

GAMING: A FABULOUS CAREER

Working in the Gaming industry is one of the most exciting, truly international and rewarding careers that anyone could embark upon. We speak to the employers about their ideal candidates

It wasn't always the case, but tell someone today that you work in the gaming industry and you'll elicit an excited response that will invariably reveal the passions, both real and fantasy, of the enquirer. Conversations have changed too; with topics shifting from James Bond, machine/roulette fixing and the mob, to the best poker hands, where to stay in Las Vegas and how do you get a job in the industry?

The jobs have also changed, with so much emphasis on software engineering and programming that the gaming industry is now and employer of the brightest minds of the current generation of computing talent. There's also a perception shift too. Where once upon a time society was filled with hallowed noble professions that looked upon the gaming industry down long disapproving noses: bankers, solicitors, police, priests, TV presenters, newspaper publishers, politicians etc. Oh, how the mighty have fallen...

Speaking to each of the employers that have kindly taken part in our survey, what's striking is the sheer variety and the sense of fun that passionately forms the core of every job opportunity in this industry. Gaming is entertainment - it's fun, it's vibrant and it's exciting. The industry is looking for dynamic, motivated individuals and is not only rewarding them, but creating remarkable working environments, offering training incentives, flexible working practices, giving back to their communities and genuinely cares about the individuals it employs. It's hard to read through the following contributions without feeling a sense of pride to be involved in this industry and at the level of professionalism that's exemplified by companies in gaming.

Once people join the gaming sector, they may move from job-to-job, swap from company-to-company, but it's very rare for an individual to leave this industry for any other.



Do you know that...



... XGS System™ is the most comprehensive and powerful set of business intelligence tools on the market and has proved invaluable in helping operators to maximise performance on the gaming floor and implement player acquisition and retention strategies.

XGS System™, with its modular software, allows easy integration with existing back office platforms and is leading the way in delivering cloud based management solutions to operators of all sizes.

Discover the possibilities of XGS - BetStone's Expert Gaming Solutions at betstone.com

Join us at ICE, Stand # S10-211





PLAY THE
FUTURE

QUAD Shot

AVAILABLE
ON THE ALL NEW

A560ST



STAR
FIRE

MOON
Money

BIG
THUNDER

ELECTRIC
Nights

HOTTER THAN
HOT

PAWS
GALORE

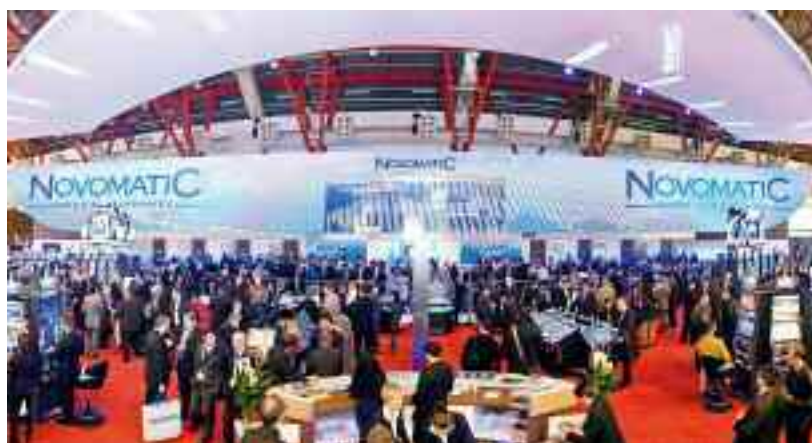
PLAY THE
FUTURE

at ICE 2013 February 5-7 • ExCel Centre, London • Stand S8-110

www.ainsworth.com.au

Subject to regulatory approval

AINSWORTH
EXPERIENCE COUNTS[®]



Novomatic

Established: 1980

Website: www.novomatic.com

Employees: 11,818

Company size: Large

Areas of business: Everything gaming...

Private/PLC: Private

Our trainees build awareness of the importance of our often quoted 'hands-on-mentality.'

TRAINEESHIP WITH NOVOMATIC – A REAL STORY OF SUCCESS

NOVOMATIC Holding is one of the largest integrated global gaming companies in the world and, as a producer of high tech gaming equipment and operator of gaming outlets, is aimed at constant balanced growth. Therefore the company has as its focus one of the world's most dynamic and upcoming industries. Increasingly important, and just as vital as creative gaming ideas and technological innovations in operations are the employees behind those ideas.

To attract highly motivated and qualified people and ensure future executives, NOVOMATIC launched in 2010 a traineeship programme (business, technique, legal & tourism), that is geared to young graduates, who are seeking an opportunity to begin a promising career within a big concern.

NOVOMATIC provides much more than a challenging and exciting work environment. Ambitious talents, who want to get their career started, have to face a variety of tasks and requirements and obtain the chance to prove themselves within the company. Thus NOVOMATIC and its employees are closely related together. What does this mean exactly? To come straight to the point: whatever our trainees do for our brand and our success, they also do for themselves! That's one key way in which we design our shared future. A future which is characterised by team spirit, further development and individual fulfillment - as well as the chance to grow early into a responsible position.

THE TRAINEE PROGRAMME

Catchwords like flexibility, self-confidence

and openness to new things are pre-conditions for our trainee-ship. In 12 months of constant learning and development we strive to prepare our trainees for a responsible position within several departments of the company. In the position of a trainee they must complete demanding practical trainings in different operations (manufacturing, Admiral Sportwetten, Hotel und Tourismus Management GmbH and Novomatic's Prater casino in Vienna) along with a stay abroad in subsidiary companies to gain intercultural knowledge and experiences.

Furthermore, our trainees build awareness of the importance of our often quoted "hands-on-mentality." After almost one year training-on-the-job and development, our trainees finish their individual programmes at the Novomatic headquarter in Gumpoldskirchen and become acquainted with different departments, which are assigned by individual, educational background and peculiar interest.

To ensure the best choice of candidates, the selection is based on a multilevel process. Candidates will be selected after an evaluation of the applicant's qualifications and skills in alignment to the pre-defined profile. Further steps in the whole selection process include a job interview as well as an Assessment Center, where our future workforce has the chance to convince top-class assessors (mostly executive directors and chairmen from NOVOMATIC).

In conclusion it is important to note that 90 per cent of our former trainees are still working for NOVOMATIC and are located all over the world! They have indeed started their stories of success and prosperity!

NOVOMATIC GROUP OF COMPANIES

CATEGORY: Large company (250+ employees)

COMPANY TITLE: Novomatic Group of Companies

COMPANY FOUNDED: 1980

PRIVATE OR PLC: Privately owned

EMPLOYEE NUMBERS: 11,818

HQ AND INTERNATIONAL OFFICES: HQ, Gumpoldskirchen, Austria, exports to 73 countries and operates casinos in 32.

SUBSIDIARIES: Austrian Gaming Industries, ADMIRAL Casinos & Entertainment, ADMIRAL Sportwetten GmbH, HTM Hotel und Tourismus Management, Spielbank Berlin, EXTRA Games Entertainment, NSM-LOWEN Entertainment, Crown Technologies GmbH, Adria Gaming International, Astra Games Holding (Greentube, Bell Fruit Games, Gamestec), Alfor, Novo Sun.

SALES REVENUE 2011: €1,386m

CONSOLIDATED ANNUAL PROFIT AFTER TAX: €160.3m

AREAS OF BUSINESS: Casinos Slots, Casino Management Systems, Online Gaming, AWP's, Server Based Gaming, VLT's, Electronic Table Gaming, Sports-Betting, Casino Operations

MACHINES ON LEASE IN OWN LOCATIONS (2011): 200,000

VLTs OPERATING IN ITALY: 22,500

CORPORATE WEBSITES: www.novomatic.com

CEO AND MANAGEMENT TEAM: Professor Johan F. Graf, Founder, Dr. Franz Wohlfart, CEO, DI Ryszard Presch, Deputy CEO, Thomas Graf, CTO, Peter Stein, CFO.

APEX GAMING TECHNOLOGY

CATEGORIES: Large Companies (250+ employees)

COMPANY TITLE: APEX gaming

COMPANY FOUNDED: 2003

PRIVATE OR PLC: Private

EMPLOYEE NUMBERS: 3,000

HQ: Hagenberg, Austria.

SUBSIDIARIES: Munich, Germany. Budweis, Czech Republic. Graz, Austria. Skopje, Macedonia. Tirana, Albania. Novi Sad, Serbia. Madrid, Spain.

AREAS OF BUSINESS: MANUFACTURE AND OPERATOR OF GAMING MACHINES.

CORPORATE WEBSITES: www.apex-gaming.com, www.apex-gaming.de, www.apex-casino.cz

BEST-SELLING PRODUCT OF 2012: Pinnacle and Pinnacle SL

CEO AND MANAGEMENT TEAM: CEO – Johannes Weissengruber. CTO – Max Pessnegger.

COULD YOU DESCRIBE THE CORPORATE CULTURE:

With roots in land-based gaming, the development and manufacturing of gaming machines is our focus. However, APEX is also a major operator of gaming machines. Thus, we have excellent opportunities for cross-channel learning and experience.

A GREAT PLACE TO WORK BECAUSE:

A small and focused management team enables strategies to be implemented quickly. Customer requests can be reacted upon and the rate to market for new technologies is very short. Staff has access to all levels of management – so communication flows quickly. Time to market for new technologies is short.

THE BEST THING ABOUT THE COMPANY:

The excitement of being part of a friendly, professional team that not just has a very strong network in the industry but is also very respected for its innovations and service. Employees can look forward to new challenges. For example, we will be introducing major updates on our Quikker electronic card-based table game and the Shuffle King II (electronic card-shuffling machine).

Aristocrat Leisure Limited

Established: 1953

Website: www.aristocrat.com

Employees: 2,000

Company size: Large

Areas of business: slots, systems, interactive

Private/PLC: PLC

COULD YOU DESCRIBE THE WORKING CULTURE AT ARISTOCRAT?

Our recent global employee engagement survey gave us real insight into how our people feel about working for Aristocrat.

Seventy eight per cent of employees are proud to work at Aristocrat, 84% are motivated to help make Aristocrat a great place to work and more than 70% of our employees would recommend Aristocrat to their friends as a great place to work.

Supporting how we operate at Aristocrat are the values we believe in, which are Respect, Integrity, Courage and Passion. In conjunction with these values, our behaviours are guided by our "Winning Ways" of unite, develop, deliver and play.

We operate in 90 countries and more of our business functions are now being run globally as opposed to a series of international units. This has required us to change and to adapt to a more matrix organisation with teams often being geographically dispersed.

COULD YOU DESCRIBE THE WORKING ENVIRONMENT YOU'RE LOOKING TO FOSTER AND CREATE?

We aspire to be a high performance organisation with culture being a very important part of our business.

We are committed to creating the world's greatest gaming experience, every day. Aligned with this, we want Aristocrat to be an exciting place where great talent thrives.

We have embarked on a number of initiatives to help drive the desired culture focusing on four key areas:

- Leadership
- Empowerment and Accountability
- Customer Focus
- Innovation

GAYLE PHILPOTTS,
Global Human Resources Director,
Aristocrat Leisure.

"Over the past few years our business has shown that we have a strong leadership team, a growth strategy and an emphasis on people and culture to ensure that our business is well positioned for future success. We believe the people we attract to Aristocrat are energised about the role they can play in bringing about our strategic aspirations. Additionally, we believe investing in improving leadership capability across the business will enhance our retention of employees."



