



MASSACHUSETTS GAMING COMMISSION
PUBLIC MEETING #282

November 21, 2019
10:00 a.m.

Massachusetts Gaming Commission
101 Federal Street, 12th Floor
Boston, MA



Massachusetts Gaming Commission



**NOTICE OF MEETING and AGENDA
November 21, 2019**

Pursuant to the Massachusetts Open Meeting Law, G.L. c. 30A, §§ 18-25, notice is hereby given of a meeting of the Massachusetts Gaming Commission. The meeting will take place:

**Thursday, November 21 , 2019
10:00 a.m.
Massachusetts Gaming Commission
101 Federal Street, 12th Floor
Boston, MA**

PUBLIC MEETING - #282

1. Call to order
2. Approval of Minutes
 - a. November 7, 2019 – **VOTE**
3. Administrative Update – Ed Bedrosian, Executive Director
 - a. General Update
4. Ombudsman’s Report – Joe Delaney, Construction Project Oversight Manager
 - a. MGM Springfield Quarterly Report
 - b. Encore Boston Harbor Quarterly Report
5. Investigations and Enforcement Bureau – Karen Wells, Director
 - a. Clarification of Regulation 205 CMR 134.09 - Sealed Records - L. Lillios, Chief Enforcement Counsel
6. Finance Division – Derek Lennon, Chief Finance and Accounting Officer
 - a. Massachusetts Gaming Commission FY20 1st Quarter Report – A. Beaulieu, Finance and Budget Office Manager, D. O’Donnell, Revenue Manager



Massachusetts Gaming Commission

7. Legal Division – Todd Grossman, Acting General Counsel
 - a. Final Draft Versions of 205 CMR 134.01 and 134.06 Re: Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations, to authorize Encore Boston Harbor to begin running junkets; and Amended Small Business Impact Statements – **VOTE** to finalize the promulgation process
 - b. Final Draft Version of an amendment to 205 CMR 133.05: Voluntary Self-Exclusion, to allow licensees to provide an aggregated no-marketing list to junket operators that will include individuals on the Voluntary Self-Exclusion list but will not identify them as being on such list; and Amended Small Business Impact Statement – **VOTE** to finalize the promulgation process
 - c. Final Draft Version of several amendments to 205 CMR 134.00: Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations, to include procedural and administrative updates, and the addition of a waiting period to reapply for a license; and Amended Small Business Impact Statement – **VOTE** to finalize the promulgation process
 - d. Final Draft Version of 205 CMR 138.05: System for Ensuring Employees are Properly Licensed or Registered, to include an administrative update; and Amended Small Business Impact Statement – **VOTE** to finalize the promulgation process
8. Commission Matters
 - a. GameSense Procurement Report– Commissioner Zuniga – VOTE
 - b. “Fostering Partnerships” Networking Forum – Commissioner Stebbins
9. Workforce, Supplier and Diversity Development – Jill Griffin, Director
 - a. Build a Life That Works Campaign – 2nd Anniversary
10. Other business – reserved for matters the Chair did not reasonably anticipate at the time of posting.

I certify that on this date, this Notice was posted as “Massachusetts Gaming Commission Meeting” at www.massgaming.com and emailed to: regs@sec.state.ma.us, melissa.andrade@state.ma.us.

11.19.19
Date

Cathy Judd-Stein
Cathy Judd-Stein, Chair

Date Posted to Website: November 19, 2019 at 10:00 a.m.



Massachusetts Gaming Commission



Massachusetts Gaming Commission Meeting Minutes

Date/Time: November 7, 2019 – 10:00 a.m.

Place: Plainville Town Hall
190 South Street
Plainville, MA 02762

Present: Chair Cathy Judd-Stein
Commissioner Eileen O'Brien
Commissioner Bruce Stebbins
Commissioner Enrique Zuniga
Commissioner Gayle Cameron

**Time entries are linked to the
corresponding section in the
Commission meeting video.**

Call to Order

See transcript page 1

[10:00 a.m.](#) Chair Cathy Judd-Stein called to order public meeting #281 of the Massachusetts Gaming Commission. She noted for viewers that the Commission is unable to provide closed-captioning today due to a technical capacity issue. Closed-captioning will resume at the next Commission meeting.

Approval of Minutes

See transcript page 1

[10:01 a.m.](#) *Commissioner Stebbins moved to approve the minutes from the Commission meeting of October 24, 2019, subject to correction for typographical errors and other nonmaterial matters. Commissioner Cameron seconded the motion. The motion passed unanimously.*

Administrative Update

See transcript pages 1 – 2

10:01 a.m. **General Update**

Executive Director Ed Bedrosian noted the introduction of new personnel to the Commission. First, he introduced IT Coordinator Tamaren O'Connor, Service Desk Specialist Benjamin Bishop, Senior Systems Engineer Amandeep Agnihotri. Also, Human Resources Business Partner Natasha Martin will now be based in Springfield and focused on HR issues with remote employees.

Next, Mr. Bedrosian stated that the HR staff is working on an annual review of the Commission's employee handbook. Also, the Finance Division is currently working on the Commission's annual statutory audit at Plainridge Park Casino (PPC).

Mr. Bedrosian will be filling in for Ombudsman John Ziemba today, as Mr. Ziemba is working to staff the upcoming Gaming Policy Advisory Committee (GPAC) scheduled for Tuesday, November 12th at 2:00 p.m.

Ombudsman

See transcript pages 2 – 11

10:04 a.m. **Plainridge Park Casino (PPC) Quarterly Report**

PPC General Manager Lance George presented PPC's third quarterly report for 2019 with Vice President of Finance Dana Fortney, and Vice President of Operations Mike Muller.

Mr. George opened the discussion with revenue and taxes paid, and the impact that the opening of Encore Boston Harbor had on PPC's revenues.

10:07 a.m.

Ms. Fortney continued the slide presentation, reporting on state spending, local spending, vendor diversity, and employment. Commissioner Stebbins noted that he believes a new opportunity may exist for potential job candidates to commute to Foxboro, now that commuter rail service is there. He then noted the potential for working with some of the sister agencies to create awareness of the job opportunities that folks closer to Boston may not have considered prior to this new commuter rail service.

Ms. Fortney continued the slide presentation to discuss compliance and the traffic monitoring program. Mr. George added that PPC continues to meet with GATRA, and they will be revising and providing a new route for the Commission's review and consideration in approximately one week.

Next, Ms. Fortney described the initiative of the Women Leading at Penn program, and marketing strategies for the program.

[10:16 a.m.](#) Mr. Muller reviewed slides with the Commission describing PPC's marketing events, sponsorships, and financial donations made to support local community initiatives.

Next, Mr. Muller highlighted the partnership with Veteran Business Enterprise (VBE) Camelot Enterprises, located in Stoughton, MA. Representatives from Camelot Enterprises were introduced and described the impact of having PPC as one of its clients.

[10:26 a.m.](#) Commissioner Zuniga asked Elliot Kaplan, Owner of Camelot Enterprises for his perspective on the licensing process, as the Commission has heard that it could be a bit of a barrier for some businesses to go through. Mr. Kaplan responded that they had no problems, and that it was a smooth process through the Massachusetts Supplier Diversity Office (SDO) to obtain VBE certification.

[10:29 a.m.](#) Commissioner Cameron asked if PPC has a strategy to address the increase in competition. Mr. George described that customers will return when the marketing push from the newly opened casinos subsides. He also explained that over time, customers tend to split their visits between each casino, depending on the day of the week. And so while it's not necessarily a loss of customers for PPC, it becomes more a loss of trips to PPC. He opined that PPC's biggest competition is Rhode Island, given the proximity.

[10:34 a.m.](#) Commissioner Stebbins asked Mr. George if they were consulting with the Lottery in terms of new product mix or more machines as a solution to drive some of PPC's lottery sales numbers up. Mr. George stated that he would be happy to reconnect with the Lottery for this. Mr. George also confirmed for the Chair that PPC offers Keno.

Racing Division

See transcript pages 11 – 28

[10:36 a.m.](#) **Racing Update**

Racing Division Director Dr. Alex Lightbown reported on the \$250,000 Spirit of Massachusetts Trot, held on Sunday, July 28th as well as the \$100,000 Clara Barton Distaff Pace that was added this year. She added that the Sire Stakes program has expanded greatly with an overall purse of \$1.8M for this series.

Suffolk Downs completed their final racing season this summer. All of the season's numbers will be in the sixth annual report for 2018 that will be posted on the [Division of Racing](#) page of the MGC website.

[10:40 a.m.](#) As an appropriate send-off for Suffolk Downs, Dr. Lightbown read a quote from Chief Steward Susanne Walsh, who has been employed with Suffolk Downs for many years. Dr. Lightbown also described her memories of the track.

[10:43 a.m.](#) **2020 Racing Applications**

Dr. Lightbown, with Announcer and Racing Services Manager Lenny Calderone, and Manager Jason Savastano reported that there was one application to conduct live horse racing in 2020, and described the application, stating that Plainville Gaming and Redevelopment, LLC (Plainridge Racecourse) submitted an application to conduct 110 days of harness racing from April 6th through November 27th.

Commissioner Cameron noted that based on the hearing that took place on October 31st the application has very strong community support.

[10:47 a.m.](#) Commissioner Zuniga asked for clarification of the Harness Horsemen's Association of New England (HHANE)'s comments regarding the track needing replenishment. Dr. Lightbown reported on her observation of the track on Sire Stakes day. She stated that the track's director Steve O'Toole needs to meet with the HHANE regarding inspection and material needs for replenishment of the surface of the track. This item will not need to come before the Commission.

[10:50 a.m.](#) Commissioner Cameron asked about horse safety. Dr. Lightbown stated that there was one horse breakdown last year that is still under review. There is a protocol to investigate any horse that dies at the track that included an autopsy by an accredited lab and blood tests. The Chair noted that safety was also discussed at the application public hearing.

The Racing Division recommends that the Commission approve the application with two conditions. First, Plainridge will have an independent expert who hasn't previously reviewed the track surface, review the track surface prior to racing. Second, that the Commission reserves the right to ask for further reviews during the racing season.

[10:54 a.m.](#) *Commissioner Cameron moved that the Commission approve the application for a harness horse racing license filed by Plainville Gaming and Redevelopment LLC also known as Plainridge Park Racecourse for the calendar year 2020, subject to the conditions outlined in the memo from Dr. Alex Lightbown included in the Commissioners' packet and any other conditions discussed at today's meeting. Commissioner O'Brien seconded the motion. The motion passed unanimously.*

[10:56 a.m.](#) **2018 Annual Racing Report**

Dr. Lightbown presented the 2018 Annual Racing Report with Financial Analyst Chad Bourque. Dr. Lightbown reviewed the season's highlights, to include the number of racing days, positive drug tests and rulings, as well as hearings and

appeals. Mr. Bourque discussed financial highlights, to include an increase in revenues across all line items except the association licensing fee, and fines & penalties.

[11:00 a.m.](#) Commissioner Cameron asked Dr. Lightbown about medication education, in the context of avoiding medication overages. Dr. Lightbown described her efforts to educate people on that issue, and to facilitate fair racing through uniform guidelines.

[11:02 a.m.](#) Commissioner Zuniga pointed out for the record that similar numbers should be expected for 2019 because racing and simulcasting were most likely on the same levels as 2018. However, there might be a change in 2020, depending on what happens with the legislation with the absence of an application from Suffolk Downs, and the remaining question as to whether and how long they will be able to simulcast in the next calendar year.

[11:04 a.m.](#) The Chair asked how simulcasting revenues are treated for the purpose of state benefits in terms of local aid and taxes. Mr. Bourque answered that simulcasting for local aid purposes is categorized under the total handle.

[11:06 a.m.](#) **Racing Legislation Update**
General Counsel Catherine Blue provided an update to the Commission on the current status of the Commonwealth's racing legislation.

She summarized a memo in the Commissioners' packet, describing three bills that address racing. Pursuant to the extension that was granted to Suffolk Downs' racing license to continue simulcasting without live racing, the end date for this extension is January 15, 2020. Therefore, the legislature will need to either extend again for an additional period, or it can pass new racing legislation.

[11:08 a.m.](#) There was a discussion regarding how harness racing is doing very well. Commissioner Stebbins made suggestions to the Commission on ways that emphasis could be renewed for the racing bill that is still pending with the legislature. Commissioner Zuniga noted some additional items that could be highlighted to the legislature that would articulate the reasons behind some of the recommendations in the draft.

[11:15 a.m.](#) The Chair stated that while the [HB 13](#) bill was filed properly through the channels, it might be helpful to, in a less formal communication, reiterate the Commission's position on this particular filing, after receiving some further clarification. She suggested that the Commission does properly file some correspondence with the legislature. Mr. Bedrosian and the Legal team will work on this. Mr. Bedrosian stated that he can draft a communication that addresses the history of the bill, where the Commission is now, and the potential for modification regarding the connection between the racing bill and simulcasting.

