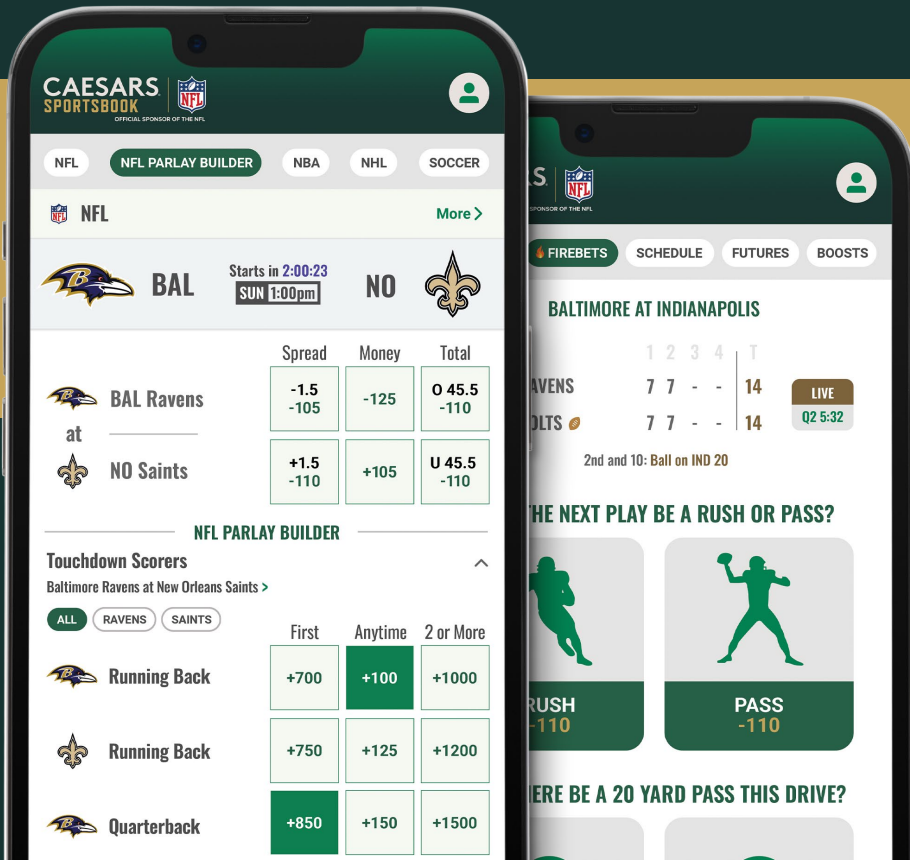




CAESARS  
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# Massachusetts Gaming Commission Q1 2025 Meeting Sports Wagering Quarterly Report