It is important that everyone one of our employees is clear on what our overall business objective is, this then gives our people the opportunity to contribute to our overall success by working together as a team and delivering the results which are clearly defined.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

Aristocrat has invested significantly in a Talent Acquisition function, with recruiters based in our major offices across the globe. We use a broad range of multi-faceted sourcing channels including online, traditional mediums, research based channels and employee referrals to source talent globally.

For roles that are niche, highly technical and specialised in nature we believe there it's beneficial to engage local expertise and we will partner with leading recruitment firms as required.

Our leaders at all levels are involved in the selection process to ensure potential recruits gain a sense of our business culture and leadership style. Having our own internal Talent Acquisition function enables us to position our business positively and demonstrate first-hand the great opportunities working at Aristocrat can provide. As we are a global business we hire talent from all over the world and relocate them as required

Over the past few years our business has shown that we have a strong leadership team, a growth strategy and an emphasis on people and culture to ensure that our business is well positioned for future success.

We believe the people we attract to Aristocrat are energised about the role they can play in bringing about our strategic aspirations. Additionally, we believe investing in improving leadership capability across the business will



WE PARTICIPATE IN REGULAR TOWN HALL MEETINGS SO WE UNDERSTAND HOW THE BUSINESS IS PERFORMING AND CONNECT WITH COLLEAGUES

enhance our retention of employees.

WHAT ARE THE EMPLOYEE BENEFITS?

As we operate in so many countries we have to ensure our conditions of employment are competitive and attractive for each of the local markets.

Employees receive a competitive salary, may participate in short and long term incentive plans and participate in

relevant superannuation or pension plans

In addition we have structured objectives and development plans so employees can receive feedback on their performance and develop their skills to progress their career.

As we are a global business there are people to collaborate with and learn from both locally and internationally.

WHAT ARE THE MAJOR PERKS OF WORKING FOR ARISTOCRAT?

We are in the entertainment industry! One of the benefits is that we have the opportunity to try out our games in the office showroom and provide feedback on games in progress.

We participate in regular Town Hall meetings so we can understand how the business is performing and connect with global colleagues on our intranet chat.

CATEGORY: Large company (250+ employees)

COMPANY TITLE: Aristocrat Leisure Limited

COMPANY FOUNDED: 1953

PRIVATE OR PLC: PLC

EMPLOYEE NUMBERS: 2,000

HQ AND INTERNATIONAL OFFICES:

Global headquarters - Aristocrat Leisure, Australia. THE AMERICAS - Aristocrat Technologies Inc. Las Vegas, USA - South America, Aristocrat (Argentina), Buenos Aires, Argentina, South America. ASIA - Aristocrat (Macau), Macau - Singapore, Aristocrat Technologies, Singapore. EUROPE - Aristocrat Technologies Europe, Uxbridge, UK, Sweden - Aristocrat Lotteries AB, Stockholm. JAPAN - KK Aristocrat Technologies, Tokyo, Japan. NEW ZEALAND - Aristocrat Technologies NZ, Auckland, New Zealand. SOUTH AFRICA, Aristocrat Technologies Africa, South Africa

SUBSIDIARIES: n/a

ANNUAL TURNOVER/PROFIT 2012: For the nine months to 30 September 2012, Aristocrat announced a net profit after tax and non-controlling interest of A\$45.5 million, representing growth of 128.6%

AREAS OF BUSINESS: Gaming

ANNUAL MACHINE PRODUCTION BY VOLUME: n/a

REBUILDS/CONVERSIONS IN THE LAST 12 MONTHS: n/a

PRODUCTION FACILITIES SQ.M/SQ.FT: n/a

CORPORATE WEBSITES: www.aristocratgaming.com

BEST-SELLING PRODUCT OF 2012: Three main regional chart-toppers: NORTH AMERICA - Tarzan & Jane, Sherlock Holmes, Superman, Crazy Tax, Cash Express Gold Class and The Mummy.

AUSTRALIA - Phantom, Queen of the Nile, Big Red and Cash Express.

JAPAN - Black Lagoon and Kurrogane no Linebarrels

CEO AND MANAGEMENT TEAM: Jamie Odell, Chief Executive Officer; Toni Korsanos, Chief Financial Officer and Company Secretary; Atul Bali, President - The Americas; Trevor Croker, Managing Director, Australia and New Zealand; Jason Walbridge, Chief Supply Officer; Rich Schneider, Chief Product Officer; Mark Dunn, Executive Vice President & General Counsel; Gayle Philpotts, Global HR Director; Craig Billings, Managing Director - Strategy and Business Development

"We support our local communities through charitable contributions and volunteering partnerships. We get to attend industry showcases such as ICE, G2E and AGE and see the latest in our own and competitor offerings."

GAYLE PHILPOTTS,
Global Human Resources Director,
Aristocrat Leisure.

We work with smart, creative people in an organisation where we have challenges and complexities but our size means we are still able to make personal connections.

Our business places a huge emphasis on people - in our 2013 key performance objectives, 30% is dedicated and focused on People and Culture.

We work within a highly regulated environment and are proud of the ethical standards we hold ourselves accountable to. We support our local communities through charitable contributions and volunteering partnerships. We get to attend industry showcases such as ICE, G2E and AGE and see the latest in our own and competitor offerings.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING

INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER PERSPECTIVE - ARE YOU ABLE TO ATTRACT THE BEST CANDIDATES 'DESPITE' BEING INVOLVED IN THE GAMING INDUSTRY?

Helping people new to the industry understand the governance within which we operate and the high standard of ethics required to hold a gaming licence provides a level of comfort about the integrity and professionalism of both our business and the industry.

Many of the "perceptions" or more accurately misconceptions of the gaming industry are limited to certain global regions, where less favourable views are often derived from media coverage of the gaming industry from groups with an anti-gambling sentiment.

Interestingly the gaming sector is viewed quite favourably in many parts of the world such as Asia and America where it is seen as providing a genuine and fun form of entertainment as well as providing significant employment opportunities for thousands of people across a wide range of role types. While in India, gaming is not well known so they have no real understanding, good or bad, of what we do or who we are!

Most people are generally very interested to hear more about our business and the scope of the opportunity on offer and as we talk more about our business and the industry they can then form a view based on facts, rather than preconceptions.

Many companies in the gaming sector, including ours, are businesses with global scale and have roles with the complexity, challenge and excitement that top professionals are seeking.

We have been able to successfully attract talent to work for Aristocrat from some of the world's most well-known and respected brands outside of gaming.

HOW DO YOU PROMOTE EQUAL OPPORTUNITIES WITHIN THE COMPANY?

As an organisation we are committed to improving the diversity of our workforce. We have open and transparent vacancy postings - all roles are open to any employee to apply for- and selection is based on broad range of factors including but not limited to competency, skills, experience, past performance.

This year we are looking at programs and policies that will provide opportunities for growth and development, allow flexibility and leverage diversity to improve organisational capability.



"This year we are looking at programs and policies that will provide opportunities for growth and development, allow flexibility and leverage diversity to improve organisational capability."

GAYLE PHILPOTTS,
Global Human Resources Director,
Aristocrat Leisure.

WHAT ARE THE ROLES AND POSITIONS THAT YOU'RE CURRENTLY LOOKING TO FILL AND THE TYPES OF CANDIDATES AND RESUMES THAT YOU'D LIKE TO SEE?

The activities and projects that are priorities will determine the types of roles we are recruiting. The composition of our work force is quite diverse globally with roles spanning from IT/Technology, Game Design, Mathematicians, 3D Artists, Programing, Testing, Sales, Marketing, Logistics, Manufacturing, Finance, HR and Legal.

We are a business that is based on creativity, continues to deliver strong results and has an exciting future. We want talent that is keen to be a part of

this success. It certainly helps if people have an affinity with gaming and enjoy what the gaming sector is all about. Equally we are happy to recruit top talent from related job disciplines into our industry.

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH ARISTOCRAT?

As part of the 2013 employer branding project, we will be building a new global careers portal for interested candidates to learn more about Aristocrat and our vacancies. For now we encourage people interested to know more about Aristocrat to view our current active openings on our careers portal.
www.aristocratcareers.com

High quality Gaming Chips, Plaques, Jetons & Layouts



NEW



NEW FOR 2013
SEE YOU AT
THE BOOTH

Matsui's New Decal Plaque for 2013



Please visit the Matsui team at booth **#S10-541** at the International Casino Expo, Excel, London - **5th to 7th February 2013**.



Matsui Gaming Machine co.,LTD.

www.matsuiEurope.com
sales@matsuiEurope.com

Where Quality is a Sure Bet

◆MATSUI EUROPE	UNIT 11A, QUAYS REACH, CAROLINA WAY SALFORD, MANCHESTER M50 2ZY, U.K. TEL:44-161-736-9011 FAX:44-161-736-9002
◆TOKYO MAIN OFFICE	2-1-15 HIROO, SHIBUYA-KU, TOKYO 150-0012, JAPAN. TEL:81-3-5467-5211 FAX:81-3-5467-5217
◆MATSUI ASIA (MACAU)	11-V, CENTRO COMERCIAL DO GRUPO BRILHANTISMO, 181-187 ALAMEDA DR, CARLOS D'ASSUMPÇÃO MACAU. TEL: 853-2875-2830 FAX:853-2875-2831
◆M-G-M WORLD	1695-3 1MA718, JUNG WANG-DONG, SIHUNG CITY, KYUNGGI PROVINCE, 429-450 KOREA. TEL:82-31-431-8611 FAX:82-31-431-8638
◆MATSUI AMERICA	3301 SPRING MOUNTAIN ROAD, #20 LAS VEGAS, NEVADA 89102. TEL:1-702-220-4911 FAX:1-702-248-4511



Bally Technologies

Established: 1936

Website: www.ballyTech.com

Employees: 3,300

Company size: Large

Areas of business: slots, systems, interactive

Private/PLC: PLC

COULD YOU DESCRIBE THE CORPORATE CULTURE AT BALLY?

People Focused. Technology Driven. Bally Technologies has more than eight decades of experience developing innovative gaming products and systems for the global gaming industry. There is only one reason we have been in the business this long – innovation. There is only one reason we continue to innovate – our team. Bally is committed to delivering the innovation of tomorrow's gaming experience to our customers and players today.

A GREAT PLACE TO WORK BECAUSE?

Bally Technologies is a Company that takes care of its customers, externally and internally. The culture generated here creates an atmosphere which encourages teamwork, praise, and recognition. People are recognized for their hard work and are rewarded for a job well done. Bally is on the forefront of innovation and constantly encourages its employees to grow and learn, while maintaining a healthy balance of life and work.

THE BEST THING ABOUT THE COMPANY?

Bally provides a variety of programs for employees, including healthy living programs, financial planning seminars, and leadership training to keep employees



MICHAEL D. BERTETTO,

International Marketing Manager, Bally Technologies.

Bally Technologies is always seeking people eager to work in an innovative environment with positions available in hardware and software engineering, multimedia, mobile app development, sales, project management, and other exciting areas

engaged in the workplace. Additionally, every office holds social gatherings and events to keep morale high. Holiday celebrations and company picnics off and on property often include themed food, DJs, games, and contests with prizes. Some offices also run sporting and talent competitions for employees.

EMPLOYEE PERKS?

