



Caesars Sportsbook
8/24/23 Meeting – Massachusetts Gaming
Commission

*Q2 2023 Sports Wagering Quarterly
Report*



Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2023

➤ **Revenue:** Quarter 2 2023:

Month	Total SW Revenue	MA SW Taxes Collected	Handle
April	1,681,749.75	326,640.35	9%
May	1,385,015.51	267,488.30	7%
June	687,023.52	131,061.10	5%
TOTALS	3,753,788.78	725,189.76	7%





➤ **Workforce / Workforce Diversity**

- Caesars embraces diversity and aims to create an inclusive working environment that celebrates all our Team Members as individuals. We have set company goals to increase the representation of women and people of color in leadership roles (supervisory roles and above) on a path to achieve full gender and racial parity.
- Our 2025 goals:
 - Women: 50% of management roles will be held by women within both the mid-level and senior leadership populations
 - Racial/Ethnic:
 - 50% of leadership roles will be held by people of color (POC)
 - Caesars also commits to increase the representation of POC in senior leadership by 50%





➤ **Workforce / Workforce Diversity**

- We plan to achieve our DEI goals through a range of actions that include reinforcing our DEI culture across all communications and training channels, ensuring equitable access to development programs for all Team Members and ensuring our hiring practices continue to create opportunities for Team Members of all genders and backgrounds. This includes:
 - **Attracting Diverse Candidates:** Extending searches to historically Black colleges and universities (HBCUs) and other schools with diverse student bodies and eliminating bias from the hiring process by using inclusive language in job postings and building diverse candidate slates.
 - **Driving inclusion and retention:** Conducting ongoing inclusion assessments among our Team Members through surveys, leveraging allyship through our Business Impact Groups (BIGs) and other executive-sponsored inclusion networks.
 - **Developing our Team Members:** Advancing leadership development and succession planning for Team Members with DEI in mind, providing training, sponsorship and mentorship with a DEI focus and expanding inclusive human resources policies and processes.





➤ Workforce / Workforce Diversity

Our 2025 DEI Goals	Performance in 2021**	Performance in 2022
Women: 50% of leadership roles* will be held by women within both the mid-level and senior leadership populations.	46% in mid-level leadership roles 32% in senior leadership roles	45% in mid-level leadership roles 30% in senior leadership roles
Racial/Ethnic: 50% of leadership roles* will be held by people of color. We also commit to increasing the representation of people of color in senior leadership by 50%.	43% in leadership roles 24% increase in senior leadership roles since the baseline of Dec 31, 2020	43% in leadership roles 106% increase in senior leadership roles since the baseline of Dec 31, 2020

*Leadership roles include supervisors and above. Mid-level leadership roles include supervisors and managers. Senior leadership roles include Directors, Vice Presidents, Senior Vice Presidents and C-Suite. Goals cover direct Team Members in the U.S.

**Note that performance data in 2021 does not include Caesars Digital Team Members. Through the acquisition of William Hill, Caesars Digital Team Members are included in 2022.



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➤ Vendor / Supplier Spend / Supplier Diversity

Q2 2023 Overview of Total Spend, including any MA Spend/Impacts

- In 2022, our operational and capital spend* with certified diverse vendors totaled 7.1% and 9.3%, respectively, of total addressable spend.
- The below statistics are anticipated company-wide vendor spend statistics for Q2 2023, which are not yet validated:

2023 Q2 Results	Total Diversity Spend	%
\$312,803,976	\$32,890,829	10.51

- Caesars Sportsbook continues to participate in the Company's DEI initiatives and overall goals pertaining to minority-owned, women-owned, disability-owned, LGBTQ-owned and veteran-owned business enterprises.
- As previously advised, Caesars Sportsbook expenses are primarily covered by centralized services functions in Nevada and New Jersey, but we intend to continue to source from Massachusetts vendors whenever possible.

*Addressable spend does not include taxes, utilities and some highly regulated gaming trade sectors defined as addressable.