[11:20 a.m.](#)

Race Horse Development Fund Split

The Commission reviewed a memo regarding the Horse Racing Committee (HRC)'s recommendation regarding the split. Commissioner Cameron explained the basis for the HRC's recommendations, stating that after the committee deliberated, they voted to recommend that 65% of the fund be allocated to the Standardbreds, and 35% of the fund be allocated to the Thoroughbreds. There are no retroactive recommendations. The Racing Division requests that the Commission approve the recommended split. Commissioner Cameron stated that she feels the recommendation is sound and should be approved.

[11:27 a.m.](#)

Commissioner Zuniga moved that the Commission approve the split of the Race Horse Development Fund recommended by the Horse Racing Committee as more fully described in the memorandum from Catherine Blue, General Counsel and Dr. Alex Lightbown, Director of Racing dated November 7, 2019, as included in the Commissioners' packet. Commissioner Stebbins seconded the motion. The motion passed unanimously.

[11:28 a.m.](#)

Quarterly Local Aid Payments

Mr. Bourque presented the Local Aid Quarterly payment for September 30, 2019 for \$168,536.99, and requested the Commission's authorization for the payments to be made to the appropriate cities and towns.

[11:30 a.m.](#)

Commissioner Cameron moved that the Commission approve the quarterly local aid payments as described in the Memorandum from Chad Bourque, Financial Analyst dated November 7, 2019, as included in the Commissioners' packet. Commissioner Zuniga seconded the motion. The motion passed unanimously.

[11:30 a.m.](#)

Harness Horseman's Association of New England (HHANE) Pension Fund Update

Alice Szpila, Treasurer of HHANE, presented an agreement that was negotiated with Tufts Cummings Veterinarian Hospital. She described the criteria of the agreement, membership statistics, and noted a FAQ page that is in the Commissioners' packet. Ms. Szpila described a new vision program being offered this year, and stated that a bulletin went out to the now 333 members of the HHANE regarding the new program.

Ms. Szpila noted that the pension plan was a draw for people, and that the program serves to retain these people based on its benefit structure. The program began on October 1, 2019 for all new admissions to the hospital.

[11:39 a.m.](#)

Approval of Racing Official

The Commission reviewed a request submitted by PPC's Director of Racing Steve O'Toole for approval of an additional Racing Official James Traester, as fill-in Judge. The state police and Judges have completed their background checks and approved his license.

Dr. Lightbown stated that Mr. Traester possesses the knowledge and the appropriate training qualifications to approve the application, and that he is credited with the Racing Officials Accreditation Program as a thoroughbred steward. He also carries a provisional judge's license with the United States Trotting Association (USTA), and will be officially certified with the USTA in the spring of 2020 when the course is offered.

The Racing Division recommends that the Commission approve the request of PPC to approve James Traester as a fill-in Judge, Racing Official.

[11:42 a.m.](#) *Commissioner Cameron moved that the Commission approve the appointment of James Traester as a fill-in judge as requested in the letter from Steve O'Toole, Director of Racing at Plainridge Racecourse dated November 1, 2019, as included in the Commissioners' packet. Commissioner Zuniga seconded the motion.*
The motion passed unanimously.

The Chair noted that the meeting is ahead of schedule. The Commission took a five-minute break.

Legal Division

See transcript pages 28 – 34

[11:49 a.m.](#) **Final Draft Version of 205 CMR 6.35: Pick (n) Pools; and Amended Small Business Impact Statement**
The Commission reviewed the final draft version of the Pick (n) Pools wager regulation. The regulation has gone through the promulgation process and is now ready for the Commission's final vote. The proposed amendments to the regulation describe the addition of further methods to the Pick (n) Pools wager.

[11:50 a.m.](#) Dr. Lightbown and PPC Mutuel Manager Jason Savastano presented this regulation to the Commission, detailing the proposed amendments. Dr. Lightbown explained that the Pick (n) Pools wager generates significant interest as the jackpot carries over.

[11:55 a.m.](#) Commissioner Zuniga discussed the Commission's bill ([HB 13](#) that proposes the Commission possess broad authority to address racing in the Commonwealth through regulation promulgation as opposed to specific legislative language) and how if approved, would streamline the process to approve wagers in the future.

[11:57 a.m.](#) *Commissioner O'Brien moved that the Commission approve the Amended Small Business Impact Statement for 205 CMR 6.35: Pick (n) Pools, as included in the Commissioners' packet. Commissioner Stebbins seconded the motion.*
The motion passed unanimously.

Commissioner O'Brien further moved that the Commission approve the version of 205 CMR 6.35: Pick (n) Pools as included in the Commissioners' packet and authorize the staff to take all steps necessary to finalize the regulation promulgation process. Commissioner Stebbins seconded the motion. The motion passed unanimously.

11:58 a.m.

Initial Draft Version of several amendments to 205 CMR 3.00: Harness Horse Racing (Refs & Annos); and Small Business Impact Statement

Associate General Counsel Justin Stempeck presented the proposed amendments to this regulation to the Commission. Specifically, *205 CMR 3.01: Foreword* refers readers to the specific regulatory section providing all the procedural and substantive details on appeals of decisions and strikes out such duplicative language; *205 CMR 3.03: Appeal to the Commission* refers readers to the specific regulatory section providing all the procedural and substantive details on appeals of decisions and strikes out duplicative language; *205 CMR 3.12: Judges* provides details on the procedure for objections that arise out of incidents occurring during races and clarifies grounds for appeal; *205 CMR 3.18: Racing Officials* provides provisions concerning a judge's recusal from overseeing a race and potential conflicts of interest that may exist; *205 CMR 3.29: Medications and Prohibited Substances* provides formal parameters for the quarantine option offered to trainers whose horses return a TCO2 overage; and *205 CMR 3.35: Adoption of United States Trotting Association Rules and Regulations* provides for a separate section clearly demonstrating the integration of the rules and regulations of the United States Trotting Association.

12:04 p.m.

Commissioner Cameron led a discussion regarding conflict of interest for racing officials (*see section 3.18*). At the Chair's request, Mr. Stempeck explained the resolution process for a conflict of interest to the Commission.

12:08 p.m.

Commissioner O'Brien moved that the Commission approve the Small Business Impact Statement for the amendments to 205 CMR 3.00. Specifically, sections 3.01, 3.03, 3.12, 3.18, 3.29 and 3.35: Harness Horse Racing (Refs & Annos) as included in the Commissioners' packet. Commissioner Cameron seconded the motion.

The motion passed unanimously.

Commissioner O'Brien further moved that the Commission approve the version of the amendments to the aforementioned sections of 205 CMR 3.00: Harness Horse Racing (Refs & Annos) as included in the Commissioner's packet and authorized the staff to take all steps necessary to begin the regulation promulgation process. Commissioner Zuniga seconded the motion.

The motion passed unanimously.

12:10 p.m.

Initial Draft Version of several amendments to 205 CMR 4.00: Rules of Horse Racing (Refs & Annos); and Small Business Impact Statement

Next, Mr. Stempeck presented the proposed amendments to this regulation to the Commission. Specifically, *205 CMR 4.01: Foreword* refers readers to the specific regulatory section providing all the procedural and substantive details on appeals of decisions and strikes out duplicative language; *205 CMR 4.03: Appeal to the Commission* refers readers to the specific regulatory section providing procedural and substantive details on appeals of decisions and strikes out duplicative language; and *205 CMR 4.30: Racing Officials* provides provisions concerning a steward's recusal from overseeing a race and potential conflicts of interest that may exist.

[12:11 p.m.](#)

Commissioner O'Brien moved that the Commission approve the Small Business Impact Statement for the amendments to 205 CMR 4.00, specifically 4.01, 4.03 and 4.30: Rules of Horse Racing (Refs & Annos) as included in the Commissioners' packet. Commissioner Zuniga seconded the motion. The motion passed unanimously.

Commissioner O'Brien further moved that the Commission approve the version of the amendments to the aforementioned sections of 205 CMR 4.00: Rules of Horse Racing (Refs & Annos) as included in the Commissioner's packet and authorize the staff to take all steps necessary to begin the regulation promulgation process. Commissioner Zuniga seconded the motion. The motion passed unanimously.

[12:12 p.m.](#)

Initial Draft Version of an amendment to 205 CMR 101.02: Review of Orders of Civil Administrative Penalties/Forfeitures Issued by the Bureau, Commission Staff, or the Racing Division; and Small Business Impact Statement

Mr. Stempeck stated for the Commission that this amendment adds language concerning the timeframes involved in filing racing appeals. It also simplifies the procedures concerning discovery in racing medication appeals by making the process more standardized.

[12:13 p.m.](#)

Commissioner O'Brien moved that the Commission approve the Small Business Impact Statement for the amendments to 205 CMR 101.02: Review of Orders of Civil Administrative Penalties/Forfeitures Issued by the Bureau, Commission Staff, or the Racing Division as included in the Commissioners' packet. Commissioner Cameron seconded the motion. The motion passed unanimously.

Commissioner O'Brien further moved that the Commission approve the version of the amendments to 205 CMR 101.02: Review of Orders of Civil Administrative Penalties/Forfeitures Issued by the Bureau, Commission Staff, or the Racing Division as included in the Commissioner's packet and authorize the staff to take all steps necessary to begin the regulation promulgation process. Commissioner Cameron seconded the motion. The motion passed unanimously.

Research and Responsible Gaming

See transcript pages 34 – 70

[1:00 p.m.](#)

Social and Economic Impacts of Plainridge Park Casino and New Employee Report

Research and Responsible Gaming Director Mark Vander Linden introduced the research agenda and today's presentations. Dr. Rachel Volberg of UMass Amherst and Dr. Mark Melnik from the Donahue Institute presented on the Social and Economic Impacts of PPC.

Dr. Volberg took the Commission through a series of slides, summarizing the 80+ page SEIGMA report on the Social and Economic Impacts of Plainridge Park Casino for 2018. She began by recapping the establishment of the 2011 Expanded Gaming Act and its legislative mandate. Next, she discussed the host & surrounding communities, statistics on PPC from opening through 2018. She then summarized the final report of The Social and Economic Impacts of Gambling that was prepared for the Canadian Consortium for Gambling Research, and reviewed SEIGMA methodological principles and the study design.

[1:20 p.m.](#)

Economic Impacts of Plainridge Park Casino – Four Years of Operation

Dr. Melnik provided a high-level overview of fiscal impacts over the last four years in Plainville and how they relate to PPC. He highlighted that there has been unique job growth in the city that outstrips job growth statewide or in the county. Dr. Melnik described the jobs offered by PPC as accessible ones that fit the demographic of Plainville. Dr. Volberg then continued the slide presentation to discuss a summary of impacts and related data that has been gathered through 2018.

[1:38 p.m.](#)

Commissioner Zuniga requested more timely reporting from the research team of data as it is gathered, to enable the Commission to respond appropriately the findings. There was a discussion around data collection and the time that it takes to produce deliverables.

[2:06 p.m.](#)

Senior Researcher Thomas Peake of the Donahue Institute presented on the economic impact of PPC, and explained what the research is trying to capture. Mr. Peake commented that this report does not capture ripple effects or indirect impacts. He reviewed slides, discussing the direct impacts of casino operations, direct casino employment, direct casino expenditure, and casino revenues (also in the contexts of employment and visitation).

[2:24 p.m.](#)

Analysis of Changes in Police Data Following Four Years of Operation at Plainridge Park Casino

Mr. Vander Linden introduced Christopher Bruce, Crime Analyst to the Commission. Mr. Bruce explained his general methodology and detailed which and how agencies participated. He summarized that there are no mild increases with crime related to PPC. Mr. Vander Linden explained that this report is

preliminary and even though the public comment period hasn't closed yet, he is comfortable with the data as is and finds it appropriate to share publicly. He also thanked Plainville Police Department Chief James Alfred for his participation and help. Commissioner Cameron echoed Mr. Vander Linden's comment and also thanked Chief Alfred.

[2:50 p.m.](#)

Analysis of Changes in Police Data Following Eight Months of Operation at MGM Springfield

Mr. Bruce moved on to the MGM Springfield report, which has eight months of data collected. Findings show that all crimes well below average across the six communities that participated in the study. Crime statistics had been going down in the region prior to MGM. There was a small increase at the casino's address itself.

[2:45 p.m.](#)

Baseline Analysis of Crime, Call-for-Service, and Collision Data in the Communities near Encore Boston Harbor

Next, Mr. Bruce presented on Encore Boston Harbor. There is not much to report as of yet, aside from the baseline data collected. He stated that he will have four-month report at the end of the year or the beginning of next year. Mr. Bruce will reach out to Cambridge to discuss their future participation. He added that he will consider adding Saugus to his analyses, even though it is not a surrounding community, due to the Route 1 travel area.