Bally offers a comprehensive benefits package that provides protection for participant's health and financial security. Health insurance plans offer packages that allow employees to have a range of flexibility in their ability to choose doctors, co-pay amounts, deductible limits, and places of treatment. Benefits include the Flexible Spending Accounts, which allows employees to set aside pre-tax dollars annually to cover unreimbursed medical costs and daycare expenses. Bally offers courses year round that give employees the opportunity to learn healthy living habits and improve their health, including healthy eating seminars, smoking cessation classes, and weight-loss programs. Bally is working diligently toward promoting work/life balance as well as build a great family-friendly atmosphere.

Bally has multiple in-house programs that

provide learning opportunities for employees on various levels. Two in-house programs: Bally eLearning and the Bally Technical Training Academy offer professional development courses that cover topics including Microsoft Office suite applications, conflict resolution, and business writing, among many others. A third program, called Leadership in Excellence, offers employees in management the opportunity to participate in a one-year program that includes management training and mentoring. The program is offered to employees globally and pairs them with mentors from different departments. Bally employees are also offered multiple paid holidays, savings plans, and educational reimbursement which vary by country.

CURRENTLY HIRING?

Bally Technologies is always seeking people eager to work in an innovative environment with positions available in hardware and software engineering, multimedia, mobile app development, sales, project management, and other exciting areas

APPLICATIONS TO:

Visit www.BallyTech.com/careers for the latest job postings and to submit your resume.

BALLY TECHNOLOGIES

CATEGORY: Large company (250+ employees)

COMPANY TITLE: Bally Technologies, Inc.

COMPANY FOUNDED: Raymond T. Moloney founded Bally as a pinball manufacturer in Great Depression-era Chicago, Illinois. The Company started producing slot machines in 1936, making Bally the world's oldest slot machine manufacturer.

PRIVATE OR PLC: In 1975, Bally became the first gaming company to be publically traded on the New York Stock Exchange. Bally trades under the stock symbol BYI.

EMPLOYEE NUMBERS: 3,300

HQ AND INTERNATIONAL OFFICES: Bally is headquartered in Las Vegas, Nevada and maintains more than 25 offices around the world including: Amsterdam, Buenos Aires, Macau, Mexico City, Singapore, South Africa and Sydney.

SUBSIDIARIES: None

PROFIT 2012: Revenue for the fiscal year ending June 30, 2012 was \$880 million

AREAS OF BUSINESS: Electronic gaming machines, casino systems, and interactive/online solutions

NUMBER OF MACHINES SOLD IN 2012: More than 16,000, not including software conversion kits

PRODUCTION FACILITIES SQ.M/SQ.FT: 13,935-square meters/150,000-square foot plant in Las Vegas

CORPORATE WEBSITE: BallyTech.com

TOP PRODUCT OF 2012: Michael Jackson King of Pop video slots

CEO AND MANAGEMENT TEAM: Ramesh Srinivasan, CEO and President; Gary Kapral, Senior VP, Human Resources; Neil Davidson, CFO; John Connelly, VP Business Development; Bryan Kelly, Senior VP, Technology; Mark Lerner, Senior VP, General Counsel.



Casino Technology

Established: 1999 **Website:** www.casino-technology.com
Employees: 500+ **Company size:** Large
Areas of business: slots, systems, interactive **Private/PLC:** Private

COULD YOU DESCRIBE THE CORPORATE CULTURE AT CASINO TECHNOLOGY?

"Today, business success increasingly depends on its ability to quickly take advantage of new opportunities and challenges of a dynamic environment. Casino technology recognizes the importance of having talented and motivated employees and focuses on creating a dynamic and collaborative working environment, providing constant opportunities for personal and professional growth," Cvetoslav Yotov, HR Manager. "The corporate culture attracts professionals from around the world, providing ground for development of young talents and growth from within. It invests into further professional qualification of its employees, offers additional classes and certifications, stimulates creativity and promotes innovation."

"Recently the Company policy is focused on expanding the territories in the online sector, finding new partners to meet the ever increasing demands of the gaming industry as well as seeking new opportunities to promote business."

Ivan Tzankarsky, Executive Director: "The development of gaming graphics provides unlimited opportunities for creativity and is a real challenge to the imagination of the artist."

"The continuous innovation in computer technologies allows for the use of the latest technological advances in the field of the high quality graphics, animation, 3D, and multi channel sound. This is why it becomes a very attractive territory, giving scope for the expression of the character and talent of the artists."

IVAN TZANKARSKY,
Executive Director,
Casino Technology.

"The continuous innovation in computer technologies allows for the use of the latest technological advances in the field of the high quality graphics, animation, 3D, and multi channel sound. This is why it becomes a very attractive territory, giving scope for the expression of the character and talent of the artists. At the same time, entering of online entertainment in the gaming industry enables programmers to develop software for a variety of platforms, including computers, specialized PCs, phones, tablets, using and follow the latest technological advances, which is a challenge for every IT professional."

A GREAT PLACE TO WORK BECAUSE?

Casino Technology is a great place to work because it combines the advantages of a modern high-technological corporation with the atmosphere of creativity, humanness and inspiration.

Led by the very nature of the gaming industry the management develops the company giving space for the expression of talents of people with diverse interests, open minds, initiative and imagination.

Artists, composers, mathematicians, IT specialists, engineers, and industrial designers work together in creative

symbiosis and daily challenges.

The creative and original approach is clearly visible on the end product of their common work - these are games that excite and amuse the players and bear the impeccable mark of originality of the Casino Technology brand.

THE BEST THING ABOUT THE COMPANY?

Although the company has grown in just 10 years to a leading international Top 10 world manufacturer, employing 500+ persons, achieving global markets presence with product distributed on 5 continents, Casino Technology has managed to keep this feeling of coziness and personal attitude to its employees, letting them always feel as a part of the family no matter how far from the HQ they are or in which part of the world they work.

This is a company where each one person is known by its first name to the Top management and none is just a statistical unit. The personal story and contribution of everyone is equally important to the common success of Casino Technology.

CURRENTLY HIRING: Junior C/C + + Programmer; Quality Assurance Engineer
APPLICATIONS TO: hr@casino-technology.com

IGT

Established: 1950's

Website: www.IGT.com

Employees: 4,600

Company size: Large

Areas of business: slots, systems, interactive

Private/PLC: PLC

COULD YOU DESCRIBE THE WORKING CULTURE AT IGT?

IGT is a company that sits between the technology and entertainment industries. We strive to have an open and down to earth work environment in which people feel empowered to do their best work. Employees are encouraged to collaborate and interact with their colleagues, wherever they may be across the globe. IGT breeds a culture of innovation – this is imperative as we strive to develop and deliver cutting edge and market leading products.

IGT is a technology company, pursuing similar goals to Google or Apple and consequently puts a great deal of emphasis on product development. Consequently, R&D, manufacturing, logistics, games studios, services, sales and corporate functions all exist side-by-side within the organisation. This is across both hardware and software; physical games and online (bricks and clicks).

COULD YOU DESCRIBE THE WORKING ENVIRONMENT YOU'RE LOOKING TO FOSTER?

The working environment is one of fun. People are encouraged to let their personal aspirations drive themselves and the company forward. We look for self-starters and people that can be part of a physical or a virtual team. We also value diversity in thought and team members who are strong collaborators.

While we are headquartered in the US, we are very aware of our teams across the globe. We ensure that every individual and every team is equally represented and incorporated into the global structure of the company. IGT is also generally a very friendly company to work for. We employ enthusiastic people who want to succeed but who also want to help others to learn and develop.

HOW LONG DO AVERAGE EMPLOYEES STAY WITH THE COMPANY?

We have people with significant tenure. IGT was founded 31 years ago and we have a good number of employees with well over 25 years of service. A five to 10 year tenure is pretty common for the company.

MARK COOPER,
Director
International
Human Resources,
IGT.

We always say that 'good people know good people,' and with the success of our employee referral programs, our people demonstrate time and again that they are our best ambassadors in attracting talent to our company.

"We have people with significant tenure. IGT was founded 31 years ago and we have a good number of employees with well over 25 years of service. A five to 10 year tenure is pretty common for the company."

MARK COOPER,
Director
International
Human Resources,
IGT.



With over 5,000 employees globally, we try to ensure we keep things local and people feel part of a local team as well as a global family. I think the techno speak is 'glocal' – and we try to make it real for people. We also help our talent to move around the globe. This not only helps open new markets, but allows us to take on a bigger role in established markets or undertake new challenges. Employee mobility is a key advantage for us.

WHAT ARE YOUR EXPECTATIONS OF NOT JUST CANDIDATES, BUT OF YOUR EMPLOYEES? HOW DO YOU ACCESS YOUR STAFF?

IGT is a high tech company. We expect our candidates to be highly accomplished in their expertise and to have a passion for what they are creating, whether that is the games or the technology powering them.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

We attract people by being the leading company in our sector of the gaming industry. Through our constant engagement with our staff, we know

what lies within each employee. This ensures that we keep our people engaged and that they get to diversify and grow along with the evolving needs of the business. It also means that they enjoy working at IGT.

We always say that "good people know good people", and with the success of our employee referral programs, our people demonstrate time and again that they are our best ambassadors in attracting talent to our company.

However, the high tech nature of our industry and our focus on cutting edge technologies means we have also been successful at recruiting out of well-known IT companies, telco companies and games companies - as well as other industries. This demonstrates that IGT holds a definite value proposition for both our existing employees and potential candidates.

WHAT ARE THE EMPLOYEE BENEFITS?

These obviously vary depending on the country in which we are operating. We aim to offer competitive salaries and benefits to attract the best people.



WHAT ARE THE MAJOR PERKS?

Knowing that you are working at the forefront of an industry and developing cutting edge technology is a real perk. Of course, seeing your work in virtually every land based casino, and online and social casino in the world is also a great feeling.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER PERSPECTIVE?

IGT, as well as the other major gambling brands, such as MGM, Wynn etc., are all listed companies, consequently candidates understand we are regulated brands like any other.

We are primarily a high tech organisation working in a vertical market that happens to be gaming. The development of technology and the quality of our staff is comparable to that in an investment bank. We employ software designers, hardware designers, games designers, mathematicians (to work on game algorithms) as well as all the other skills you would find in other companies. The

OUR PEOPLE DEMONSTRATE TIME AND AGAIN THAT THEY ARE OUR BEST AMBASSADORS IN ATTRACTING TALENT TO IGT.

IGT brand is not a household brand in many parts of the world, but people from major companies across the gaming and technology industries, amongst others, have been keen to join. Once we get this through to candidates, there are few that walk away because of the industry. We are IT but just a lot more fun.

HOW DO YOU PROMOTE EQUAL OPPORTUNITIES WITHIN THE COMPANY?

When your CEO is a female in what can seem like a male dominated industry, it helps! We are fortunate that we have senior female leaders across many aspects of our business, from HR and marketing to R&D, legal and sale. We value diversity

CATEGORY: Large company (250 + employees)

COMPANY TITLE: IGT

COMPANY FOUNDED: 1950's - public in 1981

PRIVATE OR PLC: PLC

EMPLOYEE NUMBERS: 4,600

HQ AND INTERNATIONAL OFFICES: HQ: Reno, US; Intl Offices: Netherlands, Iceland, UK, Latvia, Spain, South Africa, US, Mexico, Argentina, China, Macau, Philippines, Singapore, Australia, New Zealand

SUBSIDIARIES: DoubleDown

ANNUAL TURNOVER/PROFIT 2011: \$530m profit/ \$1.96bn revenue

AREAS OF BUSINESS: Land-Based Games, Online & Mobile Games

PRODUCTION FACILITIES SQ.M/SQ.FT: Reno, 800,000 Sq Ft; Las Vegas, 270,000 Sq Ft

CORPORATE WEBSITES: <http://www.igt.com/>

CEO AND MANAGEMENT TEAM: Patti Hart, CEO; Eric Berg, President; Patrick Cavanaugh, CFO; Robert Melendres, CLO.