# Q1 2025 Sports Wagering Quarterly Report



## REVENUE

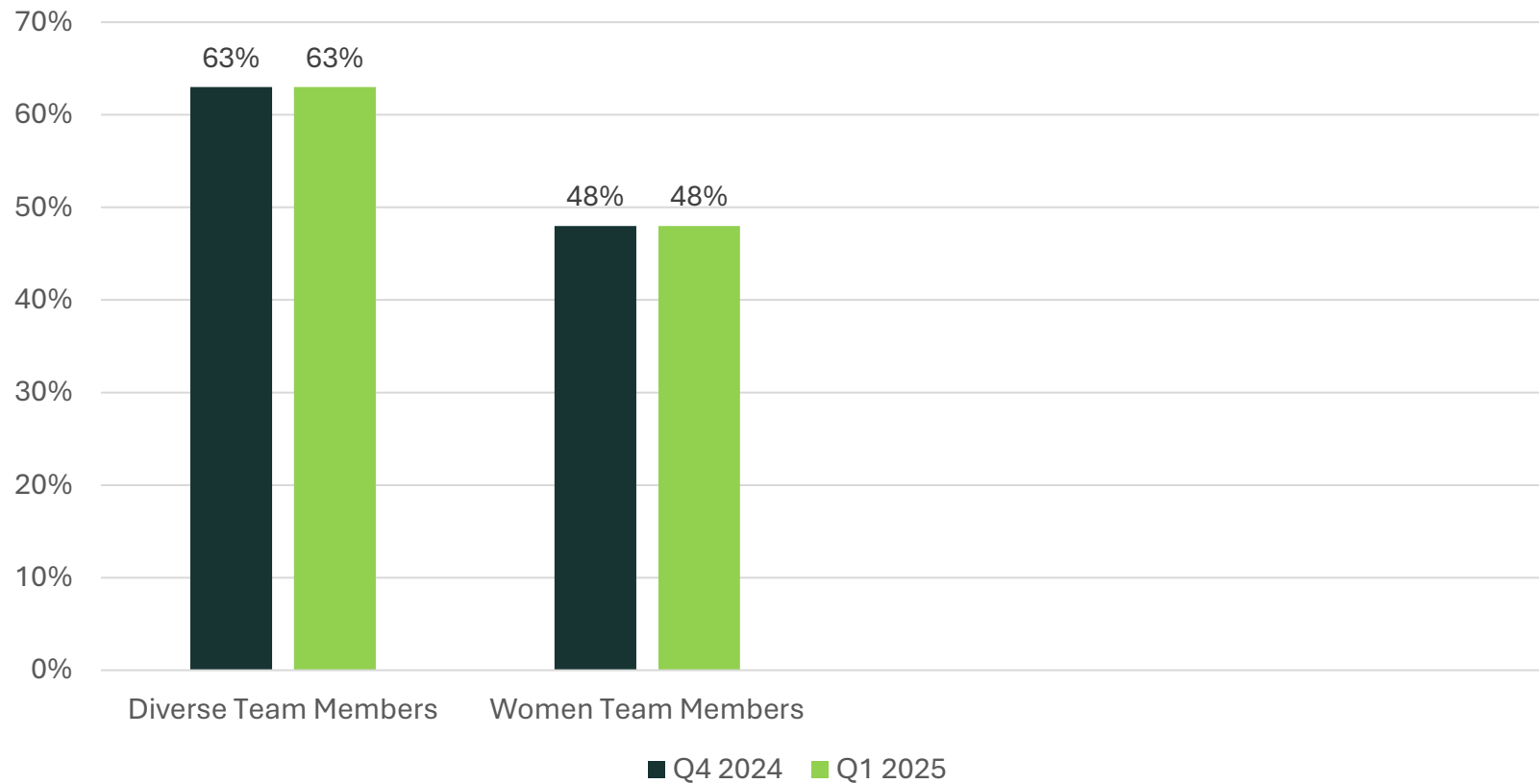
Q4 2024			
Month	Total SW Revenue	MA SW Taxes Collected	Handle
October	1,268,475.11	243,213.82	6%
November	1,429,470.67	274,300.13	6%
December	1,061,799.62	200,198.32	4%
TOTALS	3,759,745.40	717,712.28	5%

Q1 2025			
Month	Total SW Revenue	MA SW Taxes Collected	Handle
January	1,277,556.61	244,060.32	6%
February	639,848.51	117,530.90	3%
March	1,766,526.14	340,259.43	7%
TOTALS	3,683,931.26	701,850.65	5%

## WORKFORCE/WORKFORCE DIVERSITY – CAESARS DIGITAL

# of Team Member in Each Category	Minority #	Minority %	Women #	Women %	Veteran #	Veteran %	MA resident #	MA Resident %	Total Team Members
Senior Leadership (Director+)	74	21%	37	10%	4	1%	3	1%	353
Manager & Supervisor	251	37%	171	25%	16	2%	0	0%	678
Entry Level	181	46%	136	34%	6	2%	0	0%	397
Totals	506	35%	344	24%	26	2%	3	0%	1,428

## WORKFORCE DIVERSITY REPRESENTATION – Q1 2025



**\*HR Data** represents all Caesars Entertainment US Direct Team Members and Global Team Members supporting US operations. Q4 2024 provided as a benchmark.



## 2024 CSR REPORT – COMING JUNE 2024



### PEOPLE PLANET PLAY



## 25 Years of People Planet Play

*Our Corporate Code of Commitment*

**PEOPLE** - We commit to supporting the wellbeing of all our Team Members, guests and local communities.

**PLANET** - We commit to taking care of the world we all call home.

**PLAY** - We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.

[Visit Our CSR Website](#) to learn more.