Mr. Bruce described what he collected and the time frame. Each casino posed different challenges given the different type of locations (i.e. city, suburban, industrial area). Mr. Bruce will start with a four-month review, then move on to an eight-month review, and then a one-year review.

Mr. Bruce stated that there are many more ways to travel to Encore Boston Harbor, so he needs to look at transit locations as well. Commissioner Cameron asked if there is anything the Commission should be doing as part of his research. Mr. Bruce replied that he needs more detailed data from the Gaming Enforcement Unit (GEU). Also, data from other casinos nationally is needed to compare Massachusetts casinos with others.

Commissioners' Updates

See transcript pages 70 – 71

[3:30 p.m.](#)

Commissioner Stebbins stated that stakeholders from the Northeast Center for Tradeswomen's Equity shared an email with him and others earlier this week that said that women in Massachusetts now represent 9.2% of apprenticeships in union programs. Massachusetts now leads the country in this statistic. He commented that the national average still only remains at approximately 2 to 3%. He thanked colleagues and the Commission's team for their work.

3:45 p.m. *With no further business, Commissioner Zuniga moved to adjourn the meeting. Commissioner Cameron seconded the motion. The motion passed unanimously.*

List of Documents and Other Items Used

1. Notice of Meeting and Agenda dated November 7, 2019
2. Draft Commission Meeting Minutes dated October 24, 2019
3. PPC's Q3 2019 Report Presentation
4. Spirit of Massachusetts Race Photo dated July 28, 2019
5. Memo re: Application to Conduct Live Horse Racing in 2020 dated November 7, 2019
6. Letter from HHANE re: Horse Racing Application dated November 4, 2019
7. MGC's Division of Racing 2018 Annual Report
8. Memo re: Racing Legislation Update dated November 7, 2019
9. Memo re: Horse Racing Committee Recommendation Regarding Split – Race Horse Development Fund dated November 7, 2019
10. Memo re: Local Aid Quarterly Distribution for QE3 2019 CY dated November 7, 2019
11. HHANE Membership Statistics
12. HHANE Vision Day Frequently Asked Questions
13. Tufts Benefit for HHANE Members
14. Memo re: Plainridge Park Casino Racing Official Addition dated November 1, 2019
15. Request for Approval of James Traester dated November 1, 2019
16. 205 CMR 6.35 Regulation Cover Sheet
17. 205 CMR 6.35 Amended Small Business Impact Statement
18. 205 CMR 6.35 Draft Regulation
19. 205 CMR 3.01 Regulation Cover Sheet
20. 205 CMR 3.00 Small Business Impact Statement
21. 205 CMR 3.01 Draft Regulation
22. 205 CMR 3.03 Regulation Cover Sheet
23. 205 CMR 3.03 Draft Regulation
24. 205 CMR 3.12 Regulation Cover Sheet
25. 205 CMR 3.12 Draft Regulation
26. 205 CMR 3.18 Regulation Cover Sheet
27. 205 CMR 3.18 Draft Regulation
28. 205 CMR 3.29 Regulation Cover Sheet
29. 205 CMR 3.29 Draft Regulation
30. 205 CMR 3.35 Regulation Cover Sheet
31. 205 CMR 3.35 Draft Regulation
32. 205 CMR 4.01 Cover Sheet
33. 205 CMR 4.00 Small Business Impact Statement
34. 205 CMR 4.01 Draft Regulation
35. 205 CMR 4.03 Regulation Cover Sheet
36. 205 CMR 4.03 Draft Regulation
37. 205 CMR 4.30 Regulation Cover Sheet
38. 205 CMR 4.30 Draft Regulation

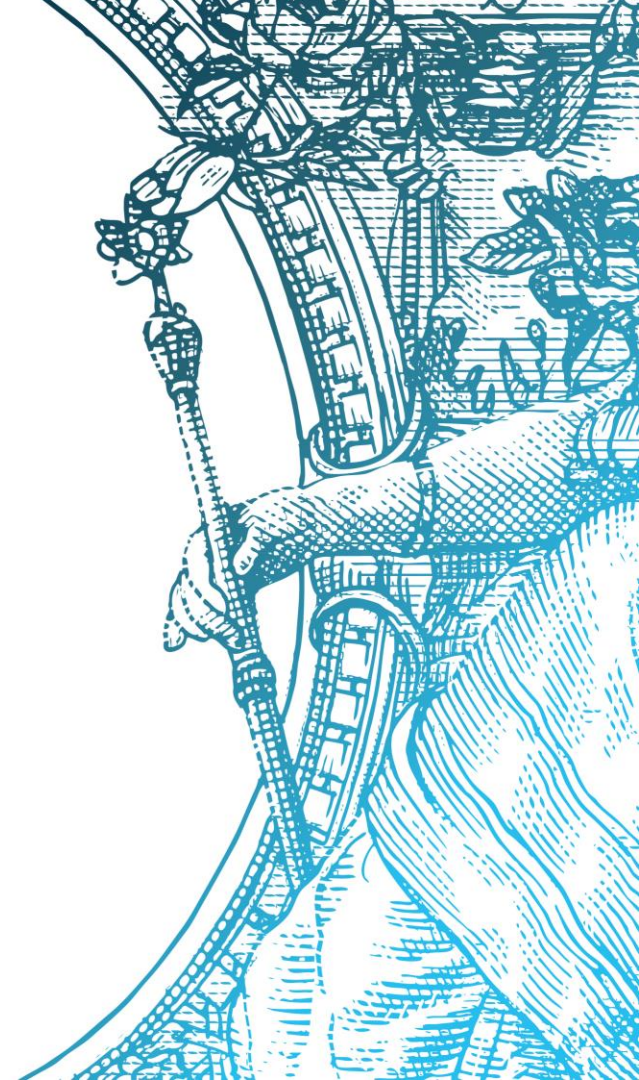
39. 205 CMR 101.02 Regulation Cover Sheet
40. 205 CMR 101.02 Small Business Impact Statement
41. 205 CMR 101.02 Draft Regulation
42. SEIGMA Social and Economic Impacts of PPC Presentation dated November 7, 2019
43. SEIGMA Social and Economic Impacts of PPC 2018 Presentation dated June 13, 2019
44. SEIGMA New Employee Survey at PPC dated June 26, 2019
45. SEIGMA Fact Sheet re: Social and Health Impacts of PPC
46. SEIGMA Fact Sheet re: Impact of PPC on Traffic in Plainville
47. SEIGMA Economic Impacts of PPC: Four Years of Operations
48. SEIGMA Executive Summary re: Economic Impacts of PPC: Four Years of Operations
49. Assessing the Impact of Gambling on Public Safety in Massachusetts – Presentation
50. Assessing the Influence of Gambling on Public Safety in Massachusetts’ Cities and Towns – Baseline Analysis
51. Assessing the Influence of Gambling on Public Safety in Massachusetts Cities and Towns – Analyses following eight months of activity at MGM Springfield
52. Assessing the Influence of Gambling on Public Safety in Massachusetts Cities and Towns – Analyses following four years of activity at PPC

/s/ Catherine Blue
Assistant Secretary

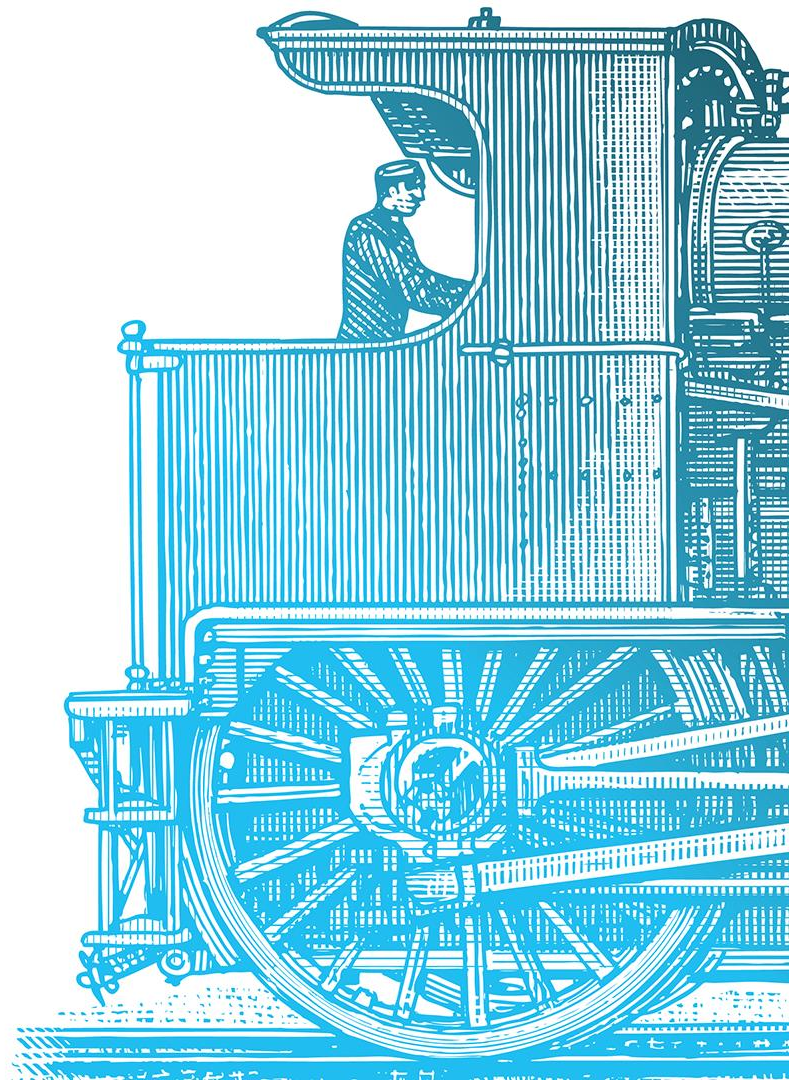
Q3 2019 Report

Massachusetts Gaming Commission

November 21, 2019



HIGHLIGHTS



First Anniversary

ONE-derful Celebration: Saturday, August 24



Now Open: Stadium Gaming



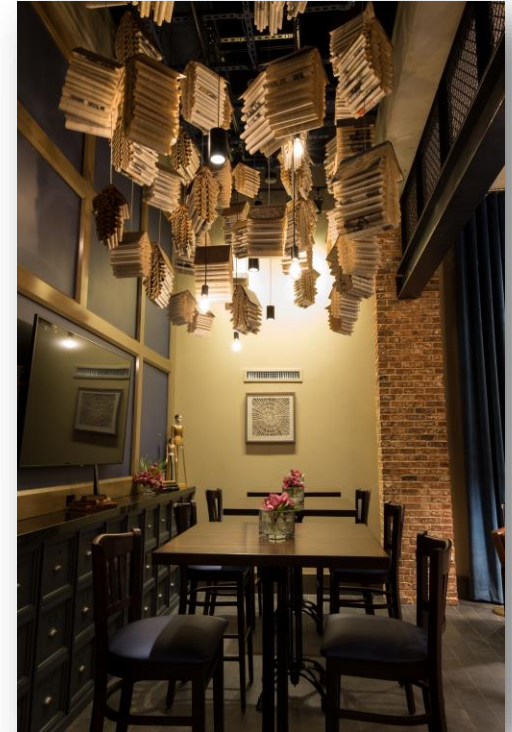
- 24 Terminals
- Four games at one terminal
- Blackjack, Baccarat, Roulette
- \$5 min – \$500 max



VIP Lounge, Hotel Lobby



- Industrial chic
- Hanging Books
- Wall of Safety Deposit Boxes
- Framed historic image of Springfield's Main Street circa 1940s



Opening Summer 2020



Coming January 2020



BOSTON RED SOX WINTER WEEKEND



REVENUE, TAXES, LOTTERY & COMPLIANCE



Q3 2019 Gaming Revenue & Taxes

Month	Gaming Revenue	MA Taxes
July	\$20,366,185	\$5,091,546
August	\$21,259,387	\$5,314,847
September	\$20,180,219	\$5,045,055
TOTAL	\$61,805,791	\$15,451,448

Lottery



Month	Lottery Sales at MGM Springfield
July	\$126,793
August	\$188,846
September	\$148,229