"We are fortunate that we have senior female leaders across many aspects of our business, from HR and marketing to R&D, legal and sale."
MARK COOPER.

that brings throughout our company. We look to place the best people in the right jobs, regardless of their nationality, gender, race, etc.

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH IGT?

<http://www.igt.com/company-information/careers.aspx>

SPIELO International

Established: 1990

Website: www.spielo.com

Employees: 2,100+

Company size: Large

Areas of business: slots, systems, VLTs, online

Private/PLC: PLC

COULD YOU DESCRIBE THE WORKING CULTURE AT SPIELO INTERNATIONAL - THE WORK-LIFE BALANCE AND THE MEANING OF THE 'CULTURE OF INNOVATION'?

Innovation isn't a buzz word at SPIELO International – it is the backbone of our business. In fact, we have received a number of innovation accolades; most recently we received the Excellence in Fostering Innovation Award from the Government of New Brunswick to recognize our leadership in advancing innovation and support of innovation in our province.

Innovation is ingrained in our culture at SPIELO International. Since our inception more than 20 years ago, we have leveraged innovative ideas and concepts originating from throughout our organization, combined with an extensive market validation process to help design market-leading products. We have also shown vision in commercializing innovation, as many of our successful products are patent-based and patent-protected. Most products being sold and shipped by the company today did not exist three years ago. Our partnerships with researchers, academics, and multiple levels of government have enabled us to push the envelope on new product development and continue to yield tangible commercial successes.

Innovation is not the sole purview of a single department, but we encourage grassroots collaboration and idea-sharing across the organisation. An excellent example is our ideaWorks program, where every employee is encouraged to share ideas via an online form. Submitters of ideas that are judged to be of significant value to the company are awarded a cash prize. Ideas are saved in a database and prioritised for development or implementation, which may qualify employees for a larger cash prize if it eventually becomes commercially successful.

While our employees are dedicated and hard-working, we also promote a healthy work-life balance at SPIELO International:

PAUL ROWAN,
Vice-President of
Human Resources
and Organisational
Development,
SPIELO International.

"Employees tell us time and again that the prospect of a casual working environment where they are encouraged to maintain the importance balance of home life with career is one of the reasons they chose to work for our company. This balance is encouraged in formal policies, such as paid time off permitted for family events (e.g. a child's first day at school) or charitable activities, as well as allowances on a case-by-case basis."



indeed, it is one of the selling points of our company. Employees tell us time and again that the prospect of a casual working environment where they are encouraged to maintain the importance balance of home life with career is one of the reasons they chose to work for our company. This balance is encouraged in formal policies, such as paid time off permitted for family events (e.g. a child's first day at school) or charitable activities, as well as allowances on a case-by-case basis.

PEOPLE SWITCHING ROLES - HOW LONG DO AVERAGE EMPLOYEES STAY WITH THE COMPANY?

Our turnover is pretty low: in fact, it's almost half of the industry average. We're fortunate that we don't share in the fate of many technology companies who have significant turnover rates. More than half of our employees have been with us for five years or more, with a significant number at eight years-plus of service. SPIELO International presents long

service awards at five, ten, fifteen, and twenty year milestones. That's quite an accomplishment, particularly as our company itself is only just over twenty years old.

WHAT ARE THE OPPORTUNITIES FOR JOB-BASED TRAINING SCHEMES AND FOR POST-GRAD SCHEMES OFF-SITE?

We are a performance-based culture, and this means we attract motivated employees who are keen to develop and further their education. To support these ambitions, we sponsor training in various forms: online training, in house training, certification, and seminars. Employees who attend off-site training are paid for their time.

We also have a tuition reimbursement program for employees who undertake relevant studies. Several of our employees have taken advantage of this to get their MBA, for example.

DO YOU WORK WITH EDUCATION FACILITIES

IN REGARDS TO BURSARIES, TRAINING PROGRAMMES WITHIN LOCAL SCHOOLS/UNIVERSITIES TO ATTRACT/SUPPORT STUDENTS?

We maintain both formal and informal relationships with educational institutions in our local office areas, from public school to university level. Perhaps our most noteworthy partnership is when we partnered with two community colleges in Canada to address a skills shortage of specially-trained Information Technology professionals.

In 2010, we worked with the community colleges to create the Information Technology Gaming Experience Development program, which addresses the growing need for gaming industry professionals with specialised IT skills. We continue to support the two-year program of study by providing paid work terms, hiring pledges, and tuition rebates. We also hired the majority of the first graduating class in our Moncton, New Brunswick, Canada office, and we're welcoming current students for their work placements. This program has been so successful that we recently announced a new industry partner and increased class sizes.

WHAT ARE YOUR EXPECTATIONS OF NOT JUST CANDIDATES, BUT OF YOUR EMPLOYEES? HOW DO YOU ASSESS YOUR STAFF?

There are a number of qualities that we look for in current and prospective employees, including:

- Professionalism and Motivation – up-to-date knowledge and the capability to apply this knowledge,
- Responsibility and Integrity – results within set timeframe; ownership of duties/tasks and accountability,
- Commitment – to personal and Company targets and objectives,
- Trust and Respect – for both internal colleagues and external customers,
- Team Work – collaboration and innovation are required in all roles,
- Communication – a must, particularly as we work internationally.

We look for evidence of the foregoing list of "soft skills" in all our candidates, whether they're applying for a game development or a quality assurance post, or anything in between. Additionally, as you would expect, we also look for technical, job-specific skills relevant to that particular role.

Assessment is carried out on an on-going basis, with formal reviews mid-year as well as at year end. The scheduled reviews allow employees to assess where they've excelled in the preceding months, and also to set stretch goals for the upcoming year. Those who meet and exceed their agreed performance goals are eligible for wage increases and/or bonus payments.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

SPIELO International offers exciting and dynamic careers in the gaming industry. With offices located around the world and opportunities in diverse fields, there's a variety of fun and challenging roles for motivated people. We offer an excellent package of benefits and perquisites to retain the excellent people that we hire (see next question for details).

In all of our global offices, we use a variety of techniques to find those star employees, such as: social media recruitment initiatives (LinkedIn, Facebook, and Twitter); increased engagement with local and national educational institutions; increased bonus awards; newly launched employee referral program (offering cash rewards to employees who recommend successful candidates); encouraging upward mobility and additional opportunities for successful employees; offering work/life balance, employee events, continuing education and all the other benefits available at SPIELO International.

THOSE WHO MEET AND EXCEED THEIR AGREED PERFORMANCE GOALS ARE ELIGIBLE FOR WAGE INCREASES AND/OR BONUSES.

Other techniques that have been successfully used by some of our offices include: involvement with government organisations and NGOs to potentially place referred candidates; specialised career fairs and advertising focused towards the technology sector, both local and offshore; support of local user groups and technological interest groups; and participation in and sponsorship of local events.

As collaboration is important to us, we are sharing best practices to implement these strategies across all of our office

CATEGORIES: Large Companies (250+ employees)

COMPANY TITLE: SPIELO International

COMPANY FOUNDED: 1990

PRIVATE OR PLC: PLC. SPIELO International is 100 percent owned by Lottomatica Group, which is traded on the Italian stock exchange as LTO.

EMPLOYEE NUMBERS: 2,100+

HQ AND INTERNATIONAL OFFICES: Major offices located in Belgrade, Serbia; Gibraltar; Graz, Austria; Hyderabad, India; Las Vegas, Nevada; Lima, Peru; London, UK; Luebecke, Germany; Monaco; Moncton, Canada; Rome, Italy; Stockholm, Sweden; Warsaw, Poland; and Växjö, Sweden

SUBSIDIARIES: None.

AREAS OF BUSINESS: SPIELO International is a world leader in the design, manufacture and distribution of top-performing games, cabinets, central systems and associated software for legal gaming markets around the world. It offers a complete range of end-to-end gaming products for diverse gaming segments, including distributed government-sponsored markets, commercial casino markets, Amusement with Prize (AWP) markets, and interactive and sports betting markets.

ANNUAL MACHINE PRODUCTION BY VOLUME: 20,000+ gaming machines in 2012; similar volumes planned for 2013

REBUILDS/CONVERSIONS IN THE LAST 12 MONTHS: less than 1,000

PRODUCTION FACILITIES SQ.M/SQ.FT: 34,000sq.ft / 3,100sq.m

CORPORATE WEBSITE: www.spielo.com

BEST-SELLING PRODUCT OF 2012: For International Casino our diversity multigame with its numerous game suites has been the best selling product across Europe, South Africa, and Latin America. In Casino Systems, CRYSTAL.net floor network platform with its wide range of modular GALAXIS applications, providing end-to-end solutions for casino operations, has been very popular. Furthermore, we've experienced increased demand for our SYSTEM2Go packaged on-line slot floor management solution for smaller, multi-site slot floors and slot halls.

CEO AND MANAGEMENT TEAM: CEO: Walter Bugno, Bob Arena, Deputy General Counsel, William Scott, VP Commercial Operations, Lavaz Watson, VP & CFO SPIELO International, Robert Jones, VP & General Counsel, Rachel Barber, CTO SPIELO International, Don Doucet, VP Business Strategy & Development, Sylvia Dietz, Sr. Director Global Marketing, Brendan Linden, CTO G2.

2011 REVENUE: €279million

"SPIELO International offers exciting and dynamic careers in the gaming industry. With offices located around the world and opportunities in diverse fields, there's a variety of fun and challenging roles for motivated people."

PAUL ROWAN,
Vice-President of Human Resources and Organisational Development,
SPIELO International.

locations. Additionally, we often route candidates from one office to our other locations: careers are grown on a global basis.

WHAT ARE THE EMPLOYEE BENEFITS AND PERKS OF WORKING FOR SPIELO INTERNATIONAL?

We're happy to shout about the many benefits of working for SPIELO International, which includes company-wide initiatives as well as location-specific perks. To name a few:

- Industry-competitive salaries
- Eligibility for extended group benefits
- Employment equity and workplace



diversity: multi-national working environment

- Relaxed working atmosphere
- Work/Life balance encouraged
- Activities led by employees for employees, and team building events
- Conferences, professional development, corporate discounts, and other perks
- Free parking, onsite cafeterias, and fitness facilities in some locations
- SPIELO International is a Green company (environmentally aware)
- Opportunities for internal promotion on a global scale
- We are community-oriented and support various charities around the world.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER PERSPECTIVE - ARE YOU ABLE TO ATTRACT THE BEST CANDIDATES 'DESPITE' BEING INVOLVED IN THE GAMING INDUSTRY?

This hasn't been a problem for us. It would seem that candidates who apply for roles with us self-select, so we've never had any issues arise. SPIELO International has highly-skilled employees with backgrounds in a variety of different

PopCap Games' Plants Vs. Zombies is just one of the innovative titles from SPIELO International.