## 2024 CSR REPORT – WORKFORCE HIGHLIGHTS (PEOPLE)



- 78% of Team Members are proud to work for Caesars
- \$15 Million invested in all forms of training
- \$2.3 Million invested in educational assistance
- Extraordinary Leadership rolled out across the company
- 40% of Emerging Leaders received promotions or new roles
- 2,000 internal promotions
- Empire Wire all-new Team Member intranet
- 18 Caesars Founders Awards companywide winners
- 9 Trailblazer in Leadership companywide winners
- 7 Business Impact Groups including new National SAVVY
- 93,000 Team Member volunteer hours

## VENDOR / SUPPLIER / ENGAGEMENT SPEND

### Q1 2025 Overview of Total Spend, Including any MA Spend/Impacts

The below statistics are anticipated company-wide vendor spend statistics for Q1 2025, which are not yet validated. The prior three quarters have been validated and updated accordingly. This data is reflective of the company's total spend at all properties, while the subsequent Supplier Engagement spend and percentages are based on total addressable spend dollars.

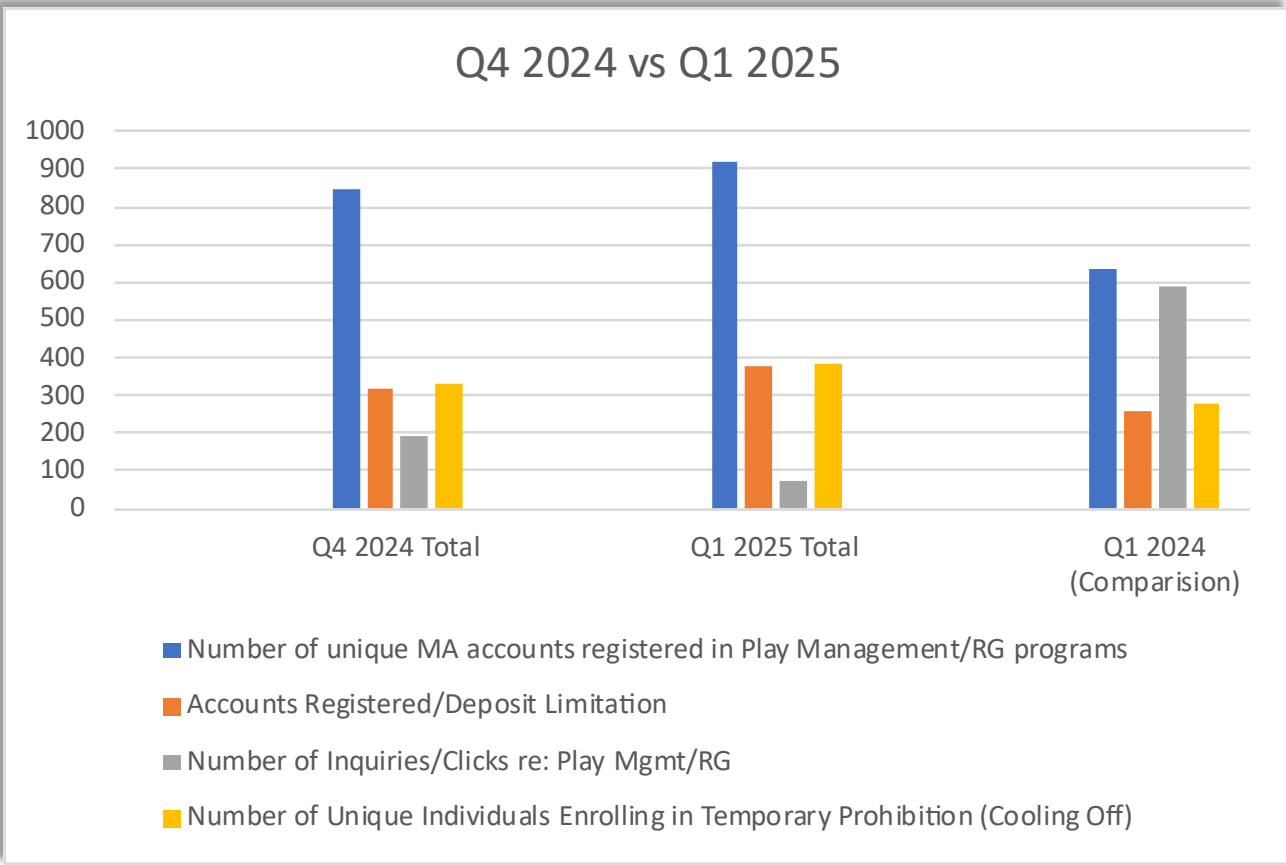
Quarter	Total Spend	Engagement Spend	Engagement %
24Q2	\$985,8520,72	\$27,472,979	11.40%
24Q3	\$1,077,855,261	\$34,834,467	11.68%
24Q4	\$1,065,369,613	\$28,307,862	10.23%
25Q1	\$1,064,584,752	\$28,385,049	9.91%