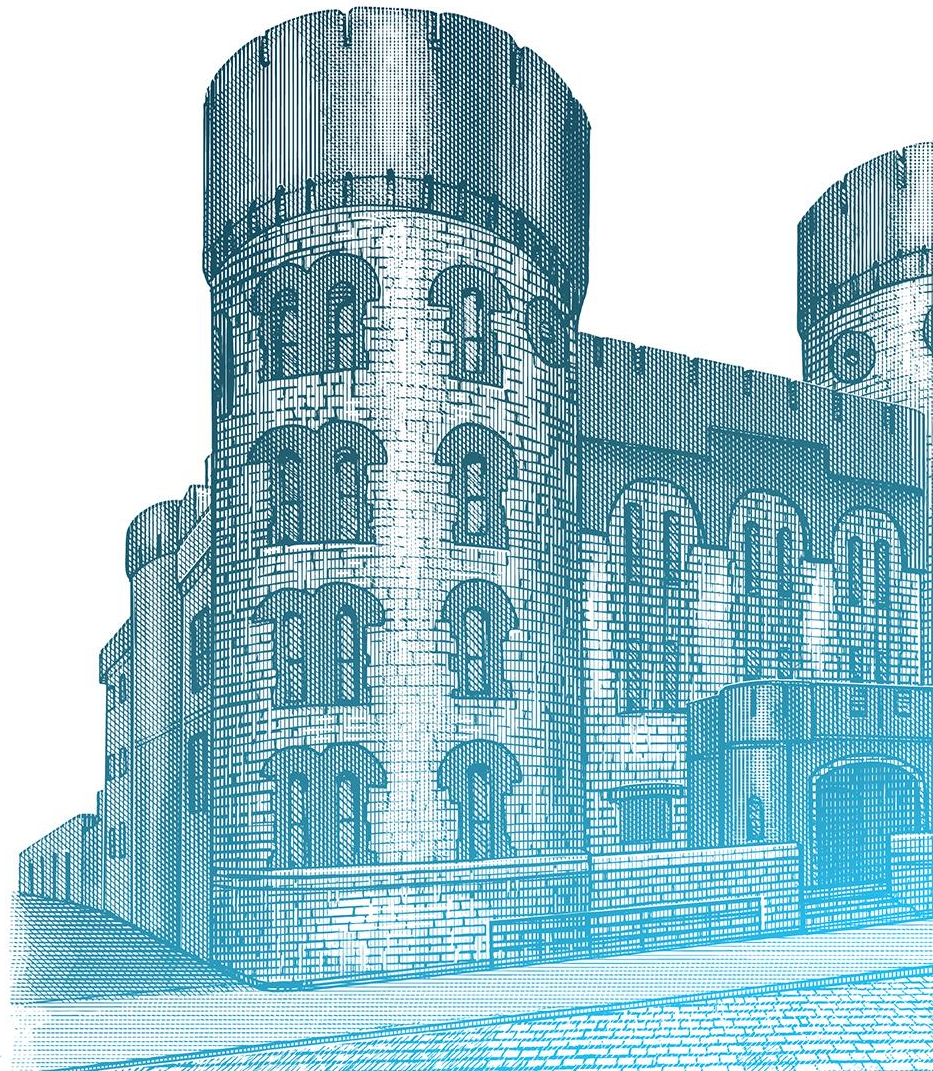


Compliance



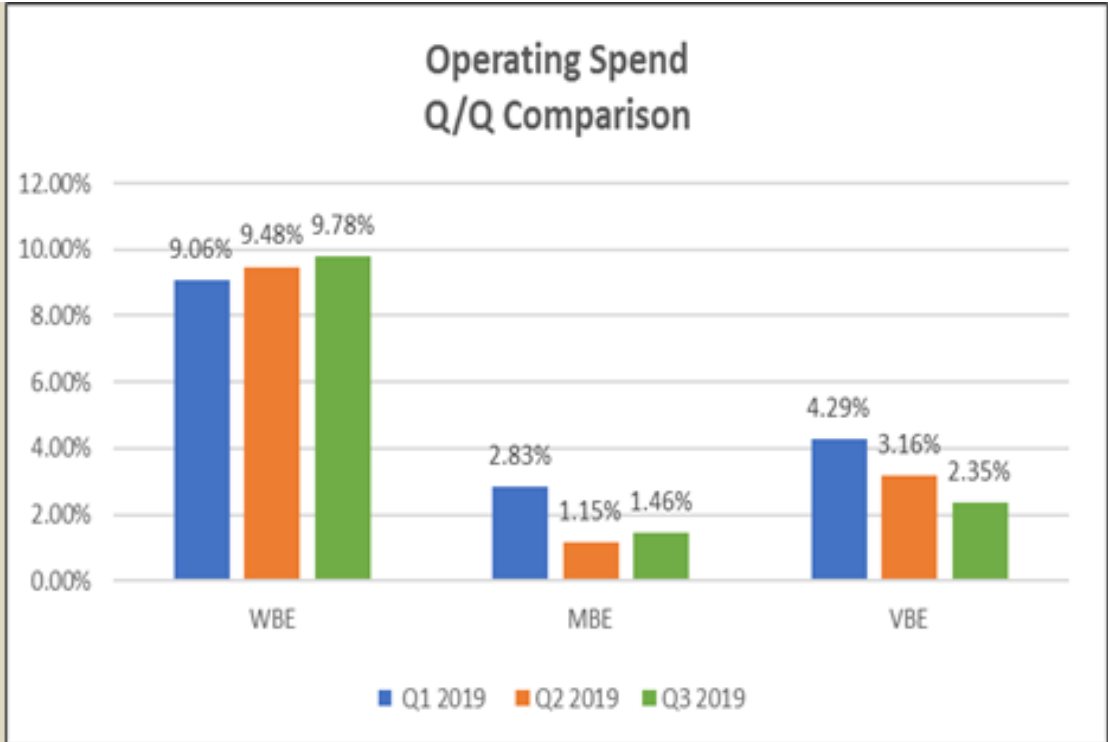
Month	Minors intercepted in Gaming Area and prevented from Gaming (% of visitation)	Minors intercepted gaming (% of visitation)	Minors intercepted consuming alcohol (% of visitation)
July	212(0.045%)	13(0.002%)	0(0.0%)
August	190(0.039%)	21(0.004%)	3(0.0006%)
September	160(0.033%)	9(0.002%)	2(0.0004%)

SPEND UPDATE



Q3 2019 Operating Spend

Diversity Spend



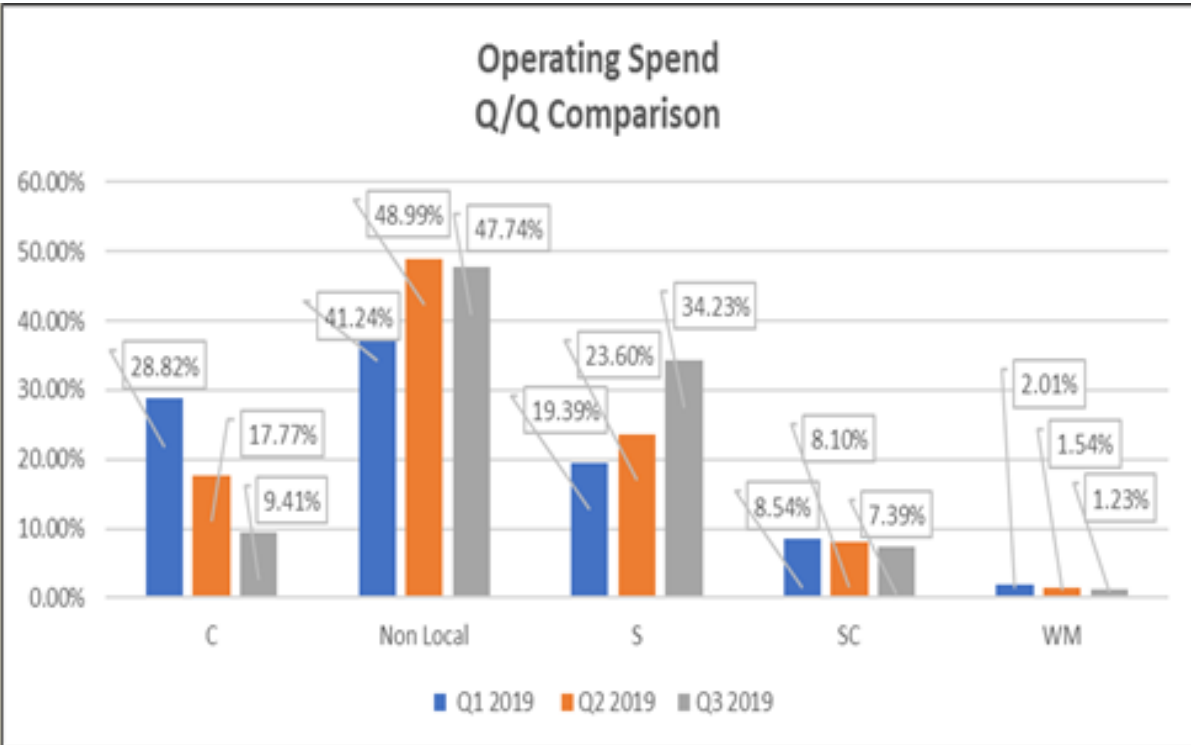
- Notes:
- Total Biddable Spend for Q3 2019 was \$12.5M
 - Diversity categories defined as;
 - WBE – Women-Owned Business Enterprise
 - MBE – Minority-Owned Business Enterprise
 - VBE – Veteran-Owned Business Enterprise
 - Diversity spend goals defined as;
 - WBE – 15% of Biddable Spend
 - MBE – 10% of Biddable Spend
 - VBE – 2% of Biddable Spend

\$12.5M identified as Biddable Spend
\$1.7M in payments to Diversity Suppliers (13.6%)



Q3 2019 Operating Spend

Local Spend



- Notes:*
- Total Spend for Q3 2019 was \$17.9M
 - Spend segments defined as;
 - Commonwealth (C)
 - Non-Local
 - Springfield (S)
 - Surrounding Communities (SC)
 - Western Massachusetts (WM)

\$9.4M in payments to Mass. Suppliers (52.3%)
\$7.7M in payments to Western Mass. Suppliers (42.9%)



Supplier Spotlight – Park Cleaners



Vendor Outreach

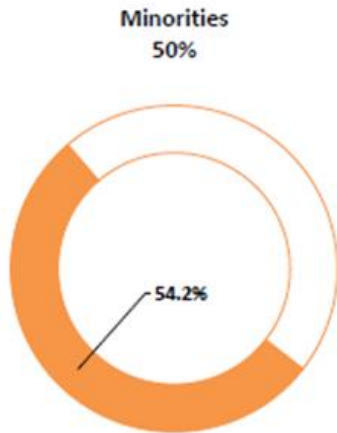
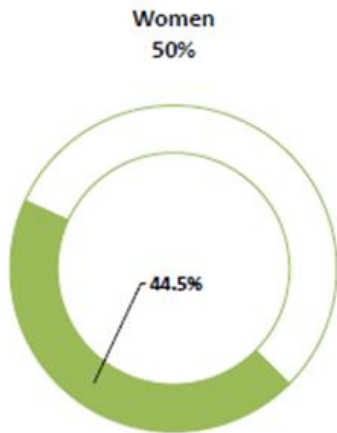
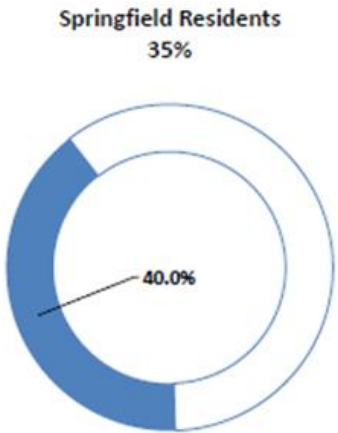
Date	Event	Location
9/10/2019	GNEMSDC Annual Expo	Springfield, MA
9/11/2019	Site Visit – Park Cleaners	Springfield, MA
9/26/2019	<u>Artcraft</u> Vendor Fair	Hadley, MA



EMPLOYMENT



Progress on Hiring Goals



*Represents 2,040 active employees as of 09/30/2019 (Does not include Campus, Tenants, Vendors)

Employment Numbers

	Employees	Full-Time	Part-Time
Totals	2,040	1,495	545
% of Total	100%	73.3%	26.7%

2019	Goals	Q1 %	Q1 #	Q2 %	Q2 #	Q3 %	Q3 #
MINORITY	50%	54.6%	1,258	53.6%	1,100	1,106	54.2%
VETERAN	2%	6.1%	141	6.0%	124	124	6.1%
WOMEN	50%	44.3%	1,021	44.5%	914	907	44.5%
SPRINGFIELD	35%	39.3%	906	40.9%	841	817	40.0%
WESTERN MA RESIDENTS		73.3%	1,687	76.1%	1,564	1,553	76.1%
MA RESIDENTS		75.3%	1,734	77.8%	1,599	1,589	77.8%
TOTAL # OF MGM EMPLOYEES			2,303		2,054		2,040
TOTAL # OF EMPLOYEES OF VENDORS			81		80		108
TOTAL # OF EMPLOYEES @GAMING ESTABLISHMENT			2,384		2,134		2,148