"Twenty-five percent of SPIELO International's employees are women, holding positions such as VP of Technology and CTO, Senior Director of Game Development, Engineers, Software Developers, etc. SPIELO International is committed to equal opportunity in employment and a work environment that values workplace diversity and respect for all employees."

PAUL ROWAN,
Vice-President of Human Resources and Organisational Development, SPIELO International.

HIGH FLYERS ARE ATTRACTED TO A PLACE WHERE THEY CAN EXCEL, AND WE HAVE FUN, CREATIVE WORKING ENVIRONMENTS.

industries. Many of our employees start their careers somewhere else, and then apply to us because of our reputation for excellence and many perks. We have employees who began in IT, programming, insurance, and outsourcing, to name a few backgrounds.

We are far more than just our product. High flyers are attracted to a place where they can excel, and we have fun, creative working environments that are also technical and challenging. We're good corporate citizens, both environmentally and socially, and we are respected by and involved in our local communities. In our office locations, we have positive reputations. This word of mouth and networking helps us to attract skilled people within the geographic area.

WHAT ARE THE SPECIFIC OPPORTUNITIES FOR WOMEN WITHIN THE COMPANY?

Every employee is offered the same opportunities within our organisation,

based on performance, skills, and career aspirations. Additionally, SPIELO International will treat equally individuals with disabilities, members of visible minorities, and women in non-traditional jobs in the application, hiring, and employment process.

Twenty-five percent of SPIELO International's employees are women, holding positions such as VP of Technology and CTO, Senior Director of Game Development, Engineers, Software Developers, etc. SPIELO International is committed to equal opportunity in employment and a work environment that values workplace diversity and respect for all employees.

WHAT ARE THE ROLES AND POSITIONS THAT YOU'RE CURRENTLY LOOKING TO FILL AND THE TYPES OF CANDIDATES AND RESUMES THAT YOU'D LIKE TO SEE?

In general, we are always on the lookout for quality Game Designers, Software Developers, Graphic Artists/Animators, Mathematicians, Business Analysts, Mechanical Designers, Product Managers, Project Managers, QA Testers, and Compliance Specialists.

For the most up-to-date listing of current role openings, visit our website at: www.spielointernational.com/careers

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH SPIELO?

www.spielointernational.com/careers

e-gaming
server based games



Multi-Lotto CLS is one of the most versatile and flexible gaming platforms that allows to meet any legislative requirements of emerging gaming markets. The platform is designed to support both land-based machines (VLT, SSGM, SSGM, FOBT) and mobile (iOS, Android) and web-based (Flash, HTML5) applications.

Multi-Lotto VLT is E-gaming's most successful product to date, with over 15,000 VLTs installed internationally. It offer more than 60 world-class casino games, which are now also available on mobile devices and online platforms.

WMS Industries

Established: 1943

Website: www.wms.com

Employees: 1,774

Company size: Large

Areas of business: slots, VLTs, interactive

Private/PLC: PLC

COULD YOU DESCRIBE THE CULTURE AT WMS - THE WORK-LIFE BALANCE AND THE MEANING OF THE 'CULTURE OF INNOVATION'?

Driving our culture of innovation is a set of central core values – integrity, respect, quality, innovation and passion –our guiding principle, Excellence. WMS is an exciting place to work, not just because we are in the gaming industry, or because we develop high-tech platforms, but because we employ a diverse team who love what they do... In fact, we encourage them to maintain work life balance and have fun with their friends and families!

At work, we organise fun activities, stage after-hours events, and encourage employees to share their talents with the entire team. Recently, we kicked off a new "fun" series called "Artists Among Us," the first of which included a performances by classically-trained concert pianists and a nationally renowned musician, all of which are WMS team members. We also organise softball and soccer tournaments, and bring people together to have fun and be part of the community that plays and works hard. It's key that everyone participate in the fun, including our executive team.

Fun also means giving back to the local community, and we do that through volunteer work, individually and as teams. Together, we build better people to drive a better business and create a better world.

We support employees with a generous paid leave policy, as well as "Thank You Days," so that they can spend quality time with their families. For example, in July 2012 we closed the offices for a full week in recognition of employees' efforts over the previous financial year. We want to give people time to be back with their families. People can at times drive themselves hard on projects and forget to take care of themselves – so health and wellness is an important focus. To counter this, we promote personal health by

JANICE RIKE,
SVP Human Resources and Information Technology, WMS Gaming.

"Fun also means giving back to the local community, and we do that through volunteer work, individually and as teams. Together, we build better people to drive a better business and create a better world."

"Our game design studios allow designers to collaborate with artists, engineers and programmers on the next great WMS products. These are open environments, with relaxation areas adjacent to working spaces. In our new café, staff can play a wide variety of console games, foosball and ping pong ball to relax, and enjoy gourmet quality food."

JANICE RIKE,
SVP Human Resources and Information Technology, WMS Gaming.



offering a subsidised personal training program during and after work hours, supplemented by Zumba and yoga instruction, which is really popular with the team. For many of our employees, this is more than a job... it's a life-style.

COULD YOU DESCRIBE THE WORKING ENVIRONMENT AND THE CHICAGO CAMPUS?

At our Chicago Technology Campus, we have six buildings, including the Technology Development Center. It's a gorgeous facility that houses 200 employees and was purpose-built with our staff in mind. We invested quite a bit of time, energy and expense testing a wide variety of work environments before beginning construction. Today, our game design studios allow designers to collaborate with artists, engineers and programmers on the next great WMS products. These are open environments, with relaxation areas adjacent to working spaces. In our new café, staff can play a wide variety of console games, foosball and ping pong ball to relax, and enjoy

gourmet quality food. The building also has state of the art video conferencing capabilities, and an auditorium that will seat up to 180 employees. The development center lends itself to creating a better community; over time, we will renovate space in the older buildings as we execute on our campus master plan.

HOW LONG DO AVERAGE EMPLOYEES STAY WITH THE COMPANY?

This year, we honoured our longest serving employee, who retired with 46 years of service. She started during the pinball machine era and worked until this year (2012). Many employees have been part of the WMS family for more than 20 years.

The average length of service at WMS is five to six years—although the numbers don't tell the whole story. A large percentage of our employees, 20-30 per cent, were hired between 2007-09; and as you know, the last few years have been especially challenging for the casino industry. Even so, we are hiring at 10

percent each year, and our voluntary turnover over the last five years is under six percent—which is especially low, in any industry.

Our new positions are posted internally first, and we encourage the employee's to move into different roles within the company. We do this in a number of ways. First, employees can fill out development plans and assessments in relation to specific job competency criteria. Second, they can review which competencies are required for each role and assess themselves against the criteria. From there, the employee determines what he/she needs to do to take on a particular role within the company. WMS University, our training and development center, offers on-site training (classroom and web-based) and job-shadowing opportunities, so the employee may build the required competencies for the next role.

WHAT ARE THE OPPORTUNITIES FOR JOB-BASED TRAINING SCHEMES AND FOR POST-GRAD SCHEMES OFF-SITE?

WMS offers job-based and post-graduate schemes to employees. Each new staff member is required to participate in two full days of orientation and 24 hours of online training in the history and culture of the company. In addition, we stage a variety of seminars; for example, recently we offered a "Learn to Be Safe during the Holidays" program, led by local law enforcement officials, to a sell-out crowd. We also encourage participation in external seminars and conferences, as well as reimburse course study in pursuit of a relevant bachelor's or advanced degree. As part of our sponsored annual paid graduate studies program, we support up to three employees per year with full tuition reimbursement. This program is fully supported by the executive committee, which reviews the value the employee's continued education will bring to the company and individual career growth.

COULD YOU DESCRIBE THE WMS UNIVERSITY - ITS GOALS AND ITS CURRENT OFFER TO EMPLOYEES?

WMS University offers web-based and classroom training—this allows the employee to schedule training that best suits his or her learning style and work schedule. The overall training goal is to improve performance across the organisation through the delivery of information about our platforms, technologies and the regulatory environment. We also encourage employees to take at least 32 hours of training each year. Some of these are certificate courses are focused on

compliance and regulatory issues, others are for personal development. If our immensely talented organizational and development team does not currently have the skills required to deliver top-notch training, we'll bring in local experts.

DO YOU WORK WITH EDUCATION FACILITIES IN REGARDS TO BURSARIES, TRAINING PROGRAMMES WITHIN LOCAL SCHOOLS/UNIVERSITIES TO ATTRACT/SUPPORT STUDENTS?

Yes, in fact, we have a programme with Carnegie Mellon University which offers student teams the opportunity to work on WMS' advanced research and develop projects as part of their course study. We also have a very strong summer internship program, and many of the students stay with us after completing their program. In summer 2012, we

IN JULY WE CLOSED THE OFFICES FOR A FULL WEEK IN RECOGNITION OF EMPLOYEES' EFFORTS OVER THE YEAR.

welcomed approximately 20 students to WMS. Recently, we hired a full time campus recruiter to enhance our college/university graduate and internship programmes. Already we have a high conversion rate for interns as part of a much focused new talent drive, and we are working with great universities with specialised game development and graphic artist programmes.

WHAT ARE YOUR EXPECTATIONS OF NOT JUST CANDIDATES, BUT OF YOUR EMPLOYEES? HOW DO YOU ASSESS YOUR STAFF?

We look at a couple of things - we value diversity as we believe it helps us make better games. The different backgrounds of our employees, the skill sets and experiences combine to make us stronger. We look for employees who share our core values and assess performance based on the value set. We also look at the unique skills of the individuals and look to learn from that experience to bring something new to the company. We run coaching programmes to leverage tools and skills for team building, including directors and above in the process, and integrating at all levels to achieve specific goals.

CATEGORY: Large company (250 + employees)

COMPANY TITLE: WMS Industries Inc.

COMPANY FOUNDED: WMS traces its roots as far back as 1943, to the Williams Manufacturing Company, founded by Harry E. Williams. However, the company known today as WMS Industries was formally founded in 1974 as Williams Electronics, Inc.

PRIVATE OR PLC: PLC

EMPLOYEE NUMBERS: 1774 (non-union and union, all locations worldwide)

HQ AND INTERNATIONAL OFFICES: Waukegan (Corporate Headquarters); Buenos Aires, Argentina; Pune, India; Huixquilucan, Mexico; London, UK; Macau, China; Randjiespark, South Africa; Ultimo, Australia Barcelona, Spain

SUBSIDIARIES: WMS Gaming, Williams Interactive, among others.

ANNUAL TURNOVER/PROFIT 2012: Annual Turnover was \$690 million for FY '12, up from \$540 million in FY '07, and Net Income was \$64 million.

AREAS OF BUSINESS: WMS serves the gaming industry worldwide by designing, manufacturing and marketing games, video and mechanical reel-spinning gaming machines, video lottery terminals and in gaming operations, which places leased participation gaming machines in legal gaming venues. The Company also develops and markets digital content, products, services and end-to-end solutions that address global online wagering and interactive social, casual and mobile gaming opportunities.

ANNUAL MACHINE PRODUCTION BY VOLUME: WMS sold and shipped approximately 21,000 new gaming machines in FY '12 and currently has more than 125,000 Bluebird, Bluebird2 and Bluebird xD gaming machines installed in casinos worldwide; with another 9,600 installed participation gaming machines in its footprint.

