



GRI Content Index

Standard: GRI 102: General Disclosures 2016

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102-1	Name of the organization	5
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102-5	Ownership and legal form	Form 10k
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102-7	Scale of the organization	4
102-8	Information on employees	68
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102-10	Significant changes	None, with the exception of ongoing expansion and acquisitions.
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102-42	Identifying and selecting stakeholders	69
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102-45	Entities included	2
102-46	Report content and topic Boundaries	Details of employees in related disclosures provided for U.S. employees only.
102-47	List of material topics	10
102-48	Restatements of information	As noted in GRI data tables.
102-49	Changes in reporting	None
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Caesars is a service industry and our supply chain is comprised primarily of tens of thousands of suppliers of products and services required to serve our guests in our diverse entertainment properties. We maintain a complex inflow of diverse goods and services ranging from furniture, fixtures and equipment, food and beverages, transportation and IT, communications and other technology support systems. Our supply base is almost entirely local to the country of operation and in many cases, local to a specific state within the U.S. for U.S. properties.



Material priority	GRI Standard	Management Approach page	Topic-specific GRI Disclosures	Page	Omissions
A commitment to responsible conduct	205: Anti-Corruption	101: 1-3: 61	205-2: Communication and training about anti-corruption policies and procedures	62	Detailed training statistics not available
Creating memorable experiences for our guests	419: Socioeconomic Compliance	101: 1-3: 61	419-1: Non-compliance with laws and regulations in the social and economic area	None	
	418: Customer Privacy	101: 1-3: 63	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	
Responsible Gaming	417: Marketing and Labeling	101: 1-3:39	417-3: Incidents of non-compliance concerning marketing communications	None	
Positive economic contribution	201: Economic performance	101: 1-3: 13	201--1: Direct economic value generated and distributed	CI page 70	
	203: Indirect economic impacts	101: 1-3: 15	203-2: Significant indirect economic impacts	15-24	
Supporting local communities	413: Local Communities	101: 1-3: 25	413-1: Operations with local community engagement	100%, also page 32	
Health and wellness	403: Occupational Health and Safety	101: 1-3: 73	403-2: Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and fatalities	73	
Diversity and inclusion	405: Diversity and Equal Opportunity	101: 1-3: 26	405-1: Diversity of governance bodies and employees	74	
Great place to work	401: Employment	101: 1-3: 46	401-1: New employee hires and turnover	73	
	404: Training and Education	101: 1-3:45	404-1: Average hours of training	65	
			404-2: Programs for upgrading employee skills	48	
Reducing energy consumption	302: Energy	101: 1-3: 53	302-1: Energy use	70	
			302-3: Energy intensity	70	
Science-based carbon goal reduction	305: Emissions	101: 1-3: 53	305-1: Direct (Scope 1) GHG emissions	71	
			305-2: Energy indirect (Scope 2) GHG emissions	71	
			305-4: GHG emissions intensity	71	
Reduce and recycle waste	306: Effluents and Waste	101: 1-3: 53	306-2: Waste by type and disposal	72	
Additional	303: Water	101: 1-3: 53	303-1: Water withdrawal by source	72	



GRI 102-8: Information on employees

GRI 102-8: Employees by region and gender

	2016			2017			2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
U.S.	30,698	30,297	60,995	30,305	29,865	60,170	31,160	30,288	61,448
Canada	1,483	1,172	2,655	1,628	1,267	2,895	1,553	1,208	2,761
UK	705	833	1,538	665	829	1,494	683	850	1,533
Rest of world	263	562	825	390	717	1,107	407	709	1,116
Total	33,149	32,864	66,013	32,988	32,678	65,666	33,803	33,055	66,858

Notes:

- Data includes Caesars Entertainment and all affiliated companies as of year-end at all global destinations.
- Data in prior years has been restated to align with new HR systems accounting methodology

GRI 102-8: Employees by contract

	2016			2017			2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full time	21,670	21,866	43,536	21,654	21,571	43,225	21,505	21,355	42,860
Part time	3,027	1,975	5,002	2,801	1,915	4,716	2,693	1,778	4,471
On call / Other	4,244	4,571	8,815	4,193	4,547	8,740	4,395	4,467	8,862
Permanent	24,697	23,841	48,538	24,455	23,486	47,941	24,198	23,133	47,331
Temporary	4,244	4,571	8,815	4,193	4,547	8,740	4,395	4,467	8,862

Notes:

- Data refers to U.S. based employees only, at domestic owned and operated properties for full year 2018, and Harrah's Ak-Chin, Harrah's Resort Southern California and Horseshoe Baltimore. Details of diversity in other locations not fully available currently. Managers include first line management and above, not including supervisory roles.
- Prior year data has been restated to align with updated methodology for HR accounting
- In 2018, the U.S. population grew due to the acquisition of 2 Indiana properties - Harrah's Hoosier Park and Indiana Grand.