2019 Q3 Recruitment Efforts

- *Student Tours:* UMASS Amherst, HCC ESOL Culinary
- *Mock Interviews:* HCC ESOL Culinary
- *Initiatives:*
 - Hosted Veterans Resource Fair
 - Launched ESOL program for Employees with SPS
 - Open Auditions: Table Game Dealers
 - W MA Employment Collaborative Job Developers Meeting
 - Putnam Vocational hospitality classroom presentations
 - Get Hired CT Career Expo



Workforce Development

- Westfield Tech Academy – *faculty meeting and relaunch of the hospitality partnership*
- Westfield State University – *criminal justice career fair*
- Holyoke Community College – *hospitality students' property tour*
- ENG Inspired Leaders – *meeting with resume review and mock interviews*
- MassHire Keeping Western Mass Working – *job expo*
- Distinguished Employer via MA Regional Employment Collaboratives – *luncheon*
- Springfield Technical Community College – *Career Development Advisory Committee Meeting*
- Veteran career fair in Holyoke, hosted by Veterans, Inc.
- Smith College student property tour (environmental sustainability focus)

Employee Spotlight



Hospitality Internship Program
Graduates: 3

Opportunities: MGMSpringfield.com

[Usher - On-Call - MassMutual Center \(MGM Springfield\)](#)
MGM Springfield | 140281 | Posted Yesterday

[Claims Representative Risk Management \(MGM Springfield\)](#)
MGM Springfield | 136628 | Posted Yesterday

[Kitchen Runner Main Kitchen - Part Time \(MGM Springfield\)](#)
MGM Springfield | 112420 | Posted Yesterday

[Event Usher - On Call \(MGM Springfield\)](#)
MGM Springfield | 128345 | Posted 2 Days Ago

[Kitchen Steward/Cleaner/Dishwasher \(MGM Springfield\)](#)
MGM Springfield | 106163 | Posted 3 Days Ago

[Facility Changeover \(Part-Time\) MassMutual Center \(MGM Springfield\)](#)
MGM Springfield | 108939 | Posted 3 Days Ago

[Guest Room Attendant \(MGM Springfield\)](#)
MGM Springfield | 91221 | Posted 3 Days Ago

[Hotel Engineer \(MGM Springfield\)](#)
MGM Springfield | 145371 | Posted 3 Days Ago

[Special Events Representative - On-Call \(MGM Springfield\)](#)
MGM Springfield | 122918 | Posted 4 Days Ago

[Beverage Manager \(MGM Springfield\)](#)
MGM Springfield | 145369 | Posted 4 Days Ago

[Hair Stylist - Part Time \(MGM Springfield\)](#)
MGM Springfield | 93806 | Posted 8 Days Ago

[South End Market Sous Chef \(MGM Springfield\)](#)
MGM Springfield | 144788 | Posted 11 Days Ago

[Top Golf Manager \(MGM Springfield\)](#)
MGM Springfield | 143992 | Posted 11 Days Ago

[Count Team \(MGM Springfield\)](#)
MGM Springfield | 91363 | Posted 14 Days Ago

[Senior Financial Analyst \(MGM Springfield\)](#)
MGM Springfield | 144503 | Posted 14 Days Ago

[Italian Restaurant Bus/Runner \(MGM Springfield\)](#)
MGM Springfield | 127888 | Posted 17 Days Ago

[Poker Room Dealer \(MGM Springfield\)](#)
MGM Springfield | 134396 | Posted 17 Days Ago

[Event Services Manager \(MGM Springfield\)](#)
MGM Springfield | 143985 | Posted 18 Days Ago

[Italian Restaurant Bus Person \(MGM Springfield\)](#)
MGM Springfield | 129994 | Posted 18 Days Ago

[Slot Technician \(MGM Springfield\)](#)
MGM Springfield | 143602 | Posted 21 Days Ago

[Italian/Steakhouse Cook - Full Time & Part Time \(MGM Springfield\)](#)
MGM Springfield | 142576 | Posted 22 Days Ago

[Ambassador Nightclub/Lounge \(MGM Springfield\)](#)
MGM Springfield | 118264 | Posted 22 Days Ago

[Food and Beverage Cashier - Part Time \(Springfield\)](#)
MGM Springfield | 101323 | Posted 23 Days Ago

[Workforce Management Specialist \(MGM Springfield\)](#)
MGM Springfield | 143776 | Posted 24 Days Ago

[Italian Restaurant Server - Part time \(MGM Springfield\)](#)
MGM Springfield | 109155 | Posted 25 Days Ago

[Cook - Full Time & Part Time \(MGM Springfield\)](#)
MGM Springfield | 142574 | Posted 28 Days Ago

[Slot Operations Shift Manager \(MGM Springfield\)](#)
MGM Springfield | 143398 | Posted 29 Days Ago

[Steakhouse Pantry Worker \(MGM Springfield\)](#)
MGM Springfield | 110978 | Posted 29 Days Ago

[VIP Lounge Server - Part Time \(MGM Springfield\)](#)
MGM Springfield | 142360 | Posted 30+ Days Ago

[Host Person \(MGM Springfield\)](#)
MGM Springfield | 138588 | Posted 30+ Days Ago

[Banquet Server - On Call \(MGM Springfield\)](#)
MGM Springfield | 138854 | Posted 30+ Days Ago

[Table Games Dealer - Part Time \(MGM Springfield\)](#)
MGM Springfield | 134836 | Posted 30+ Days Ago

[Steakhouse Cocktail Server \(MGM Springfield\)](#)
MGM Springfield | 141753 | Posted 30+ Days Ago

[Tap Sports Bar Bussperson - Full Time \(MGM Springfield\)](#)
MGM Springfield | 127890 | Posted 30+ Days Ago

[Steakhouse Sommelier \(MGM Springfield\)](#)
MGM Springfield | 141521 | Posted 30+ Days Ago

[Manicurist \(MGM Springfield\)](#)
MGM Springfield | 138641 | Posted 30+ Days Ago

[Manicurist - Part-time \(MGM Springfield\)](#)
MGM Springfield | 93795 | Posted 30+ Days Ago

[Steakhouse Apprentice Bartender - Part Time \(MGM Springfield\)](#)
MGM Springfield | 89666 | Posted 30+ Days Ago

[Steakhouse Bus/Runner](#)
MGM Springfield | 125755 | Posted 30+ Days Ago

[Cal Mare Fountain Worker - Part Time \(MGM Springfield\)](#)
MGM Springfield | 140498 | Posted 30+ Days Ago

[Table Games Dealer - Full Time \(MGM Springfield\)](#)
MGM Springfield | 134835 | Posted 30+ Days Ago

[Model Bus/Runner Commonwealth Lounge - Part-Time \(MGM Springfield\)](#)
MGM Springfield | 120083 | Posted 30+ Days Ago

[Nightlife Apprentice Model Bartender - Part Time \(MGM Springfield\)](#)
MGM Springfield | 139104 | Posted 30+ Days Ago

[Esthetician - Part Time \(MGM Springfield\)](#)
MGM Springfield | 138639 | Posted 30+ Days Ago

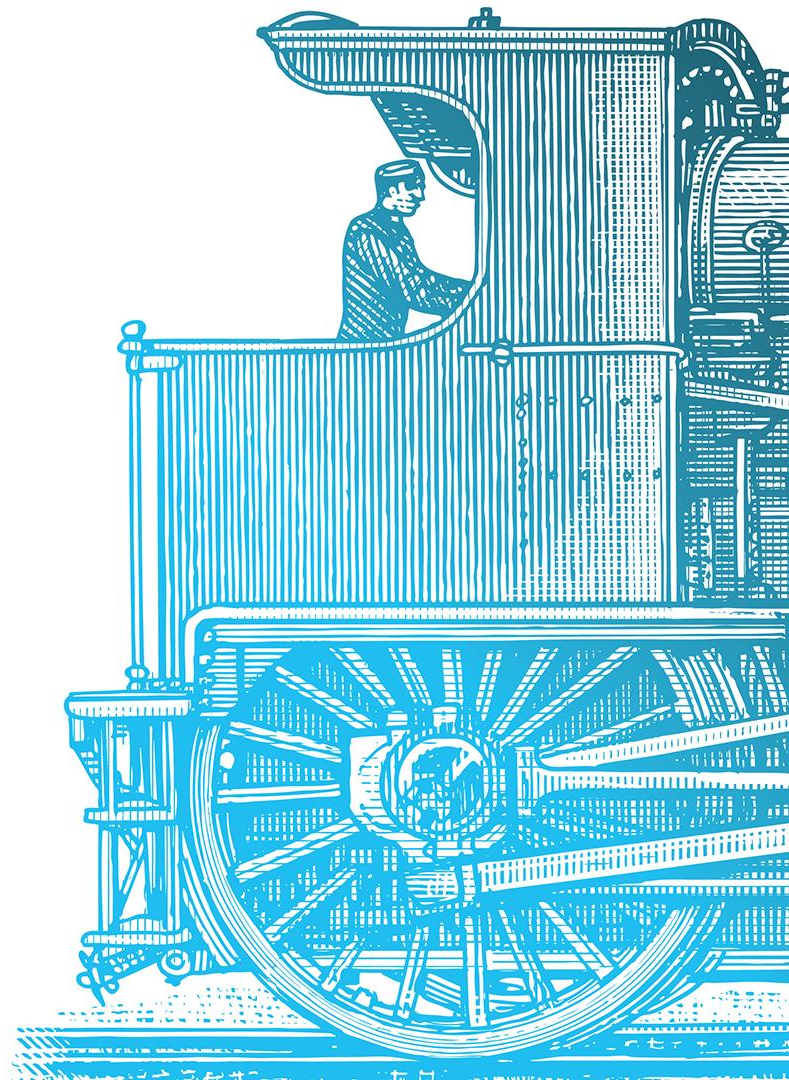
[Massage Therapist \(MGM Springfield\)](#)
MGM Springfield | 132593 | Posted 30+ Days Ago

[Massage Therapist - Part-time \(MGM Springfield\)](#)
MGM Springfield | 138634 | Posted 30+ Days Ago

[Italian Restaurant Host Person \(MGM Springfield\)](#)
MGM Springfield | 101078 | Posted 30+ Days Ago

[Fountain Workers \(MGM Springfield\)](#)
MGM Springfield | 137828 | Posted 30+ Days Ago

MARKETING, EVENTS & ENTERTAINMENT



Marketing

THE DOWNTOWN ROAR
July 2019



JEEP GIVEAWAY
FRIDAY, JULY 5 - 5:00 to 10:00 p.m.

775
ODDS
TIER CREDIT MULTIPLIER

SUMMER CELEBRATION SWIPE & WIN
SPIN & WIN

MGM MILLIONS
Continuous through July 27

July 2019

MGM MILLIONS
You could win \$1,000,000!
May 27 to July 27

EARNING PERIOD: Now through July 27

M life® Rewards members can swipe their card at any promotional kiosk and receive one complimentary set of six numbers for that week's MGM Millions drawing. Earn 1,500 slot points or 2,000 Tier Credits from table play and receive a second entry. (Maximum of five entries allowed per participant, per week. Earning periods run from 8:00 p.m. Saturday to 7:59 p.m. the following Saturday.)

SATURDAY DRAWINGS: Every Saturday at 8:00 p.m.

Participants must swipe at any promotional kiosk starting at 4:00 p.m. to activate their numbers for the 8:00 p.m. drawing. Match even one number and win a prize:

Match 1 Number = \$5 in FREEPLAY*	41
Match 2 Numbers = \$10 in FREEPLAY*	12
Match 3 Numbers = \$100 in FREEPLAY*	9
Match 4 Numbers = \$1,000 in FREEPLAY*	
Match 5 Numbers = \$10,000 in FREEPLAY*	
Match 6 Numbers = \$1,000,000 in Cash!	13
	29
	37


SECOND-CHANCE DRAWINGS: Every Saturday at 10:00 p.m.

If you didn't match any of your numbers in the 8:00 p.m. drawing, don't worry... just drop your tickets into the drawing drum at the Promotions Desk. You could be one of five people chosen to each win \$1,000 in FREEPLAY!

Visit the M life Rewards desk for more details.

MGMRESWARDS.COM

THE DOWNTOWN ROAR
August 2019



ONEDERFUL
MERCEDES-BENZ ANNIVERSARY GIVEAWAY

To celebrate our one year anniversary, we're giving away four luxurious Mercedes-Benz vehicles!

August 2019

ONEDERFUL
MERCEDES-BENZ ANNIVERSARY GIVEAWAY

Help us celebrate our one year anniversary and you could drive away in a brand new 2019 Mercedes-Benz.

Wouldn't that be Onederful!

Mercedes-Benz Springfield
200 So. Bell Street, Springfield

August 1 - 2019 Mercedes-Benz C-Class


August 15 - 2019 Mercedes-Benz S-Class




THE DOWNTOWN ROAR
September 2019




8 CARS 8 DAYS!
Fri & Sat Drawings! Earn Entries All Month!



September 2019

8 CARS 8 DAYS!
Fri & Sat Drawings
Earn Entries All Month!

ONE CADILLAC & OVER \$15,000 IN PRIZES
every Friday & Saturday night in September

FRIEDAYS AND SATURDAYS IN SEPTEMBER
Hosted by 8:00 Drawings from 8:00 p.m. to 9:00 p.m., and Grand Prize Drawings at 10:00 p.m.