REBUILDS/CONVERSIONS IN THE LAST 12 MONTHS: Game conversion kit sales rose in FY '12 to nearly 20,000 games, reflecting the success and popularity of the latest games.

CORPORATE WEBSITES: www.wms.com; www.williamsinteractive.com

BEST-SELLING PRODUCT OF 2012: Based upon its Player Driven Innovation focused approach in its product development efforts, WMS achieved significant success with its new Colossal Reels and G+ 5X4 games in FY '12; and at G2E demonstrated more new games based on more new math models than ever before across a total of five cabinets, including its new Blade™ upright cabinet and its participation-dedicated Gamefield xD cabinet, along with its new My Poker video poker product, all of which received highly favorable casino operator feedback.

CEO AND MANAGEMENT TEAM: Brian R. Gamache, Chairman & CEO, WMS Industries, Orrin J. Edidin, President, WMS Industries, and President & CEO, Williams Interactive, Ken Lochiatto, EVP & COO, WMS Industries, President & COO, WMS Gaming, Scott Schweinfurth, EVP, CFO & Treasurer, WMS Industries, Larry J. Pacey, EVP & Chief Innovation Officer, WMS Industries

REGIONAL MARKET SHARE: EMEA (%) - SE Asia (%) - USA (%) - Latin America (%) - NA

"We encourage employees to take at least 32 hours of training each year."

JANICE RIKE,
WMS Gaming.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

At WMS, we offer competitive wages and extensive programmes that reward performance. We offer a spot-bonus programme, rewarding our employees for

the extraordinary, out of the box things that they do, outside of their regular roles and responsibilities. We recognise the innovators of the year, giving awards to individuals and providing strong benefits for those excelling in their roles.

It's also interesting looking at the employee surveys, in which some of the benefits our employees' rate the highest are the fun elements of the workplace. If you want to play pool during the day, then go and play and have fun. Go out and have something to eat, play basketball and volleyball - you can work and relax at WMS. Not everyone can work a regular 9-5 job, so we offer flexible hours so that employees with children can spread their time, starting and finishing at different periods of the day. It's something that helps us to attract and retain employees.

WHAT ARE THE EMPLOYEE BENEFITS?

These days, most employers offer medical, prescriptions, insurance, savings plans, and et cetera. We do the same, while also offering tuition reimbursement, a wellness programme, personal fitness training, a dry-cleaning service and even pet insurance. There is so much more and we try to offer a wide set of benefit to help all our employees.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER PERSPECTIVE - ARE YOU ABLE TO ATTRACT THE BEST CANDIDATES 'DESPITE' BEING INVOLVED IN THE GAMING INDUSTRY?

Actually, people are very excited to work with a gaming company - it is a fun job to do. When our employees are asked about their jobs they're proud of the fact that they work in the entertainment industry creating and designing games. Building slot machines is fun and being in gaming helps to attract the best employees, since this industry leverages the latest and greatest technology. Our whole job is about entertaining people, finding ways to excite and entertain, and that's attracting a lot of young creative people to WMS.

WHAT ARE THE SPECIFIC OPPORTUNITIES FOR WOMEN WITHIN THE COMPANY?

We value all our employees, and embrace diversity in gender, race, religion, sexual orientation, skills and experience. I'm very proud to report that we have three women on the WMS Executive Committee; myself in addition to General Counsel and the Chief Technology Officer. We also have a Women's Networking Group, a Diversity & Inclusion Counsel to



"When our employees are asked about their jobs they're proud of the fact that they work in the entertainment industry creating and designing games. Building slot machines is fun and being in gaming helps to attract the best employees, since this industry leverages the latest and greatest technology. Our whole job is about entertaining people, finding ways to excite and entertain, and that's attracting a lot of young creative people to WMS."

JANICE RIKE,
SVP Human Resources and Information Technology, WMS Gaming.

SPARK IS TOOL THAT ALLOWS EMPLOYEES TO CONTRIBUTE TO OUR CULTURE OF INNOVATION BY SUBMITTING PROPOSALS.

support women within the organization. Truly, we are an equal opportunities employer where anyone can take a position in our organisation. Our affirmative action program affords opportunities for diverse candidates in all our locations - Chicago, Pune, Atlantic City, Stockholm and the rest. A diverse employee base supports our continued growth.

COULD YOU EXPLAIN A LITTLE ABOUT THE WMS INITIATIVE SPARK?

Spark is tool that allows employees to contribute to our culture of innovation by submitting proposals for process changes, brands, new products and technologies; it is a web-based forum where proposals are submitted, debated and promoted. To drive momentum, WMS leaders are challenged to solicit input for department. For example, our new Blade cabinet was named by an account executive as a result of a monthly Spark campaign, and currently we are conducting a campaign

to continue to help us progress on our journey of being a world-class employer.

WHAT ARE THE ROLES AND POSITIONS THAT YOU'RE CURRENTLY LOOKING TO FILL AND THE TYPES OF CANDIDATES AND RESUMES THAT YOU'D LIKE TO SEE?

WMS has nearly 120 open positions across the globe, from entry level to highly experienced, and we are always looking for game designers and engineers, particularly for our expanding Pune (India) office. That said, we've initiated an international recruitment drive to support the growth of Williams Interactive, a WMS subsidiary, and looking for candidates with skills in interactive and online gaming systems.

We look for a range of skills - although we always seek self-motivated individuals with a love of the industry. This is important as you're going to be spending at least one third of your day at WMS, and we want you to be happy and excited to come to work every day.

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH WMS?

All of our positions are posted online at WMS.com in the Careers section, as well as other career sites. We have a robust employee referral programme, which works well as we trust our employees to make recommendations for candidates they know will be an excellent skill and culture fit.

Konami Gaming

Established: 1997 **Website:** www.konamigaming.com
Employees: 333 **Company size:** Large
Areas of business: slots, management systems **Private/PLC:** PLC

COULD YOU DESCRIBE THE CORPORATE CULTURE:

Konami Gaming, Inc. is one of the fastest growing gaming manufacturers in the world. Our company philosophy is to be leaders in the development of engaging slot machine products and a high quality, integrated casino management systems. Konami Gaming Inc. culture is innovative, creative and highly focused on integrity in everything we do.

A GREAT PLACE TO WORK BECAUSE: Our employees enjoy working with talented yet humble team members who work in a collaborative environment, which makes Konami a great place to work.

THE BEST THING ABOUT THE COMPANY:

The best thing about our company is being associated with a world-recognized brand who hires talented employees that are committed to developing superior products while providing the highest quality of customer service.

EMPLOYEE PERKS: We offer our team

"Our employees enjoy working with talented yet humble team members."

WE PROMOTE GROWTH AND DEVELOPMENT THROUGH TRAINING OPPORTUNITIES AND TUITION REIMBURSEMENT

members a highly competitive health and wellness benefit package along with an excellent 401(k) plan. We promote growth and career development through training opportunities and tuition reimbursement.

CURRENTLY HIRING: The current roles we are recruiting are software engineers, field service technicians, and various manufacturing and compliance roles. Online applications can be submitted directly to www.konamigaming.com. Just click on the Careers Tab.

Video Gaming Technologies

Established: 1991 **Website:** www.vgt.com
Employees: 577 **Company size:** Large
Areas of business: Casino slots **Private/PLC:** Private

COULD YOU DESCRIBE THE CORPORATE CULTURE:

We love gaming. We thrive on overcoming challenges and finding creative solutions. Playing games and having fun at work improves the games we make and the work we do. Fun inspires us. Teamwork motivates us. Winning together helps us work together!

A GREAT PLACE TO WORK BECAUSE: We create winners - winning comes in many forms. Solving a difficult problem, meeting a deadline. Whatever your definition of success, VGT will set you up to win, both inside and outside the workplace. Starting with Day One Benefits, we strive to balance work, life and family so you can concentrate on product winning work.

THE BEST THING ABOUT THE COMPANY:

VGT is highly profitable and stable company that has a balance sheet with no debt and continues to grow year after year. In January 2005, we were named Inc. 500's #1 fastest-growing company and we have made significant continued investments in R&D, game design and product development.

"We love gaming. We thrive on overcoming challenges and finding creative solutions."

EMPLOYEE PERKS: Day one benefits (medical, dental, vision); 401K - company Match; Eligible for Annual Bonus; Tuition Reimbursement; Paid Time Off and Paid Holidays.

CURRENTLY HIRING: Many positions (Developers, Games Designers, Engineers, etc.)

APPLICATIONS TO: <https://careers.vgt.net>

STARTING WITH DAY ONE BENEFITS, WE STRIVE TO BALANCE WORK, LIFE AND FAMILY SO YOU CAN CONCENTRATE ON PRODUCT WINNING WORK.

KONAMI GAMING

CATEGORY: Large company (250+ employees)
COMPANY TITLE: Konami Gaming, Inc.
COMPANY FOUNDED: 1997
PRIVATE OR PLC: Public
EMPLOYEE NUMBERS: 333
HQ AND INTERNATIONAL OFFICES: Las Vegas (HQ), Sydney, Singapore
SUBSIDIARIES: N/A
ANNUAL TURNOVER/PROFIT 2012: N/A
AREAS OF BUSINESS: Slot Machines and Casino Management Systems
ANNUAL MACHINE PRODUCTION BY VOLUME: N/A
REBUILDS/CONVERSIONS IN LAST 12 MONTHS: N/A
PRODUCTION FACILITIES SQ.M/SQ.FT: HQ office is 120,000 Sq. Ft.
CORPORATE WEBSITES: www.konamigaming.com
BEST-SELLING PRODUCT OF 2012: K2V Podium
CEO AND MANAGEMENT TEAM: Satoshi Sakamoto (CEO), Steve Sutherland (COO), Tom Jingoli (CCO), Ryoichi Kimura (CAO)
REGIONAL MARKETSHARE: EMEA (%) - SE Asia (%) - USA (%) - Latin America (%) - N/A

ARUZE GAMING AMERICA

CATEGORY: Large company (250+ employees)
COMPANY TITLE: Aruze Gaming America
COMPANY FOUNDED: February 07, 1983
PRIVATE OR PLC: Private
EMPLOYEE NUMBERS: Approximately 400
HQ AND INTERNATIONAL OFFICES: Hong Kong, Las Vegas, Sydney, Manila, Macau, Tokyo, Johannesburg
AREAS OF BUSINESS: Gaming Machine Manufacturer
CORPORATE WEBSITES: <http://aruzegaming.com>
BEST-SELLING PRODUCT OF 2012: Innovator Steppers
CEO AND MANAGEMENT TEAM: Kazuo Okada - Founder, Chairman and President
 Richard Pennington - CEO & President
 Takahiro Usui - Senior General Manager

VIDEO GAME TECHNOLOGIES

CATEGORY: Large company (250+ employees)
COMPANY TITLE: Video Gaming Technologies
COMPANY FOUNDED: 1991
PRIVATE OR PLC: Private
EMPLOYEE NUMBERS: 547 (+ 30 Mexico)
HQ AND INTERNATIONAL OFFICES: Franklin, TN
SUBSIDIARIES: Red Ball Gaming (Mexico)
ANNUAL TURNOVER/PROFIT 2012: Not disclosed
AREAS OF BUSINESS: Casino Machine Manufacturer
ANNUAL MACHINE PRODUCTION BY VOLUME: Approximately 7,500
PRODUCTION FACILITIES SQ.M/SQ.FT: Approximately 114,000sq.ft.
CORPORATE WEBSITES: www.vgt.net
BEST-SELLING PRODUCT OF 2012: Mr. Money Bags
CEO AND MANAGEMENT TEAM: Jon Yarborough, Owner/CEO; Patrick Kellick, CFO; Doug Edwards, CAO; Rodney Ratcliff, VP Operations; James Starr, SVP Sales; Todd McTavish, General Counsel and Scott Winzeler, VP-Product Management.
REGIONAL MARKET SHARE: EMEA (%) - SE Asia (%) - USA (98%) - Latin America (2%) - NA

OpenBet

Established: 1996

Website: www.openbet.com

Employees: 640

Company size: Large

Areas of business: Software services betting

Private/PLC: Private

COULD YOU DESCRIBE THE CORPORATE CULTURE OF OPENBET?

