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Norfolk Resort & Casino Announces Plan to Hire 90% Local, 50% Minority Workforce - Outreach includes opportunities for job training and job placement -

NORFOLK – Today, the Pamunkey Indian Tribe (the “Tribe”) and the Pamunkey Indian Tribal Gaming Authority (the “Authority”) announced their Norfolk Resort and Casino Minority Outreach and Hiring Plan (the “Plan”). The Plan is designed to provide equal opportunities to potential vendors and employees who are members of traditionally disadvantaged groups and to develop a workforce that reflects the diversity of the Norfolk community.

The Authority will implement this plan through proactive community outreach, consistent stakeholder engagement, and robust recruitment and training to ensure they have identified qualified hard-working individuals to join the team.

Key goals of the Plan include:

- 90% of the Norfolk Resort & Casino workforce be residents of Norfolk or designated surrounding localities
- 50% of the Norfolk Resort & Casino workforce be comprised of individuals from minority groups

The Tribe has also begun a nationwide search for top minority resort and casino executives. “Our workforce – from the restaurants to the executive management offices – will look like the community,” said Kevin Krigsvold, a member of the Pamunkey Indian Tribal Gaming Authority.

If the referendum passes in November, the Norfolk Resort & Casino hiring schedule includes some positions to be filled as early as this December. Hiring will continue to grow in 2021 and 2022, peaking in the second half of 2022.

The Authority is proactively engaging with local educational institutions and workforce development organizations that can assist in workforce training and employee recruitment, particularly in minority communities. “As one of the country’s first disenfranchised minority communities, we understand the importance of equal access to opportunities,” said Krigsvold. “However, our commitment goes well beyond simply providing opportunities to minorities; it includes preparing them to seize those opportunities and be successful.”

To date, the Authority has met with Norfolk State University, Old Dominion University, Tidewater Community College, Norfolk Works, Hampton Roads Workforce Council, Virginia Values Veterans Program, Norfolk NAACP, Hampton Roads Veterans Employment Center, Saint Paul’s Community Development Corporation and Hampton Roads Office of Local Initiatives Support Corporation.

“Norfolk Works was designed to connect Norfolk residents to Norfolk jobs and champion the recruitment of diverse Norfolk talent. We’re excited to work with the Tribe to ensure they have the outstanding team they need to make the project successful and then they meet their hiring goals,” said Jared Chalk of Norfolk Economic Development – Norfolk Works.

The Tribe’s commitment to diversity hiring is not limited to jobs at the resort and casino. They are actively seeking minority suppliers and contractors for the design and construction of the facility. A website (www.PamunkeyFuture.com/minority-opportunity) has been set up for minority-owned businesses to connect with the project’s development team.

The Pamunkey Tribe has already begun supporting the community and made access to food, an issue that disproportionately affects minorities, the cornerstone of its commitment to the community. Earlier this month, the Tribe announced its commitment to provide \$150,000 in financing to open a much-needed grocery store in the St. Paul’s neighborhood. That area is now considered a food desert after the Save A Lot grocery store closed in June. The Tribe is partnering with the City to address this important issue and the City is currently looking for a grocery store operator.

The Tribe has also been working with ten area churches and non-profit organizations over the past two months to provide funding for food pantries and hot meals for those in need. The Tribe plans to continue this food assistance program through the Fall with other area places of worship and non-profit organizations.

The Pamunkey Resort & Casino will include a four-diamond full-service convention hotel, several onsite restaurants, a luxurious spa and an entertainment venue. The project (which requires no taxpayer funding or tax breaks for the developer) is expected to create 4,500 construction and permanent full-time jobs, provide more than \$30 million every year in new revenue to the City and generate \$50 million for Virginia public schools.

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To learn more about the Norfolk Resort and Casino, visit www.AllinNorfolk.com or check us out on Facebook at www.facebook.com/AllinforNorfolkCasino, on Twitter at www.twitter.com/AllinNFK and on Instagram at www.instagram.com/AllinforNorfolkCasino.