Earn one entry for every \$20 slot points or \$50 Tier Credits from table play beginning each evening at 8:00 a.m. and ending each Saturday at 11:59 p.m. On Tuesdays and Thursdays, earn double or triple entries!

A cash prize beginning at \$200 p.m. on the day of the drawing by playing in any slot machine on your M life Rewards card or by making into any one of the promotional areas.

GRAND PRIZES:

Friday, September 6	CADILLAC XT5
Saturday, September 7	CADILLAC XT4
Friday, September 13	CADILLAC XT5
Saturday, September 14	CADILLAC XT4
Friday, September 20	CADILLAC XT5
Saturday, September 21	CADILLAC XT4
Friday, September 27	CADILLAC XT5
Saturday, September 28	CADILLAC XT4

*Visit the M life Rewards desk for more details.
Special thanks to our partner, M life Rewards Cadillac at the Forum, CT.





Promotion Winners



Plaza & Armory Activations



MGM LIVE
ON THE PLAZA
PRESENTED BY
THE BIG E
2019

MGM Springfield's Summer Concert Series

May 11 **DOKKEN & LAST IN LINE** • June 1 **COLLECTIVE SOUL & GIN BLOSSOMS**
 June 8 **HANSON** • June 21 **MATT + KIM** • June 29 **VILLAGE PEOPLE**
 July 5 **THE FAB FOUR: THE ULTIMATE TRIBUTE** • July 20 **MISTERWIVES**
 July 27 **WARRANT & FIREHOUSE** • Aug. 16 **BILLY CURRINGTON** • Aug. 23 **LOCASH**
 Sept. 13 **CRASH TEST DUMMIES, SPIN DOCTORS & THE VERVE PIPE**

Plus these free shows! **TRAILER TRASH** • **FAT** • **KUNG FU** • **SOUL SOUND REVUE** • **GARY HOEY** • **SHOKAZOBA** • **USUALLY NORMAL**
LIVIO GRAVINI & THE FREE SPIRIT SOCIETY / **THE KINGS** • **BLUE EYED BLACKBIRD** • **NICK FRADIANI** • **BOSHD** • **MATT MARATEA**
THE ALCHEMYSTICS / **DORREN PIERRE** • **MICHELLE BROOKS THOMPSON** • **JODAN** • **JASON INGRESSELLI** • **CONSIDER THE SOURCE**
SAVAGE BROTHERS • **NINE DAYS** • **DUPPY CONQUERORS** • **THE GLEN CAMPBELL & FRIENDS GOODTIME SHOW** • **SUGARHILL GANG**

THANKS TO OUR 2019 MGM LIVE SPONSORS

Smart Start @ STCC **REMY COINTREAU**

Corona PREMIER

91.7 WMAZ **mix 93.9** **KIX 100.1**

MASS LIVE

MGMSpringfield.com
for tickets and more information




Plaza & Armory Activations



Food Truck Fridays



Entertainment & Nightlife



- Aziz Ansari
- Rodney Carrington
- Aerosmith
- NBA Basketball Hall of Fame Ceremony
- Steve Marin & Martin Short
- Boyz II Men

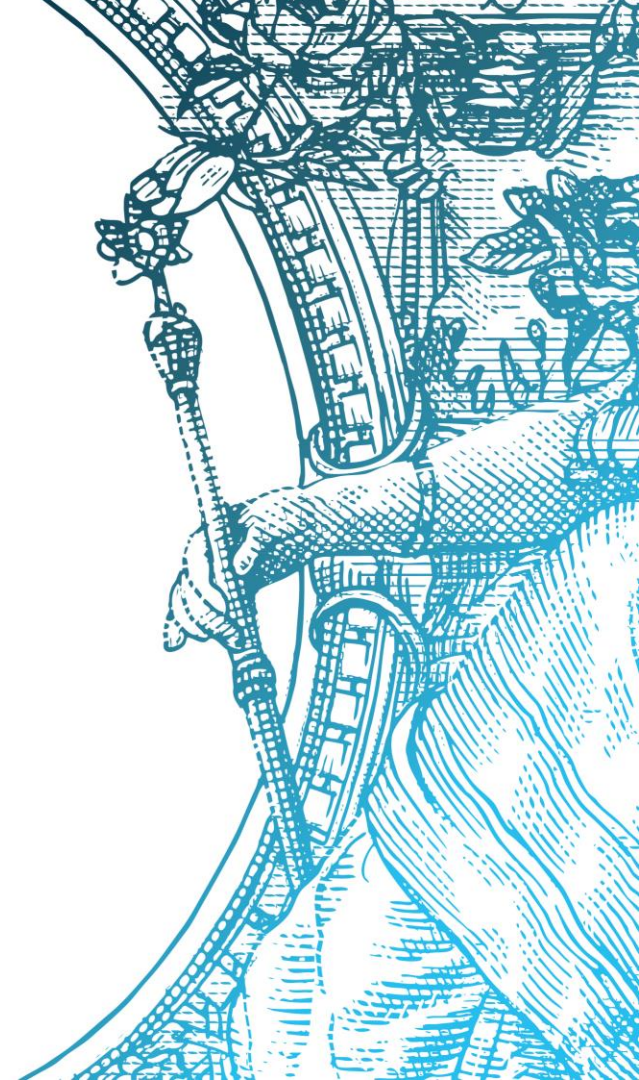
Upcoming Entertainment Calendar – Winter 2019

Date	Event	Location
11/22 - 11/23/2019	ROAR! Cameron Esposito	Armory
11/29/2019	Holiday Kick Off: Ice Rink Opening & Tree Lighting	Plaza
12/5 - 12/7/2019	ROAR! - Ryan Niemiller	Armory
12/7/2019	Lewis Black: The Jokes On Us Tour	Aria Ballroom
12/7/2019	Springfield Symphony Orchestra	Symphony Hall
12/15/2019	Spirit of Springfield Army Band	Symphony Hall
12/19 - 12/21/2019	ROAR! - Matt Braunger	Armory
12/21/2019	Albany Berkshire Ballet	Symphony Hall
12/26 - 12/28/2019	ROAR! - Jared Freid	Armory
12/29 - 12/31/2019	ROAR! - Jamie Kennedy	Armory
12/29/2019	Classical Mystery Tour	Symphony Hall
12/31/2019	Vicki Barbolack & Sam Comroe	Symphony Hall

Upcoming Entertainment Calendar – Winter 2019

Date	Event	Location
1/9 - 1/11/2020	ROAR! Jeff Dye	Armory
1/11/2020	Matt Fraiser: Psychic Medium	Bellagio Ballroom
1/17 - 1/19/2020	Red Sox Winter Weekend	All Venues
1/23 - 1/25/2020	ROAR! Sasheer Zamata	Armory
1/31/2020	LaLa's Burlesque	Aria Ballroom
2/8/2020	Springfield Symphony Orchestra	Symphony Hall
2/21 - 2/22/20	ROAR! Jessica Kirson	Armory
2/22/2020	Springfield Symphony Orchestra	Symphony Hall
3/7/2020	Springfield Symphony Orchestra	Symphony Hall
3/27/2020	Charlie Wilson	Symphony Hall

COMMUNITY ENGAGEMENT



Community Engagement



- Springfield Jazz & Roots Festival
- Springfield Puerto Rican Parade
- Connecticut River Conservancy
- The Big E



Community Engagement

MASSLIVE.COM

Seen@ Thank An Artist celebrating Springfield's creative community at MGM Springfield

By Edward Cohen | Posted on September 22, 2019 4:18 PM | Updated September 23, 2019 9:02 PM



1 / 30

Students and staff of the Community Music School of Springfield Sono Musica performed at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)



2 / 30

L to R- Springfield Cultural Partnership Executive Director Karen Finn and Community Music School of Springfield Executive Director Eileen McCaffery at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)



3 / 30

Students and staff of the Community Music School of Springfield Sono Musica performed at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#) [...More](#)



8 / 30

The Community Music School of Springfield Sono Musica performed at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)



9 / 30

The music group Malado performed at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)



29 / 30

First Lady Renée Flowers and Reverend Dr. Mark E. Flowers at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)



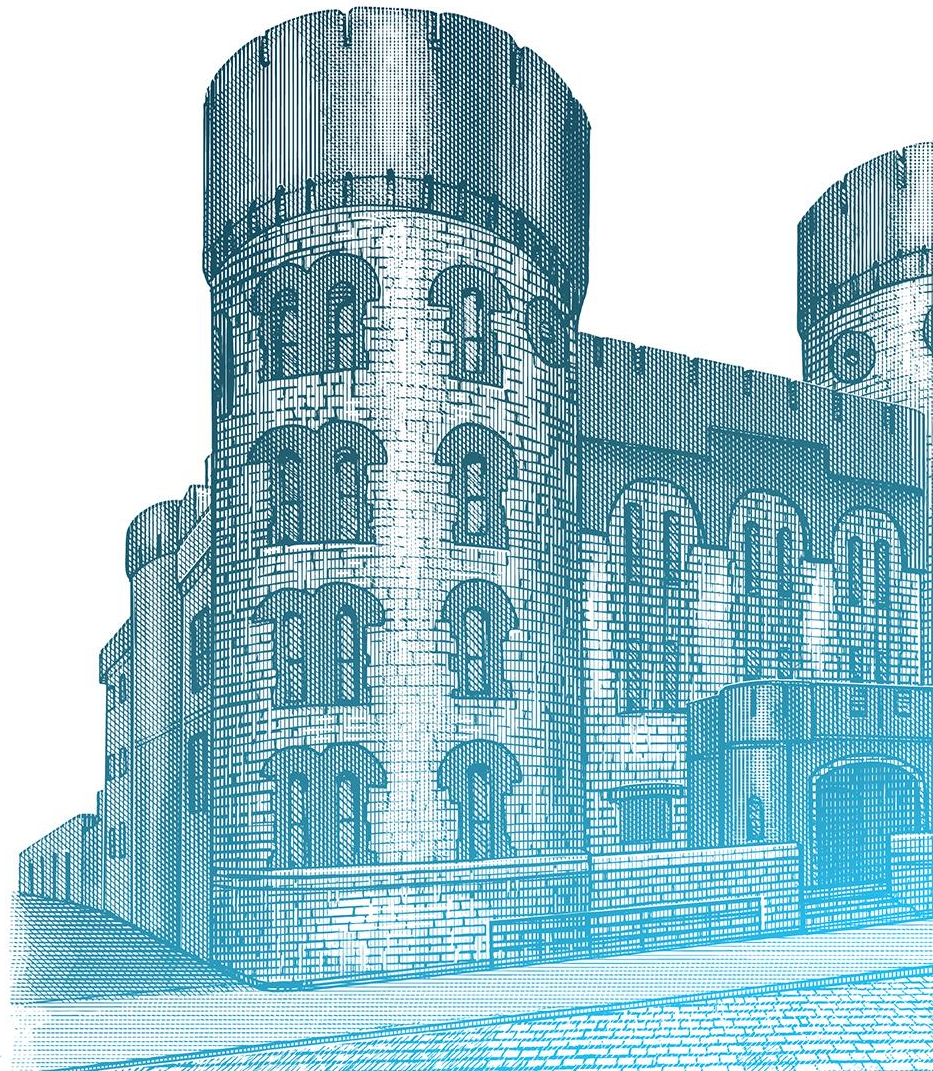
30 / 30

Members of the Springfield Cultural Partnership, Ma State Senator Eric Lesser and his daughter Nora, Springfield City Councilor Kateri Walsh, and event speakers pose for a photos at Thank An Artist celebrating Springfield's creative community and taking place at MGM Springfield on September 21st. (Ed Cohen Photo) [BUY IMAGE](#)