GRI 102-42, 102-43, 102-44

Stakeholder group	Engagement	Topic
Caesars CSR External Advisory Board	Meetings 3-4 times per year plus informal int Meetings 3-4 times per year plus informal interactions eractions	Responsible growth
		Climate change
		Waste management
Guests	Daily interactions and formal feedback through surveys	Great service and value
		Sustainable practices in our properties and events
		Privacy of personal information
		Inclusion of different groups and needs
Employees	Daily interactions and formal feedback through surveys	Personal development
		Fair and competitive benefits
		Equal opportunity

Stakeholder group	Engagement	Topic
Community organizations	Periodic reviews of joint activity, attendance at meetings and events.	Support for local causes
		Capacity building
		Effective Responsible Gaming programs
		Resource conservation, including water
Regulators	As needed on a direct basis and through industry groups as required.	Compliance with Responsible Gaming regulations
		Training for employees in Responsible Gaming
Partners and suppliers	Business reviews and industry meetings	Collaboration and long-term relationships
		Ethical and honest behavior
Shareholders	Shareholder calls and conferences.	Positive economic return
		Ethical conduct
		Risk management

GRI 102-13: Memberships

- Diversity Best Practices (Member)
- Catalyst (Member)
- Clean the World (Board)
- International Tourism Partnership (Corporate Member/Board)
- Disability In (Member)
- National Center for Responsible Gaming (Member/Board)
- National Park Trust (Advisory Board)
- Second Wind Dreams (Board)
- Sustainable Brands (Corporate Member/Advisory Board)
- Sustainable Purchasing Leadership Council (Corporate Member)
- National Minority Supplier Development Council (Member)
- US Chamber of Commerce (Corporate Member/Advisory Board)
- US Pan Asian American Chamber of Commerce (Member)
- World Resources Institute (Corporate Member MindShare/MindShare Advisory Board)



GRI 201: Economic performance

201-1: Direct economic value generated and distributed

	2017	2018
Economic value generated and distributed	\$ Million	\$ Million
Net revenues	8,348	8,391
Economic Value Distributed		
Payments to employees in wages and benefits	2,572	2,626
Interest payments, net of interest capitalized	965	1,169
Payments to vendors for goods and services	2,553	2,385
Payments to governments in international, local, state, and federal taxes	1,456	1,333
Investments in our communities through Caesars Foundation, corporate, mandated and discretionary giving	63	69
Total economic value distributed	7,609	7,582

Note to 2017 data:

- **Reconciliation of Non-GAAP Net Revenue:** In accordance with GAAP, the results of CEOC and its subs were not consolidated with Caesars Entertainment from 1/15/15 - 10/6/17. Non-GAAP Net Revenue includes net revenues of CEOC and its subs from 1/1/17 - 12/31/17 and should not be construed as an alternative to Net Revenue determined in accordance with GAAP. This information is to illustrate comparable results to Caesars Entertainment's consolidated structure post CEOC's emergence from bankruptcy.

GRI 302: Energy

302-1: Total fuel consumption from non-renewable sources

Type	Units	Base year 2007 (U.S. only)	Base year 2011 (U.S. only)	2015	2016	2017	2018	Change in 2018	Change from 2011	Change from 2007
Electricity	GJ	5,431,119	5,047,433	5,249,138	4,982,308	4,806,599	4,759,571	-1%	-6%	-12%
Heat (mainly natural gas and propane)	GJ	3,762,420	3,580,144	3,849,689	3,789,014	3,724,278	3,763,741	1%	5%	0%
Purchased steam	GJ	438,760	367,375	517,484	496,166	514,421	464,108	-10%	26%	6%
Purchased cooling	GJ	75,161	68,074	123,367	126,926	126,779	131,686	4%	93%	75%
Total energy consumption	GJ	9,707,461	9,063,026	9,739,678	9,394,414	9,172,077	9,119,106	-1%	1%	-6%

Note:

- We do not generate or specifically purchase significant amounts of renewable fuel. We have a 1MW solar facility at Harrah's Resort Southern California, but this provides a minor proportion of our overall consumption and is not included in our energy data.

