



London Clubs Management Ltd Gender Pay Statement:

Snapshot Date 5th April 2018

Measurement	Percentage (%)
The difference between the mean hourly rate of pay for full-pay relevant male & female employees	2.7%
The difference between the median hourly rate of pay for full-pay relevant male & female employees	0.0%
The difference between the mean bonus paid to male & female employees	4.3%
The difference between the median bonus paid to male & female employees	0%
The proportion of male employees paid a bonus in the 'relevant period'	84.0%
The proportion of female employees paid a bonus in the 'relevant period'	85.6%
The proportion of full-pay male employees in each salary quartile	Lower 51.3% Lower middle 63.5% Upper middle 60.1% Upper 54.0%
The proportion of full-pay female employees in each salary quartile	Lower 48.7% Lower middle 36.5% Upper middle 39.9% Upper 46.0%

This Statement, which is made pursuant to Regulation 2 of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is true and accurate to the best of my knowledge and belief.

Alex Oswald

Chief Financial Officer (EMEA) – London Clubs Management Ltd

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