Community Engagement



FUTURE IMPACT

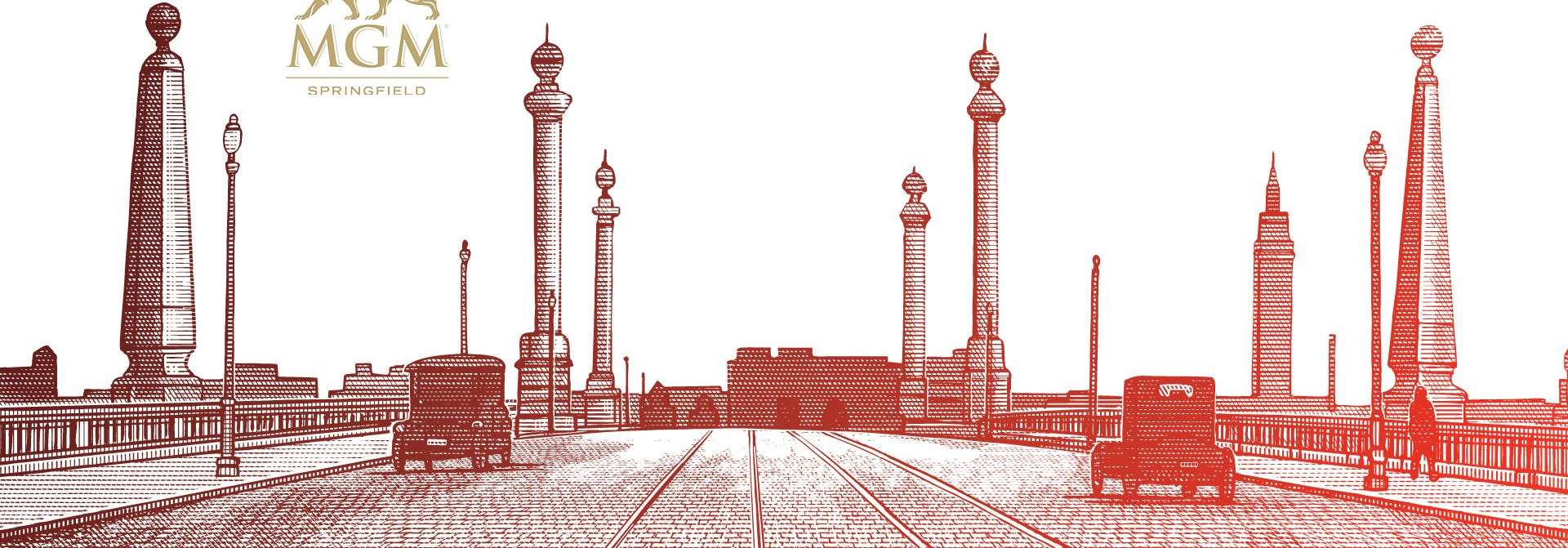


Development Update

- Residential/31 Elm Street
- Wahlburgers
- Armory Plans
- Solar Canopy
- Valet Expansion
- Sports Wagering



THANK YOU



QUARTERLY REPORT



NOVEMBER 21, 2019
ENCORE BOSTON HARBOR



Gaming Revenue, Taxes & Lottery Sales



GAMING REVENUE & TAXES



Month	Slot Gross Gaming Revenue	Table Games Gross Gaming Revenue	Total Gross Gaming Revenue	MA State Taxes Due
June (23-30)	\$9,118,170.27	\$7,671,773.61	\$16,789,943.88	\$4,197,485.97
July	\$21,154,550.03	\$27,420,017.39	\$48,574,567.42	\$12,143,641.86
August	\$20,229,552.72	\$32,256,686.94	\$52,486,239.66	\$13,121,559.92
September	\$21,866,431.67	\$27,091,904.31	\$48,958,335.98	\$12,239,584.00
Total	\$72,368,704.69	\$94,440,382.25	\$166,809,086.94	\$41,702,271.74

LOTTERY SALES



Month ¹	Lottery Sales
June (23-30)	\$5,903.00
July	\$100,508.00
August	\$241,779.00
September	\$186,923.00
Total	\$535,113.00

¹The periods for which relevant sales are reported are based upon week-end totals, and may not correspond precisely to calendar month periods.



Compliance



Month	Minors ¹ Intercepted on Gaming Floor and Prevented from Gaming	Minors Intercepted Gaming	Minors Intercepted Consuming Alcohol
June (23-30)	29	10	0
July	38	11	0
August	36	14	0
September	25	6	5
Total	128	41	5

¹For purposes of this Quarterly Report, “minor” shall mean a person under 21 years of age.



Operating Spend





46 Minority, Veteran's and/or Women's Business Enterprises



47 Local Vendors

SPENDING HIGHLIGHTS CONT'D



More than \$2 million spent with Everett based MBE, ***DPV Transportation, Inc.***



More than \$500,00 spent with Chelsea based WBE, ***Harbour Food Service Equipment***



More than \$300,000 spent with Woburn based WBE, ***Dole & Bailey, Inc.***



Employment



EMPLOYMENT¹



Employee Category	Total of Employees in Category	Percentage of Total Employees
Full-Time	3,422	73%
Part-Time	1,252	27%
Total Number of Employees	4,674	100%

¹All employee figures are current as of November 12, 2019.

EMPLOYMENT CONT'D

Employee Category	Total of Employees in Category	Percentage of Total Employees
Minority	2,494	54%
Veteran	148	3%
Women	2,029	44%
Local	4,050	87%



Marketing and Entertainment Update



PUBLIC PROMOTIONS



JULY

A rewarding offer.



Red Card members have always enjoyed special rewards, such as discounts on valet or self-parking. Now, members who earn 100 points playing slots will receive \$25 in **FREECREDIT**. Hurry, our grand opening promotion is valid from July 8 through 25, 2019.

Sign up at encorebostonharbor.com/redcard.



To learn about responsible play, visit gamesensema.com. If you or a friend has concerns about a gambling problem, call the 24-hour Problem Gambling Helpline at (800)426-1234. Must be 21 years of age or older to enter gaming. Your valid identification required.

FREECREDIT Bonus Giveaway July 8 - July 25, 2019

EARNING
Monday through Thursday
9:00 a.m. - 3:00 p.m.

▶ Earn 100 slot points and get a bonus \$25 in **FREECREDIT**

▶ Maximum of one bonus per promotional day

▶ Red Card must be inserted into the slot machine for points to accumulate

REDEMPTION
Monday through Thursday
9:00 a.m. - 3:00 p.m.

▶ Once the point threshold is reached a bonus **FREECREDIT** prize will be awarded automatically at the slot machine

▶ **FREECREDIT** is available for 30 days

AUGUST



WINNER'S CELEBRATION

Congratulations! You have earned a special anniversary entry into our Winner's Celebration drawing and a chance to win another \$1,000 in **FREECREDIT**. Simply insert your entry for a fun and exciting ride at the Red Card Secondary Dealer's Draw! Expires 10 a.m. - 7 p.m. on Saturday, August 31, 2019. Drawings will be held hourly between 8 a.m. on that day.

Red Card Member Name: _____
Red Card Member #: _____

Encore
BOSTON HARBOR

Employee Name: _____ Employee ID#: _____

SEPTEMBER



Your chance to win a 2019 McLaren 570S or \$100,000 in cash

PLUS, OVER 150 FREECREDIT PRIZES

This August, we are rewarding our valued Red Card members like never before. Our Labor Day of Luxury! Giveaway is your chance to win one of the world's most stylish cars, a 2019 McLaren 570S Spider. And all you have to do is play your favorite slots using your Red Card.

HOW TO ENTER THE DRAWING

It begins on August 1. For every 200 points you earn playing slots, you will receive one drawing entry that could be your ticket to a new McLaren, or up to \$2,000 in **FREECREDIT**. The more you play, the greater your chances of winning.

- Earning period is from Thursday, August 1st 6 a.m. to Thursday, August 29th 11:59 p.m.
- You will receive one drawing entry for every 200 points earned in this timeframe.
- You can earn an unlimited amount of entries.
- Pick up your drawing tickets at the Red Card desk from Thursday, August 1st 7 a.m. to Friday, August 30th 11:30 p.m.
- Save your tickets for the day of the drawing.

HOW TO WIN

The drawing will be held in Piosco Ballroom on Sunday, September 1. Please return to the drop-off desk located at the secondary Red Card Desk near Durbin beginning at 12 p.m. Two winners will be drawn every 30 minutes from 12:00 p.m. to 1:00 p.m. for \$1000 in **FREECREDIT** or a chance to be a finalist. At 1 p.m., one grand prize winner will ride away in a 2019 McLaren 570S Spider or \$200,000 in cash, and the remaining finalists will receive \$2,000 in **FREECREDIT**. At 8 p.m., fifty second chance drawing winners will receive \$100 in **FREECREDIT**. Full promotion details are available at the Red Card desk.



Eligible Competitor Tier Match Offer

Receive anywhere from \$75 to \$500 in **FREECREDIT** when you bring in an eligible players card from another New England casino.

Tier	FREECREDIT	Openen Code
Platinum	\$50	3007
Diamond	\$500	3008

Tier	FREECREDIT	Openen Code
Leap	\$25	3009
Ascend	\$50	3010
Blaze	\$500	3011

MGM Springfield

Tier	FREECREDIT	Openen Code
Fleet	\$25	3002
Gold	\$50	3003
Platinum & Noir	\$500	3004

INVITED CONCERTS



RED CARD

An evening with Tony

To thank our valued Red Card members, we are pleased to offer you complimentary tickets to see **Tony Bennett**. The offer includes two tickets and a **complimentary two-night stay** for the show.

August 8, Doors 6:30 p.m., Showtime 7:30 p.m.
Location: Picasso Ballroom

Please contact your preferred Casino Marketing Executive at (857) 770-7777 to reserve your tickets.



RED CARD

See KC bring sunshine to our stage.

To thank our valued Red Card members, we are pleased to offer you complimentary tickets to see **KC and The Sunshine Band**. The offer includes two tickets and a **complimentary two-night stay** for the show.

August 16, Doors 7:30 p.m., Showtime 8:00 p.m.
Location: Picasso Ballroom



INVITED CONCERTS CONT'D

Earth, Wind & Fire

WYNN RESORTS CORDIALLY INVITES YOU
FOR A MAGICAL WEEKEND IN CELEBRATION
OF OUR NEW SIGNATURE RESORT

Encore
BOSTON HARBOR

JUNE 28 & 29, 2019

ONE BROADWAY
EVERETT, MASSACHUSETTS

[CLICK HERE
FOR ITINERARY](#)

THE FAVOUR OF A REPLY IS REQUESTED BY
JUNE 10, 2019

PLEASE CALL US AT (702) 770-8600
TO MAKE YOUR RESERVATION TODAY.

If you no longer wish to receive email from Encore Boston Harbor, click here to unsubscribe.
Encore Boston Harbor One Broadway, Everett, MA 02148
© 2019 Wynn MA, LLC. All rights reserved.
Encore Boston Harbor | Privacy

Paul Anka

JOIN US FOR AN
ENTERTAINING EVENING
FEATURING THE LEGENDARY

PAUL ANKA

SATURDAY, JULY 6, 2019
6:30 p.m.

DINNER & CONCERT
PICASSO BALLROOM

Encore
BOSTON HARBOR

PLEASE CALL US AT (857) 770-7777
TO MAKE YOUR RESERVATION TODAY.

This offer is exclusively for the intended recipient.
To learn about responsible play, visit www.gamesonsoma.com. If you or a friend has concerns
about a gambling problem, call the 24-hour Problem Gambling Helpline at (800) 428-1234. Must
be 21 years of age or older to enter gaming floor; valid identification required.

Mùa Thu Yêu Thương

Encore
BOSTON HARBOR

*Mùa Thu
Yêu Thương*

September 21, 2019 | 10 p.m.

ADDRESS: ONE BROADWAY, EVERETT, MA 02149
SHOWROOM: PICASSO BALLROOM
SHOW TIME: 10:00 P.M.
BAN TỔ CHỨC: COSMO SHOWPLACE
DIỆN THOẠI: (617) 213-0213

VIP TICKET: \$148 | STANDARD TICKET \$98
TICKET RETAILERS / ĐỊA ĐIỂM BÁN VÉ:
MỸ XUYẾN (617) 288-5726
1460 DORCHESTER AVE, DORCHESTER, MA 02122
NHƯỠNG NGỌC (508) 791-5783
860 MAIN ST, WORCESTER, MA 06160

HƯƠNG TRÀM, PHAN ĐÌNH TÙNG, VIỆT HOÀNG, NGUYỄN TÂM
TRƯỜNG VŨ, BẢNG TÂN, TUẤN ANH, LÂM YẾN PHİ
MC: NGUYỄN NGỌC NGÂN
ĐÀN NGANG: THE BROTHER BAND

Encore Boston Harbor One Broadway, Everett, MA 02148
© 2019 Wynn MA, LLC. All rights reserved.
Encore Boston Harbor | Privacy

PUBLIC SPECIAL EVENTS: CHAMPIONSHIP PRO BOXING


Encore
BOSTON HARBOR

UFC FIGHT PASS MURPHYS BOXING Budweiser

CHAMPIONSHIP PRO BOXING

JULY 12, 2019 | DOORS OPEN AT 7 PM

Encore
BOSTON HARBOR



GREG VENDETTI vs. **MICHAEL ANDERSON**
21-3-1 12 KO vs. 17-2-1 10 KO

RAY MOYLLETTE vs. LARRY FRYERS
11-1 4KO vs. 10-1 3KO

LUIS ARCON DIAZ vs. NIALL O'CONNOR
7-0 7KO vs. 6-0 4KO

MIKE OHAN JR. vs. JOE FARINA
9-0 5KO vs. 6-1 4KO

JAMES PERELLA vs. PADDY IRWIN
3-0 3KO vs. 4-0 3KO


DON'T MISS THIS EVENT.
BUY TICKETS AT TICKETMASTER.COM. GET EVENT DETAILS AT ENCOREBOSTONHARBOR.COM.