Our Supplier Engagement percentage decreased slightly compared to the prior quarter. However, the total dollars for Supplier Engagement spend outperformed both 24Q2 & 24Q4. The team continues to focus on improving our diversity inclusion in our non-regulated states, in an effort to boost our Supplier Engagement requirements in our regulated states. Las Vegas is one such opportunity. As a side note, Caesars impacted the MA economy by spending just over \$12 million dollars in the state during the first quarter of 2025. For the 4 quarters going back to Q2 of 2024, Caesars has spent just under \$40 million dollars in the state of MA.

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

# COMPLIANCE

## Play Management Responsible Gaming Reporting





## COMPLIANCE

### Prohibited Player (Underage Monitoring) – Q1 2025

	January	February	March	Q1 2025 Total
Underage Registration Attempts	0	0	0	0
Suspected Underage Use of Account	2	0	1	3
Confirmed Underage Use of Account	2	0	1	3

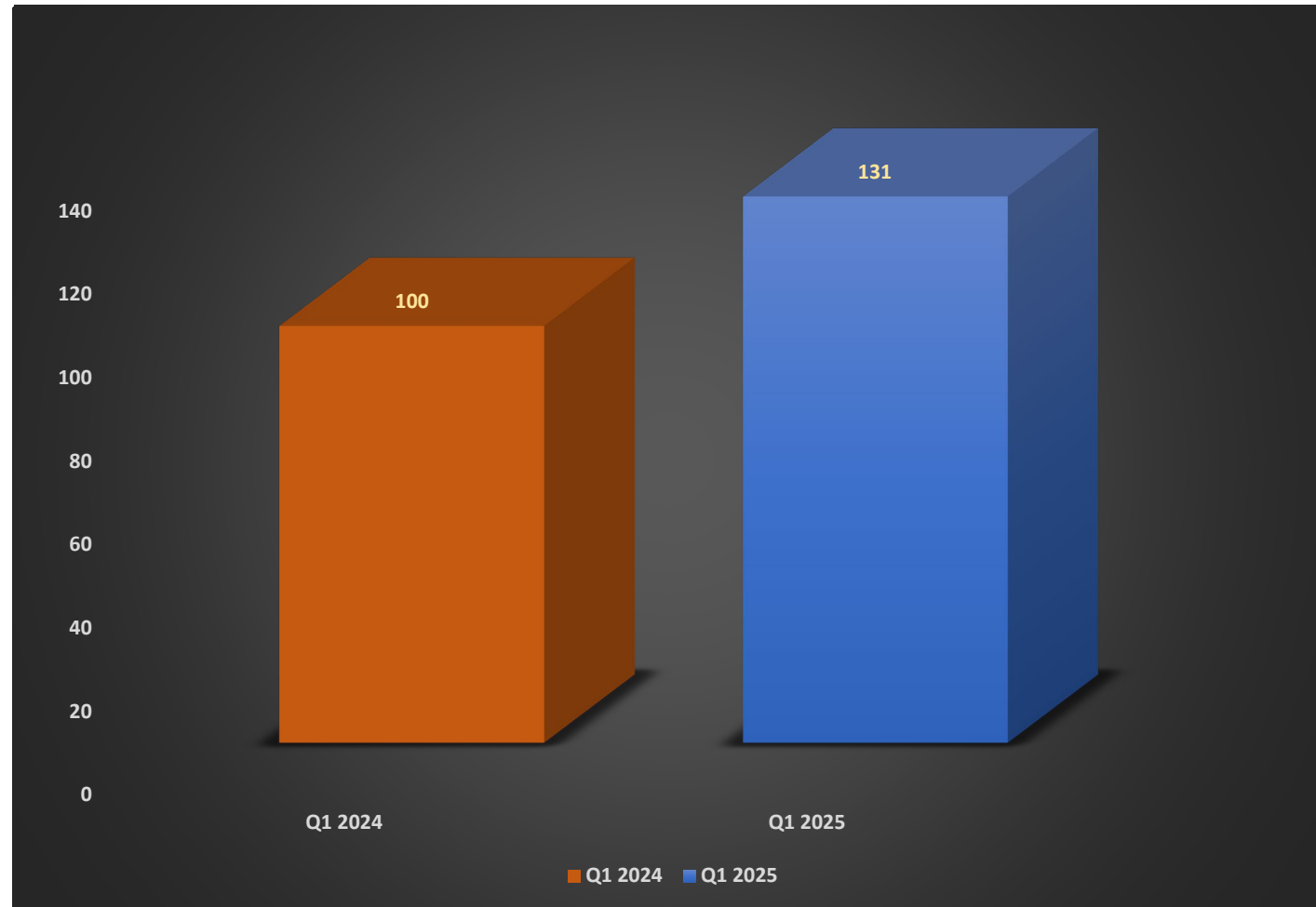
## Responsible Gaming

Massachusetts VEPs  
suppressed and  
entered into the RG  
Application:

☐ Q1 2024: 100

☐ Q1 2025: 131

## MA VEPs Q1 2024 – 2025 YoY



## Responsible Gaming

### -Responsible Gaming Ambassadors

-Total as of March 31, 2025: 2,016

### -Conference and Sponsorships (February and March)

- PGNO (Problem Gambling Network of Ohio) Conference
- Arizona Department of Gaming Problem Gambling Symposium
- Pennsylvania Statewide Conference (East)

### -PGAM Participation and Engagement (March)

- Created and co-branded PGAM toolkit materials with NCPG's logo that was disseminated Company-wide
- Onsite back of house PGAM table events in collaboration with seven (7) local council affiliates to discuss disordered gambling, problem gambling warning signs, and local help resources with team members