OpenBet's growth is driven from leveraging its leading position as the technology and software provider of choice for the UK legal gaming market, extending the reach of its product offerings into the retail domain and expanding into newly regulating international markets (North America, Europe, Australia and Asia). All of this is underpinned by the dedicated, passionate and professional people that work at OpenBet.

The corporate culture is driven by the brightest technical brains to ensure OpenBet is constantly pushing boundaries in technology, meeting customers' every betting needs and shaping trends in the gaming industry.

As the provider of underlying technology to the biggest names in the betting business, the people at OpenBet aim to be an extension of operators' in-house IT teams providing the right level of support and maintenance to develop and deliver a solid and scalable technical infrastructure right at the heart of the customers' online operations.

With a clear management structure, career progression is encouraged on every level of the company. OpenBet offers an entrepreneurial-spirited environment with a no blame culture – people are straight-talking, talented creative and innovative.

A GREAT PLACE TO WORK BECAUSE?

Accredited as one of Britain's Best Companies to Work For (*The Sunday Times 2010), OpenBet is rapidly growing its online presence (circa. 20% sportsbook growth YOY) and has offices in the UK and across the globe. Our recruitment drive continues and further opportunities are available in the UK head office and also abroad.

Our global HQ is based in the award-winning business park in Chiswick where we work in custom-designed offices

DAVID LOVEDAY, CEO OpenBet.

"Accredited as one of Britain's Best Companies to Work For (*The Sunday Times 2010), OpenBet is rapidly growing its online presence (circa. 20% sportsbook growth YOY) and has offices in the UK and across the globe. Our recruitment drive continues and further opportunities are available in the UK head office and also abroad."

"Employees enjoy free refreshments, team lunches and there is a fully-equipped, on-site gym and swimming pool, cafes and bars. Table tennis, pool, table football, Wii and PS3 consoles also help our staff to not only work hard but play hard!"

DAVID LOVEDAY, CEO OpenBet.



where employee wellbeing is right at the top of our priorities and achieving a good work / life balance is important and applied to all.

Employees enjoy free refreshments, team lunches and there is a fully-equipped, on-site gym and swimming pool, cafes and bars. Table tennis, pool, table football, Wii and PS3 consoles also help our staff to not only work hard but play hard!

WHY WORK FOR OPENBET?

We offer a generous salary, comprehensive health insurance, an attractive pension scheme with life assurance, subsidised gym membership, cycle scheme and interest-free travel season tickets and motorbike loans, among other benefits.

(See page 36 of OpenBet recruitment

brochure for full list of "Rewards" - <http://www.openbet.com/files/file/download/id/404>)

THE BEST THING ABOUT THE COMPANY?

Recognition, rewards and the way individuals team up together to revolutionise technology in online gaming.

HOW WOULD YOU DESCRIBE OPENBET?

With over 15 years of online gaming experience, OpenBet's success is largely down to the company's vibrant culture of technical excellence, product innovation and a heavy emphasis on employee satisfaction.

With a relaxed yet high performance environment, OpenBet's working culture thrives on being fast-paced, extremely

challenging, multi-cultural and social.

Diverse and dynamic teams lead the charge on our software innovation and meeting customers demanding needs in an ever-evolving industry.

COULD YOU DESCRIBE THE WORKING ENVIRONMENT YOU'RE LOOKING TO FOSTER AND CREATE?

We have created a work environment that is both challenging and rewarding. We place a great emphasis on the things that matter – developing great software and keeping our employees and customers happy.

Jobs in OpenBet are rewarding as it gives developers particularly entry-level developers, the opportunity to take on responsibility from very early on and the chance to make a significant contribution to developing the biggest betting and gaming platforms in the world. We are constantly pushing technical boundaries, adding new applications and functionality to our portfolio and roadmaps. With a strong mentoring system in-house, we are proud of our high staff retention and with each new major customer win, we continue to grow our workforce offering great job opportunities both in the UK and abroad.

HOW LONG DO AVERAGE EMPLOYEES STAY WITH THE COMPANY?

As a result of the recent expansion and major recruitment drive, 40% of the employees have been with the company less than two years. Despite that, the average length of service across the company is just over three years. Around 20% of the employees have been with OpenBet over five years and every year we celebrate more employees who've been with OpenBet for over 10 years. We aim to build long, interesting careers for people with a strong culture of promotion from within.

What are the opportunities for job-based training schemes and for post-grad schemes off-site? Employees who want to further their education while in our employment are actively encouraged, particularly when the area of study is directly relevant to our business. We are currently supporting employees (both financially and with study leave) on a variety of MSc, MA and MBA courses

DO YOU WORK WITH EDUCATION FACILITIES IN REGARDS TO BURSARIES, TRAINING PROGRAMMES WITHIN LOCAL SCHOOLS/UNIVERSITIES TO ATTRACT/SUPPORT STUDENTS?

Not currently but it is something we are

reviewing. However there is a big effort in our recruitment drive with the universities and we reach out to graduates at fresher fairs and via the power of social media.

WHAT ARE YOUR EXPECTATIONS OF NOT JUST CANDIDATES, BUT OF YOUR EMPLOYEES?

To work hard, have fun doing so.

HOW DO YOU ACCESS YOUR STAFF? VIA OUR EXTENSIVE INTRANET ENVIRONMENT, REGULAR COMPANY MEETINGS, SOCIAL EVENTS AND AN OPEN DOOR CULTURE.

Internal communication is a vital part of the company's infrastructure. Having moved the company onto Google Apps for Business, our award-winning intranet has just been re-launched using Confluence. Plus company update meetings, enlightenment programmes and staff activities are regularly organised to ensure information is free flowing right across the business and staff are well-informed of all key developments as OpenBet continues grow.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

By providing stimulating and challenging work tasks alongside a flexible, friendly and modern environment.

WHAT ARE THE EMPLOYEE BENEFITS?

Key benefits include: 25 days holiday (rising to 30 days after two years service), Generous Pension scheme, Life Assurance, BUPA, Flu vaccinations, Childcare Vouchers, Cycle To Work Scheme, Subsidised Gym membership, Season Ticket Loans, Eyecare vouchers, TasteCard scheme.

WHAT ARE THE MAJOR PERKS OF WORKING FOR YOUR COMPANY?

Aside from the employee benefits, staff can work on high volume, high transaction systems – the biggest in the world. For example, the number of transactions processed by just one of our systems on a "Football Saturday" equates to more than the total daily equity trades on the NASDAQ or nearly 10 x the total daily equity trades on London's FTSE.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER'S PERSPECTIVE – ARE YOU ABLE TO ATTRACT THE BEST CANDIDATES 'DESPITE' BEING INVOLVED IN THE GAMING INDUSTRY?

We have not found our involvement in the online gaming industry to be any sort

CATEGORIES: Large Companies (250+ employees)

COMPANY TITLE: OpenBet Ltd

COMPANY FOUNDED: 1996

PRIVATE OR PLC: Private

EMPLOYEE NUMBERS: 640

HQ AND INTERNATIONAL OFFICES: Head office UK, Europe, North America and Australia

SUBSIDIARIES: N/A

AREAS OF BUSINESS: A leading provider of software and services for the betting and online gaming industry

ANNUAL MACHINE PRODUCTION BY VOLUME: N/A

REBUILDS/CONVERSIONS IN THE LAST 12 MONTHS:

PRODUCTION FACILITIES SQ.M/SQ.FT: N/A

CORPORATE WEBSITES: www.openbet.com

BEST-SELLING PRODUCT OF 2012: Market-leading online gaming B2B platform

CEO AND MANAGEMENT TEAM: CEO David Loveday, COO Jeremy Thompson-Hill, CFO Colin Rowlands, CTO Pete Boyle

REGIONAL MARKETSHARE: EMEA (%) - SE Asia (%) - USA (0%) - Latin America (%)

"Due to the rapid expansion of the company, we are hiring a wide range of roles to support our business needs, with roles ranging from software developers, testers and analysts, through to project managers and business analysts. Typically we look for bright individuals who can think on their feet, work well with autonomy, and have a good understanding of technology."

DAVID LOVEDAY,
CEO OpenBet.

of hindrance to recruiting the best candidates. We are not a gambling operator so our message to candidates is that we are a pure-play technology company. In that sense, we are no different from any other software company and those who are ambitious, analytical by nature thrive in an environment

HOW DO YOU PROMOTE EQUAL OPPORTUNITIES WITHIN THE COMPANY?

We promote equal opportunities via strict adherence and monitoring of related policies, and through continuing programs of education for new joiners and existing employees.

WHAT ARE THE ROLES AND POSITIONS THAT YOU'RE CURRENTLY LOOKING TO FILL AND THE TYPES OF CANDIDATES AND RESUMES THAT YOU'D LIKE TO SEE?

Due to the rapid expansion of the company, we are hiring a wide range of roles to support our business needs, with roles ranging from software developers, testers and analysts, through to project managers and business analysts. Typically we look for bright individuals who can think on their feet, work well with autonomy, and have a good understanding of technology.

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH YOUR COMPANY?

All applications should be submitted via the recruitment section of the website. Follow us on Twitter, Facebook and LinkedIn.

APPLICATIONS TO:

applications@openbet.com

Gauselmann Group

Established: 1957

Website: www.gauselmann.de

Employees: 8,000+

Company size: Large

Areas of business: Manufacturing & operations Private/PLC: Private

COULD YOU DESCRIBE YOUR WORKING CULTURE?

Our working culture defines who we are. Mutual respect plays a defining role. There is a strong willing to help each other amongst our employees which includes the willingness to listen to each other and look for joint solutions.

COULD YOU DESCRIBE THE WORKING ENVIRONMENT YOU'RE LOOKING TO FOSTER AND CREATE?

It is the sense of belonging to a strong, like-minded company that drives our staff. We facilitate this by providing the structure to foster this environment, including a wide selection of company sports. This is part of the physical health management we offer.

PEOPLE SWITCHING ROLES - HOW LONG DO AVERAGE EMPLOYEES STAY WITH THE COMPANY?

With a staff count of 8,000, this question is not easy to answer. Nevertheless, over the five decades we have been in business, we can conclude that employees remain with us for ten years on average. Many of our employees have already been working for 25, 30 or even 40 years in our enterprise. We annually hold anniversary celebrations in their honour.

WHAT ARE THE OPPORTUNITY FOR JOB-BASED TRAINING SCHEMES AND FOR POST-GRAD SCHEMES OFF-SITE?

Such opportunities abound within the Gauselmann Group. Only well-educated and motivated employees can provide the service we have built our name around in the past five decades. Thus, we inherently offer structured, multi-level further education and training programmes that follow our employees throughout their careers. These are made up of both internal and external training programmes.