302-3: Energy intensity

Units	Start year 2007	Base year	Base year result	2015	2016	2017	2018	Change in 2018	Change from base year	Change from 2007
GJ per 1,000 air-conditioned sq. ft.	57.38	2011	48.45	47.43	46.09	44.96	43.81	-3%	-10%	-24%



GRI 305: Emissions

305-1: Direct (Scope 1) GHG emissions

305-2: Energy indirect (Scope 2) GHG emissions

305-4: GHG emissions intensity

Type	Units	Base year 2007 (U.S.only)	Base year 2011 (U.S.only)	2015	2016	2017	2018	Change in 2018	Change from 2011	Change from 2007
GHG emissions (Scope 1)	Thousand metric tons CO ₂ e	233,446	227,259	258,617	237,403	225,088	228,448	1%	1%	-2%
GHG emissions (Scope 2) (location based)	Thousand metric tons CO ₂ e	912,292	832,683	845,445	694,467	670,106	667,333	0%	-20%	-27%
GHG emissions (Scope 2) (market based)	Thousand metric tons CO ₂ e	912,292	832,683	672,865	618,193	570,552	580,454	2%	-30%	-36%
Total Scope 1+2 GHG emissions	Thousand metric tons CO₂e	1,145,738	1,059,942	931,482	855,596	795,640	808,902	2%	-24%	-29%
GHG emissions (Scope 1)	MT CO ₂ e per 1,000 air-conditioned sq. ft.	4.97	4.26	4.53	4.19	3.97	3.95	-1%	-7%	-20%
GHG emissions (Scope 2)	MT CO ₂ e per 1,000 air-conditioned sq. ft.	19.41	15.62	11.80	10.92	10.07	10.04	0%	-36%	-48%
GHG emissions intensity (Scope 1+2)	MT CO₂e per 1,000 air-conditioned sq. ft.	24.38	19.89	16.33	15.11	14.04	13.99	0%	-30%	-43%

Notes:

- Energy and emissions base year of 2007 represents U.S. only operations. Energy, emissions and water usage data for 2007 -2010 represents U.S. only. Data for 2011-2014 includes Canada. Data from 2015 includes international operations.
- Market based emissions are used for overall emissions calculations. Emissions factors are calculated using Energy attribute certificates, supplier/utility emission rates, residual mix and grid average.
- Location Scope 2 emissions are calculated using eGrid 2014 sub-region GHG emissions factors for the U.S. Scope 1 and 3 emissions are calculated using IPCC AR4 100-year GWP factors.
- Emissions are recalculated annually retroactively in line with Greenhouse Gas Protocol guidelines representing locations acquired, newly managed or divested in each year. In 2018, our new Dubai location was added, as well as two new properties in Indiana that were acquired in that year.

GRI 305-3: Scope 3 GHG emissions

Units	2015	2016	2017	2018	Change from 2018	Change from 2015
MT CO ₂ e	43,842	31,901	37,073	30,863	-17%	-30%
MT CO₂e per 1,000 air-conditioned sq. ft.	0.77	0.56	0.65	0.53	-18%	-31%

Note:

- Scope 3 includes waste and business travel in U.S.



GRI 303: Water

303-1: Water withdrawal by source

Parameter	Units	Base year 2008	2015	2016	2017	2018	Change in 2018	Change from 2008
Total water withdrawal	Kgal	4,238,855	3,963,184	3,827,577	3,821,468	3,803,151	-0.5%	-10%
Water intensity	Kgal per 1,000 air-conditioned sq. ft.	86.80	69.48	67.60	67.44	65.78	-2%	-24%

Notes:

- Water withdrawal is from municipal sources. Minor quantities drawn from wells or surface water are not recorded. Data includes U.S. only from 2008, and international from 2015.

GRI 306: Effluents and Waste

306-2: Waste by type and disposal

Parameter	Units	Base year	Base year result	2015	2016	2017	2018	Change in 2018	Change from 2012
Recycled or reused	Metric tons	2012	32,320	50,583	59,323	58,239	68,700	18%	113%
Landfill	Metric tons	2012	104,798	82,937	79,900	83,880	70,472	-16%	-33%
Total waste	Metric tons	2012	137,118	133,520	139,223	142,119	139,172	-2%	1%
Diverted waste as % of total	Metric tons	2012	24%	38%	43%	41%	49%	20%	109%
Waste intensity (waste generated)	Metric tons per 1,000 air-conditioned sq. ft.	2012	2.52	2.34	2.46	2.51	2.41	-4%	-4%

Notes:

- Waste data includes U.S. only from 2012, and U.S. and Canada from 2015.



