded in the copy of the jobs compendium maintained by the licensee; and (2) the amendment is submitted to the Bureau by the end of the business day on the date of implementation. 58 Pa. Code § 465a.11(i). These provisions would be eliminated pursuant to the proposed rulemaking. If the proposed rulemaking goes into effect, an amendment to a previously approved jobs compendium relating

to an affected department would need to be submitted as an amendment to the licensee's internal controls and not implemented until approved by the Bureau.

This proposed modification has the most negative effect on new hires in new positions at a casino. When a new position is created at a casino, the licensee must submit that new position as an amendment to its internal controls. Currently, a licensee would be able to implement that position and submit a licensing application for that new employee one (1) day after the internal control amendment has been submitted. This allows licensees to hire new personnel in new positions in an efficient and competitive manner. Even though the position is implemented, the new hire would still need to go through the licensing process that can take anywhere between two (2) and eight (8) weeks depending upon the type of license.

By adopting the proposed modification, slot machine licensees would need to submit the new position or title as a change or amendment to their system of internal controls and wait for approval from the Bureau. See 58 Pa. Code § 465a.2(f). Once a slot machine licensee notifies the Bureau regarding a change or amendment to its system of internal controls, the licensee may implement the change or amendment on the 30th calendar day following the submission of the notification unless the licensee receives: (1) written notice tolling the change or amendment; or (2) written notice from the Board's Executive Director rejecting the change or amendment. The Bureau may issue a written notice tolling the thirty (30) calendar day review period and directing that any internal controls at issue not be implemented until approved if it identifies an insufficiency in the licensee's submission. 58 Pa. Code § 465a.2(g). GGE's experience reflects that the Bureau has interpreted this regulation in an overly broad fashion. Upon identifying an insufficiency in a proposed change or amendment submitted by GGE, the Bureau has tolled the thirty (30) calendar review period for not just the change at issue, but other unrelated requests to modify its compendium. The Bureau has consecutively tolled the thirty (30) calendar day review period for a proposed change or amendment (with no insufficiencies) due to pending, unrelated changes or amendments the Bureau is evaluating. This practice results in undue delay in the approval of requested changes.

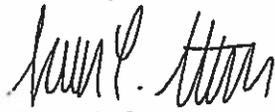
The Board's proposed rulemaking would delete Section 465a.11(i) and require slot machine licensees to provide at least thirty (30) days advance notification to the Bureau of changes or amendments to a jobs compendium involving an affected department. If implemented, this would impair the ability of slot machine licensees to hire, retain and promote employees and efficiently operate. This impacts not only slot machine licensees, but also potential and current employees of the licensees. If Section 465a.11(i) is deleted, GGE expects that job applicants offered positions in affected departments will not be able to wait an extended period of time to commence their employment and will pursue other opportunities. Job applicants that wait to commence their employment with GGE may suffer financially if their employment is delayed. For example, if GGE creates a new director position in an affected department, the individual selected for the position already has an approximate two (2) to eight (8) week wait to seek and receive licensure depending upon the type of credential required. If

the proposed rulemaking is implemented, this delay could be extended another month (if not longer, due to tolling of the review period) for review of the jobs compendium amendment. The elimination of Section 465a.11(i) will result in GGE and other slot machine licensees losing qualified job candidates which will ultimately harm the Pennsylvania gaming industry.

GGE respectfully requests that the Board continue to permit slot machine licensees to implement amendments (involving affected departments) to a previously approved jobs compendium prior to approval of the amendment. GGE asks that the Board strike the proposal in Proposed Rulemaking No. 125-206, which would require advance notification and review of such changes. In addition, GGE urges the Bureau to refine its practices in connection with the review of jobs compendium amendments so that it tolls the review period only for amendments at issue and not all pending requests. These measures will ensure that slot machine licensees may implement changes in a timely and seamless manner and that current and prospective employees are not negatively impacted.

Thank you for considering the comments of GGE in regards to the proposed rulemaking. We will be happy to answer any questions the Board may have on these comments.

Sincerely,



Sarah C. Stoner

cc: Bryan Schroeder, Esquire