DO YOU WORK WITH EDUCATION FACILITIES IN REGARDS TO BURSARIES, TRAINING PROGRAMMES WITHIN LOCAL SCHOOLS/UNIVERSITIES TO ATTRACT/SUPPORT STUDENTS?



Paul Gauselmann,
CEO AND
FOUNDER,
GAUSELMANN
GROUP.

We all have certain professional preferences and interests. Thus, it is our task as employer to position ourselves in the best possible way and so generate interest in our company and products, indeed the industry as a whole. Furthermore, we place great emphasis on our responsibilities within the industry with our Responsible Gaming team.

BEING A FAMILY-OWNED COMPANY, WE PLACE GREAT EMPHASIS ON OUR EMPLOYEES FEELING PART OF THIS EXPANDING TEAM

We have close links with further education institutions. Furthermore, we take part at university / further education career fairs to present the Gauselmann Group to future employees. Naturally traineeships and topics for diplomas / dissertations play an important role in employee development.

WHAT ARE YOUR EXPECTATIONS OF NOT JUST CANDIDATES, BUT OF YOUR EMPLOYEES? HOW DO YOU ACCESS YOUR STAFF?

Although we have a staff count of 8,000, contact to management is available to all our team. The flat management structure enables close personal contact to not just to line managers but management in general within the Gauselmann Group. We expect a willingness to learn and develop within our group of companies and naturally dedication from our staff.

HOW DO YOU ATTRACT AND RETAIN THE BEST STAFF?

We offer the benefits of working for a large corporation yet within a family-managed framework. We are forward-thinking and offer positions that play a key role within their structure. Being over five decades in business, we naturally offer secure employment.

WHAT ARE THE MAJOR PERKS OF WORKING FOR YOUR COMPANY?

The Gauselmann Group is a leader in the gaming and amusement industry – thus we place great emphasis on innovation and at the same time responsible gaming. Thus, employees have the chance to help define the industry.

Being a family-owned and family-managed company, we place great emphasis on our employees feeling as part of this great, ever-expanding team. The perks include various benefits, a chance to be a member of an excellent choice of sports within the company sports association, self-responsibility in growing one's own position yet within the guidance and coaching of senior staff.

WHAT ARE THE PRECONCEPTIONS THAT PEOPLE HAVE REGARDING THE GAMING INDUSTRY AND HAS THIS IMAGE CHANGED FROM AN EMPLOYER PERSPECTIVE - ARE YOU ABLE TO ATTRACT THE BEST CANDIDATES 'DESPITE' BEING INVOLVED IN THE GAMING INDUSTRY?

We all have certain professional preferences and interests. Thus, it is our task as employer to position ourselves in the best possible way and so generate interest in our company and products, indeed the industry as a whole. Furthermore, we place great emphasis on our responsibilities within the industry with our Responsible Gaming team.

HOW DO YOU PROMOTE EQUAL OPPORTUNITIES WITHIN THE COMPANY?

The Gauselmann Group is an equal opportunity employer. No preference is given to gender, age or nationality. (For example, we have employees from approx. 70 nationalities, a high number of females in management positions at CASINO MERKUR-SPIELOTHEK). We avouch the so-called 'Charta der Vielfalt' – 'Diversity Charter of German Companies - Diversity as an Opportunity'

WHAT ARE THE ROLES AND POSITIONS THAT YOU'RE CURRENTLY LOOKING TO FILL AND THE TYPES OF CANDIDATES AND RESUMES THAT YOU'D LIKE TO SEE?

We have numerous positions. We are searching for dedicated, multi-faceted individuals of any age, gender or nationality – with or without work or industry experience – who wish to make a difference in their contribution.

WHERE CAN CANDIDATES LEARN ABOUT THE OPPORTUNITIES WITH YOUR COMPANY?

The best place to look is at our website. We take part at numerous careers fairs and so this is an excellent way to get to know us as well.

GAUSELMANN GROUP

CATEGORY: Large company (250+ employees)

COMPANY TITLE: Gauselmann Group

COMPANY FOUNDED: 1957

PRIVATE OR PLC: PLC

EMPLOYEE NUMBERS: globally over 8,000

HQ AND INTERNATIONAL OFFICES: Espelkamp, Germany

VOLUME OF BUSINESS: €1.704 bn.

SALES (COMPLETELY CONSOLIDATED): €1.077 bn.

EQUITY AND SILENT PARTNER CONTRIBUTIONS: €554m - of which silent partner contributions - €28m - of which partner investments €68m

CAPITAL EXPENDITURES: €194m

WORKPLACES (2012) over 8,000

APPRENTICES AND TRAINEES: 168

SHFL entertainment

Established: 1983

Website: www.SHFL.com

Employees: 800

Company size: Large

Areas of business: Casino gaming supplier

Private/PLC: PLC

"We offer competitive pay and benefits with cool events that take place during and outside of work"

COULD YOU DESCRIBE THE CORPORATE CULTURE AT SHFL ENTERTAINMENT?

Our corporate culture is based on five distinct values:

PEOPLE - all our "customers" matter including employees, shareholders, operators, partners and vendors

PRINCIPLES - we are governed by integrity and seek success through ethical decision making

PERFORMANCE - we relentlessly pursue success and strive for perfect execution

PROGRESS - we innovate, challenge the status quo and achieve our goals

PLAY - we work hard and play hard. Laughter is encouraged and a good attitude is mandatory.

A GREAT PLACE TO WORK BECAUSE?

The culture is what makes SHFL entertainment a great place to work and creates a shared vision and goals on how

we want to grow the business.

THE BEST THING ABOUT THE COMPANY:

The best thing about the company is that it has maintained its family feel and vibe even though it is growing rapidly.

EMPLOYEE PERKS?

We offer competitive pay and benefits with cool events that take place during and outside of work, such as bowling leagues, bike clubs, and walk/run events. The company sponsors many philanthropic efforts focused on children's health and education and strong families.

We allow employees to volunteer to read to kids on company time through Spread the Word Nevada's Books and Buddies programme.

CURRENTLY HIRING:

Game Developers, Various Accounting/Finance Roles, Sales

APPLICATIONS TO:

Terri Conway tconway@shfl.com

SHFL ENTERTAINMENT

CATEGORY: Large company (250+ employees)

COMPANY FOUNDED: February 28, 1983

PRIVATE OR PLC: PLC

EMPLOYEE NUMBERS: 800 global (500 are in the U.S.)

HQ AND INTERNATIONAL OFFICES: HQ - Las Vegas

Small service offices throughout U.S.

Office in Milperra, New South Wales - approximately 220 employees

Offices in Singapore and Macau - 30 employees

Office in Gibraltar - 4 employees

Office in Vienna - 33 employees

Office in Mexico - 2 employees

ANNUAL REVENUE (TTM): \$251.2 million (Trailing Twelve Months as of 7/31/2012)

AREAS OF BUSINESS: Casino Gaming, Casino Supplier

ANNUAL MACHINE PRODUCTION BY VOLUME: (TTM)

Approximately 4,000 Electronic gaming machines;

approximately 700-1,000 seats of Electronic table systems;

approximately 2,500-3,000 shufflers

REBUILDS/CONVERSIONS IN THE LAST 12 MONTHS: N/A

PRODUCTION FACILITIES SQ.M/SQ.FT: Las Vegas - 8,250 sq.ft., Australia - 16,794 sq. ft.

CORPORATE WEBSITES: www.SHFL.com, ir.shfl.com

BEST-SELLING PRODUCT OF 2012 (TTM): MD3 Card Shuffler and Equinox Slot Machine Cabinet

CEO AND MANAGEMENT TEAM: Gavin Isaacs (CEO), Lin Fox (CFO), Katie Lever (Exec VP & Corporate Counsel), Roger Snow (CPO), Lou Castle (Chief Strategy Officer)

REGIONAL MARKET SHARE: We have a strong market share in the U.S. and growing global share for card shufflers and proprietary table games, a high market share for e-tables internationally, specifically in the US and Asia; and a rapidly growing market share for slots in Australia.

INSPIRED GAMING GROUP

CATEGORY: Large company (250+ employees)

COMPANY TITLE: Inspired Gaming Group

COMPANY FOUNDED: May 2002 (formerly known as Inspired Broadcast Networks), but has a gaming heritage in the UK spanning back to 1998

PRIVATE OR PLC: Privately owned

EMPLOYEE NUMBERS: Approx. 1,000

HQ AND INTERNATIONAL OFFICES: London (HQ). Other UK offices: Birmingham, Manchester, Wolverhampton, Burton upon Trent, Bangor. International offices: Italy, Colombia, Mexico, Hong Kong.

ANNUAL TURNOVER/PROFIT 2012: \$192 million

AREAS OF BUSINESS: Server Based Gaming, VLTs, Virtual Sports, Electronic Table Gaming, Slots.

ANNUAL MACHINE PRODUCTION BY VOLUME: 8,000 SBGs

REBUILDS/CONVERSIONS IN LAST 12 MONTHS: 1,000 SBGs

PRODUCTION FACILITIES SQ.M/SQ.FT: In-House a 50,000 sqf facility in Wolverhampton. We also outsource to partners in Germany and Taiwan, adding an additional 100,000 sqf.

CORPORATE WEBSITES: www.ingg.com

BEST-SELLING PRODUCT OF 2012: Virtual Sports and SBG VLT

CEO AND MANAGEMENT TEAM: Luke Alvarez, CEO and Founder, Dave Wilson, COO and CFO, Steven Holmes, General Counsel, Alistair Hopkins, CTO, Jim O'Halleran, Senior VP - UK and Ireland, Harmen Brenninkmeijer, Senior VP - Strategic Market Development, Martin Lucas, MD - Europe, Lee Gregory, MD - UK, Steve Rogers, MD - Virtual Sports, Mat Ingram, MD - Games, Adam Hodges, MD - Leisure Division, Gerhard Burda, Non-Exec Strategic Advisor.

Inspired Gaming Group

Established: 2002

Website: www.ingg.com

Employees: 1,000

Company size: Large

Areas of business: SBG, VLTs, ETG, Slots

Private/PLC: Private

"We're a friendly bunch of hard working and good humoured individuals."

COULD YOU DESCRIBE THE CORPORATE CULTURE?

CULTURE: Inspired is a 21st Century innovator. The company's corporate culture is energetic and modern. We're not as corporate as a lot of our competitors and don't believe in rigid hierarchies - anyone can knock on the CEO's door. We're a technology and entertainment company where ideas and innovation thrive.

A GREAT PLACE TO WORK BECAUSE:

Inspired is growing and has the buzz of a company achieving great things. We're at the forefront of the most exciting gaming markets in the world - such as Italy, Latin America and Asia - so no day is ever the same.

THE BEST THING ABOUT THE COMPANY:

The people - we're a friendly bunch of hard working and good-humoured individuals. There's a lot of creativity and a lot of humour, combined with hard

working data driven professionalism.

EMPLOYEE PERKS: International travel, proper espresso and coffee machines, memorable staff parties.

CURRENTLY HIRING: Inspired is growing fast and is always looking for talent across the business (developers, game designers, project managers etc.) so it's worth sending a speculative email with your CV.

APPLICATIONS TO: jobs@ingg.com

WE'RE AT THE FOREFRONT OF THE MOST EXCITING MARKETS IN THE WORLD.