GRI 401: Employment

401-1: New employee hires and turnover

New hires	New hire rates - 2016			New hire rates - 2017			New hire rates - 2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	6%	5%	11%	7%	5%	12%	6%	5%	11%
age 30 - 50	4%	3%	7%	4%	4%	8%	4%	3%	7%
> age 50	1%	1%	3%	1%	1%	3%	1%	1%	3%
All new hires	12%	10%	21%	12%	10%	22%	11%	10%	21%

Turnover	Turnover rates - 2016			Turnover rates - 2017			Turnover rates - 2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
< age 30	5%	4%	9%	5%	4%	9%	6%	4%	10%
age 30 - 50	4%	4%	8%	4%	4%	7%	5%	4%	9%
> age 50	2%	2%	4%	2%	2%	3%	2%	2%	5%
All leavers	11%	10%	21%	11%	9%	20%	13%	11%	23%

Notes:

- New hires refers to external hires.
- Data refers to U.S. based permanent full and part time status employees only, at domestic owned and operated properties for full year 2018, and Harrah's Ak-Chin, Harrah's Resort Southern California and Horseshoe Baltimore. Details of diversity in other locations not fully available at this time. Managers include first line management and above, not including supervisory roles.
- Prior year data has been restated to align with updated methodology for HR accounting
- In 2018, turnover rate increased by 3% driven by increased competition in certain markets from the opening of new competitor properties. Across management levels, women representation increased by 1% to 44% as the organization commits to our 50/50 by 2025 Gender Equity Initiative.

GRI 403: Occupational Health and Safety

403-2: Types of injury and rates of injury

Caesars Entertainment is committed to creating a safe workplace for our employees and safe destinations for our guests. We strive for zero injuries every day at every property. Our company-wide initiative launched in 2015, "All in for Zero", continues to embed standards and procedures to ensure all our colleagues have the awareness, knowledge and tools to make safe working a habit.

GRI 403-2: Injuries and lost workdays	2015	2016	2017	2018
Injury rate per 100 employees	3.40	3.22	2.74	2.18
Lost day rate per 100 employees	1.01	0.66	0.81	0.27
Occupational disease rate per 100 employees	N/A	N/A	0.05	0.09
Fatalities	0	0	0	0

GRI 403-2: Injuries by gender	2015		2016		2017		2018	
	Women	Men	Women	Men	Women	Men	Women	Men
Injury rate per 100 employees	3.90	2.74	3.95	2.70	3.29	2.11	2.47	1.89
Lost day rate per 100 employees	1.15	0.86	0.61	0.43	0.52	0.29	0.32	0.22
Occupational disease rate per 100 employees	N/A	N/A	N/A	N/A	0.06	0.04	0.10	0.09

Notes:

- Data refers to our operations in the U.S. for all direct employees. No data is currently available for international operations or contract employees.
- Rates are calculated per 100 employees for actual hours worked and include all injuries except first aid.
- Occupational disease is tracked since 2017, and represents repetitive strain injuries, primarily in hotel housekeeping roles.



GRI 405: Diversity and Equal Opportunity

405-1: Diversity of governance bodies and employees

Board of Directors	2016	2017	2018
Women	0%	0%	17%
< age 30	0%	0%	0%
age 30 - 50	9%	9%	8%
> age 50	91%	82%	92%
Minority	9%	9%	8%
Executives	2016	2017	2018
Women	17%	17%	15%
< age 30	0%	0%	0%
age 30 - 50	25%	25%	31%
> age 50	75%	75%	69%
Minority	8%	0%	8%
Managers	2016	2017	2018
Women	43%	43%	44%
< age 30	10%	9%	8%
age 30 - 50	60%	60%	61%
> age 50	31%	31%	31%
Minority	33%	33%	35%
Non-managers	2016	2017	2018
Women	52%	52%	52%
< age 30	18%	18%	18%
age 30 - 50	43%	42%	41%
> age 50	40%	40%	41%
Minority	63%	63%	64%
Total employees	2016	2017	2018
Women	51%	51%	51%
< age 30	17%	17%	17%
age 30 - 50	44%	43%	43%
> age 50	39%	40%	40%
Minority	61%	61%	62%



Notes:

- Data refers to U.S. based permanent employees at domestic owned and operated properties for full year 2018, and Harrah's Ak-Chin, Harrah's Resort Southern California and Horseshoe Baltimore. Details of diversity in other locations not fully available currently. Managers include first line management and above, not including supervisory roles. Prior year data has been restated to align with updated methodology for HR accounting.