➤ Compliance

Q2 2023 Chart Compiling The Monthly Minors/Underage Access Numbers Submitted To The Commission

- The below statistics are the number of prohibited individuals found sports wagering or attempted to sports wager on Caesars Sportsbook (“CSB”) platform, individuals turned over to law enforcement, and accounts suspended due to underage activity.

FY23 MONTH	Found sports wagering or attempting to SW on CSB SW platform	Turned over to proper law enforcement authority by CSB	Account Suspended due to underage activity
April	0	0	0
May	0	0	0
June	0	0	0
TOTAL	0	0	0





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➤ **Responsible Gaming**

Q2 2023

- Q2 2023 VSE Enrollees:
 - 83 VSE enrollees were noted for the quarter.

- Notable Updates /Modifications/Technical Enhancements Related To Responsible Gaming:
 - In Q2 2023, Caesars expanded its self-exclusion program and raised the minimum age for participating in our Caesars Rewards program, as well as gambling online and at our properties to 21. Caesars Entertainment universal exclusion policy expands across our entire gaming portfolio — including retail and online casinos and sportsbooks.

 - Additionally, Caesars implemented an enhanced 21+ gaming policy” which includes restricting access to our Caesars Rewards royalty program and all domestic gaming, pari-mutuel, sports, and iGaming options to individuals over the age of 21.



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➤ **Lottery Engagement**

Caesars Sportsbook held an introductory call with Massachusetts Lottery representative and plans to continue to discuss potential cross-marketing strategies.





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2023

➤ Community / Outreach / Charitable Contribution Q2 2023



- Caesars Entertainment recently provided financial support in the amount of \$50,000 to the Massachusetts Military Support Foundation.
- The mission of this organization is to provide programs, services and goods that help satisfy critical needs and enhance the well-being and quality of life for Veterans, active-duty Military and their families in Massachusetts.
- Each of their programs are designed to have maximum impact on the many issues Veterans and active-duty Military face.
- Similar to the work MMSF does to support Veterans and active-duty military, Caesars Entertainment also seeks to harness the skills and aptitudes Veterans acquire throughout their military career and apply them to the business world. At Caesars Entertainment, there is no shortage of examples of Veterans transitioning from successful careers in the military to successful careers in the gaming industry in a range of functions from property management, logistics, human resources, and more.





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2023

➤ **Community / Outreach / Charitable Contribution** **Q2 2023**

Each year, Caesars Foundation provides financial support to several national non-profit partners. Those with reach in Massachusetts are shown below:

- Meals on Wheels of America
 - Our partnership with Meals on Wheels of America spans over two decades
 - 2023 Caesars Foundation grant - \$300,000
 - Meals on Wheels Massachusetts has 24 chapters across the state providing different medically tailored and culturally appropriate meals to seniors
- Boys & Girls Clubs of America
 - This partnership began in 2022 with a \$500,000 grant
 - 2023 Caesars Foundation grant - \$250,000
 - Boys & Girls Clubs of America serves children at over 90 clubs across the Commonwealth
- National Park Trust
 - 2023 Caesars Foundation grant - \$144,000
 - National Park Trust's mission is to acquire the missing pieces of our national parks, the privately owned land located within and adjacent to our national parks' boundaries. They also bring thousands of kids from under-served communities to our national parks through the Buddy Bison program
 - NPT preserves Minute Man National Historical Park and provides Buddy Bison programs at Adams School and McKay Elementary School near Boston





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2023

Questions and comments can be sent to:

- Heather Rapp, SVP of Corporate Social Responsibility, hrapp@caesars.com
- Lisa Rankin, VP of Compliance & Licensing, lraink@caesars.com
- David Schulte, VP of procurement, DSchulte@caesars.com
- Greg Shinbur, Dir of Diversity, Equity and Inclusion, GEShinbur@caesars.com
- Curtis Lane Jr., Digital Compliance Manager, curtis.lane@caesars.com