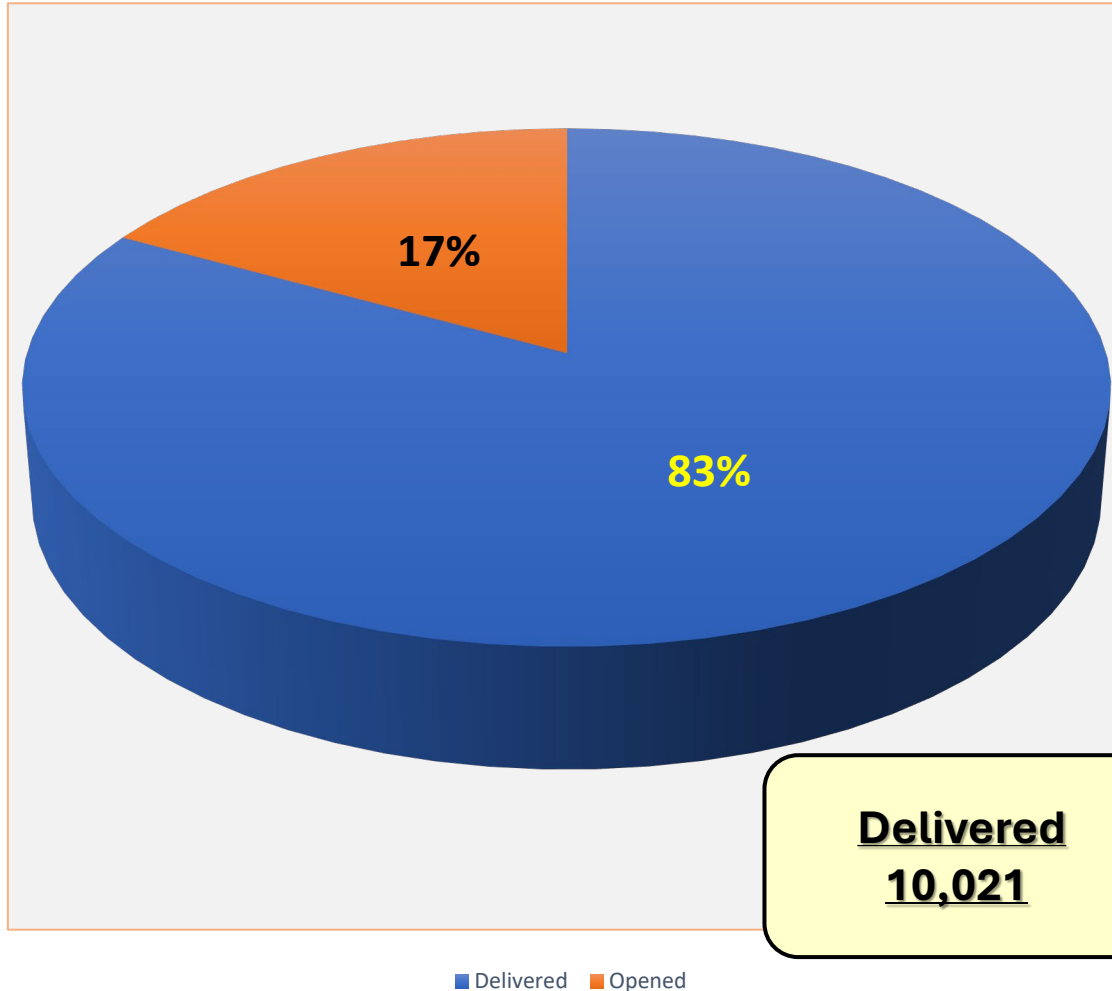


## Responsible Gaming

- PGAM Participation and Engagement (March) continued
- Webinars hosted by the New Jersey and Virginia Councils
- Participated with the Problem Gambling Awareness Day of Observance Event
  - 2.5 hours in-person property tour at Eldorado Scioto Downs in collaboration with the PGNO (Problem Gambling Network of Ohio)
- Caesars Foundation Grant Award
  - \$200K grant awarded to the ICRG (International Center for Responsible Gaming) to support their research and education endeavors



## Responsible Gaming



### PGAM Participation and Engagement (March) continued

Co-branded PGAM email communication sent to active online customers in Massachusetts:

- Collaborative campaign with MA Commission and MA Council on Gaming and Health
- Purpose was to inform customers of PGAM, GameSense Advisor contact information, and advise of Gambling Disorder Screening Day (March 11)
  - Email delivered to over 10,000 active accounts
  - Approx 20% emails opened

**Delivered**  
**10,021**

**Opened**  
**2,048**



## LOTTERY ENGAGEMENT

Caesars partnered with the Massachusetts Lottery in Q1 2025 to promote the Giant Winnings Promotion.

The Giant Winnings Promotion ran through April 2025.

Caesars continues to look forward to working with the Massachusetts Lottery on additional marketing strategies and promotional opportunities for Q2 2025.





## QUESTIONS & COMMENTS – CAESARS TEAM

Questions and comments can be sent to:

- **Kiersten Flint**, SVP of Corporate Social Responsibility and Internal Communications, [kflint@caesars.com](mailto:kflint@caesars.com)
- **Jeffrey Hendricks**, SVP & Assistant General Counsel, Regulatory Compliance
- **Lisa Rankin**, VP of Compliance & Licensing, [lrarkin@caesars.com](mailto:lrarkin@caesars.com)
- **David Schulte**, VP of Procurement, [dschulte@caesars.com](mailto:dschulte@caesars.com)
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- **Curtis Lane Jr.**, Digital Compliance Manager, [curtis.lane@caesars.com](mailto:curtis.lane@caesars.com)