UFC FIGHT PASS MURPHYS BOXING Budweiser

CHAMPIONSHIP PRO BOXING

AUGUST 23 | DOORS OPEN AT 7 PM



SPIKE O'SULLIVAN vs. **ABRAHAM NOVA**
30-3 vs. 16-0

KHIRY TODD vs. CARLOS GONGORA vs. JAMES PERELLA
0-1 vs. 10-0 vs. 4-0

JAMES PERKINS vs. JONATHAN DEPINA
PRO DEBUT vs. PRO DEBUT

TICKETS AT MURPHYSBOXING.COM

Encore
BOSTON HARBOR

Emily Hanley/Murphys Boxing/Fightography © 2019

PUBLIC SPECIAL EVENTS: HIGH TEA

Encore
BOSTON HARBOR



A tea dance *unlike* any other

SEPTEMBER 28, 2019
3 p.m. to sunset

ENCORE BOSTON HARBOR | SOUTH LAWN

End September on a high note with an afternoon tea dance. Dress to impress, dance the day away and revel as the sun sets over the Mystic River. The South Lawn at Encore Boston Harbor will be buzzing with music, performers, lawn games and good company. In case of inclement weather hightea will take place in the Ploasoo Ballroom.

highTea Grand Hostesses
Yuhua Hamasaki (RuPaul's Drag Race)
Beats & Ambiance
The People of Boston's DJ L Duke
Celebrity DJ Daniela See (Showtime's The L Word)
Ballroom Vegas Moments and Performance by Royal House of Nina Orizoi
with LEGENDARY OMARI WILES
VIP Hosts
OB Glasser | Ivy League | Bex from KBS 106
Partners
HeartMedia | AIDS Action Committee

encorebostonharbor.com/hightea
#AuthenticallyEncore

Encore BOSTON HARBOR | AIDS ACTION | hightea

RSV/P to attend and receive complimentary parking, subject to availability. Must be 21+.



INVITED SPECIAL EVENTS: FENWAY PARK & GILLETTE STADIUM SUITES

Encore
BOSTON HARBOR

GILLETTE STADIUM SUITES



FENWAY PARK SUITES





Community Impact Update



CLEANUP OF JORDAN BOYS AND GIRLS CLUB OF BOSTON (Sept. 30)

Encore
BOSTON HARBOR



CLEANUP OF STONE ZOO (Oct. 21)

Encore
BOSTON HARBOR



ZOO
NEW ENGLAND
Franklin Park Zoo • Stone Zoo



110 TEAM MEMBERS AND FRIENDS PARTICIPATE IN DAV 5K (Nov. 9)

Encore
BOSTON HARBOR



DAV[®]
FULFILLING OUR PROMISES
TO THE MEN AND WOMEN WHO SERVED



COMMUNITY IMPACT HIGHLIGHTS



Gold Winner of Massachusetts Economic Impact Award



Donated **\$2.4M** to local charitable organizations



4,200 Employee Volunteer Hours YTD

QUESTIONS?



MEMO

To: Chair Judd-Stein, Commissioner Cameron, Commissioner O'Brien, Commissioner Stebbins, and Commissioner Zuniga

From: Karen Wells, IEB Director
Loretta Lillios, Chief Enforcement Counsel

Date: October 3, 2019 (updated October 15, 2019)

RE: Clarification on 205 CMR 134.09

The IEB is seeking input and clarification from the Commission regarding a provision in 205 CMR 134.09(1) relating to sealed adult criminal records. The regulatory provision in question states:

Records of criminal appearances, criminal dispositions, and/or any information concerning acts of delinquency that have been sealed shall not be considered for purposes of making a suitability determination in accordance with 205 CMR 134.00 and M.G.L. c.23K.

The plain language of this regulatory provision treats sealed juvenile records differently from sealed adult criminal records. Under the regulation, it is clear that the IEB is prohibited from considering “any information concerning acts of delinquency” for the purpose of making suitability determinations. By contrast, the regulation’s express prohibition for adult criminal cases extends only to “records of criminal appearances [and] criminal dispositions” that have been sealed.

The regulation’s reach with respect to records of sealed adult criminal cases aligns with G.L. c. 276, § 100A (Sealing of criminal conviction files), and § 100C (Sealing of files in non-conviction cases). These statutes prohibit the admissibility into evidence of sealed records (with certain exceptions)¹ in hearings before any boards or commissions, see G.L. c. 276, § 100A, and allow applicants for occupational or professional licenses with a sealed record to answer “no record” with respect to any inquiry regarding prior arrests, criminal court appearances, or convictions, see Id., and G.L. c. 276, § 100C.²

Sometimes, however, during the course of an investigation, the IEB discovers information wholly apart from sealed “records of criminal appearances [and] criminal dispositions” that reveals information on the underlying conduct that led to the criminal case

¹ Of particular note, records of cases resulting in criminal convictions for certain firearm offenses are not eligible for sealing. See G.L. c. 276, § 100A, excluding violations of convictions under G.L. c. 140, § 121 through 131H from sealing. Further, records of certain sex offenses are not eligible for sealing. Id.

² With respect to sealed records in juvenile cases, 205 CMR 134.09(1) extends more protection in sealed juvenile cases than G.L. c. 276, § 100B (Requests to the commissioner of probation to seal delinquency files).

which was later sealed. Such information may come from any number of sources, such as, by way of example, the investigator's review of open source material, inquiries made to law enforcement databases, or communications with the applicant him or herself. In such circumstances, the IEB comes into possession of potentially derogatory information about an applicant without having accessed any sealed records at all. Consequently, the question remains whether such information should be utilized by the IEB in reaching a determination on suitability.

Below are three hypothetical examples that highlight circumstances where information that may be relevant to suitability is obtained during the course of an investigation, apart from any sealed record.

Hypothetical #1:

An Applicant for a Gaming Employee License as a table games dealer has a sealed criminal record which contains a misdemeanor larceny conviction from four years ago and an identity theft charge that was reduced to a misdemeanor conviction from just under five years ago.³ After having her record sealed nine months ago she was arrested for shoplifting shortly thereafter. The Applicant admitted to sufficient facts at arraignment and received a continuance without a finding ("CWOFF") of guilt on the shoplifting charge. (A CWOFF is not a conviction and does not trigger automatic disqualification for licensing purposes.) The investigator learns of the larceny and the identity theft cases through a google search which revealed media articles from the local newspaper where the events occurred. Law enforcement database searches also corroborate the incidents.

Questions presented: Should the IEB consider the information about the underlying conduct from the misdemeanor larceny and identity theft matters (but not the convictions themselves, as they cannot be verified) obtained through open sources but not through the sealed records of convictions themselves during the suitability evaluation? Should the investigator be permitted to ask the Applicant about the matters?

Hypothetical #2:

An Applicant for a Key Gaming - Standard License as a security department manager has a sealed criminal record of convictions for narcotics trafficking and assault and battery to collect a loan from eight years ago.⁴ The record was sealed a year ago (seven years after the conviction). He was again arrested and convicted of assault and battery nine months ago and received a sentence of six months probation. A law enforcement database search leads the investigator to the narcotics and the first A&B charges, and the investigator finds that the Applicant was arrested at that time with two known gang members. The investigator also finds photographs of

³ Under the gaming law and regulations, an unsealed conviction of a felony or other crime involving embezzlement, theft, fraud or perjury is disqualifying, but two categories of casino employees (gaming service employee registrants and applicants for gaming employee licenses) may show rehabilitation for such convictions occurring 10 years or more prior to the submission of the application. See G.L. c. 23K, § 16(b); 205 CMR 134.10(3)(a).

⁴ These convictions, being felonies, would be disqualifying if unsealed. Unlike registrants and applicants for a gaming employee license, applicants for a key license are not eligible to demonstrate rehabilitation for disqualifying offenses. Id.

the Applicant with what appears to be narcotics on the Applicant's Facebook page where another known gang member is pictured. A review of the police report from the recent A&B arrest indicates that the Applicant was arrested at that time with three other known gang members during a bar fight at a local nightclub.

Questions presented: Should the IEB consider information about the underlying conduct from the narcotics and assault and battery to collect a loan incident obtained through law enforcement databases but not through the sealed records when evaluating suitability? Should the IEB consider information from that incident as it pertains to evidence of a pattern of association with unsuitable persons?

Hypothetical #3:

During the course of the background review of a Gaming Service Employee working as a bar porter, the Registrant, unsolicited by the Investigator, disclosed that three years ago, when he was 18 years old, he was convicted of larceny under \$1,200 after he and a friend stole a package from a neighbor's front porch that had been delivered by UPS. The record of the larceny conviction was sealed a week before he submitted his Registration Form to the commission.

Questions presented:

The IEB would not consider the sealed record and furthermore would not move to revoke the registration if allowed to consider the conduct underlying the incident that led to the conviction which was later sealed. Is that consistent with the Commission's policy directive regarding sealed records?

****Note:**

It should be noted that "expunged" records stand on different footing from "sealed records." As a threshold matter, the relevant gaming regulation (205 CMR 134.09(1)) addresses only "sealed" - and not "expunged" records. In addition, records "sealed" pursuant to G.L. c. 276, §§ 100A through 100C remain available to criminal justice agencies, see G.L. c. 276, § 100D, and "sealed" records also may be considered in imposing sentence in a subsequent criminal case, see G.L. c. 276, §§ 100B, 100C. By contrast, "expunged" records require the "permanent erasure or destruction of a record so that the record is no longer accessible to, or maintained by, the court, any criminal justice agencies or any other state agency, municipal agency or county agency." See G.L. c. 276, § 100E. Finally, in an appeal from an order of the Racing Division's hearing officer, the Commission previously determined that a "suspension based upon [an] expunged conviction shall not be used to deny a license in the Commonwealth of Massachusetts even if the suspension is still in effect in [another] jurisdiction." As a basis for this decision, the Commission stated that it "believes that the purpose of an expungement is to treat the matter involved as if it never occurred." See In the Matter of Richard A. Wojcio, Racing Division No. 2014-005, page 3.

The IEB looks forward to the Commission's input and clarification on this matter.



MASSACHUSETTS GAMING COMMISSION

MEMORANDUM

To: Chair Judd-Stein and Commissioners Cameron, O'Brien, Stebbins, and Zuniga
From: Edward Bedrosian, Jr., Executive Director and Derek Lennon, CFAO
Date: 11/21/2019
Re: Fiscal Year 2020 (FY20) First Budget Update

Summary:

The Massachusetts Gaming Commission approved a FY20 budget for the Gaming Control Fund of \$34.2M, composed of \$28.4M in regulatory costs and \$5.78M in statutorily required costs. In addition, for the first time, the entire Research and Responsible Gaming budget will be funded from the Public Health Trust Fund (PHTF), at an additional \$6.5M. The Gaming Control Fund required an initial assessment of \$29.8M on licensees. Licensees were also assessed an additional \$5M for the PHTF. The combination of the assessments for the Gaming Control Fund and the PHTF resulted in a total assessment of \$34.8M on licensees. FY19 revenue exceeded FY19 expenses by \$1.44M, which resulted in the initial FY20 assessment being reduced from \$34.8M to \$33.39M.

The FY20 approved budget does not include additional costs of on-going litigation and only increased public safety overtime allotment by 25%, with the Encore Boston Harbor (EBH) facility just opening. Staff is not recommending additional costs be added to the FY20 approved budget at this point, but do want to call attention to the possible exposures in the FY20 budget.

Spending Update:

When the Commission approved the initial FY20 budget it was with the knowledge that only the bare minimum required for the MGC's insurance policy was funded in the litigation budget. In addition, the FY20 funding level included a 25% increase for public safety overtime (OT) to account for the opening of EBH, however, this was half of the amount requested. Funding for the Gaming Enforcement Unit (GEU) OT at EBH was an aspirational goal.

Through the first three months of FY20, GEU OT has spent approximately 47% of the \$1.25M budget. However, the GEU law enforcement budget has only spent 14% of its budget. Additionally, the legal department has spent 72% of its litigation budget through the first quarter. As a reminder, the Commonwealth operates on a modified cash basis of accounting; therefore, timing of payments has a large impact on percentage spent column in attachment A. Due to it only being the first quarter, as well as not seeing any drastic underspending in areas as of yet, the finance office is not recommending a change to any funding levels this early in the fiscal year.



Massachusetts Gaming Commission

Revenue Update:

The FY20 Budget for the Gaming Control Fund relies on fees from licensing and slots of ~\$4.26M, and an assessment of \$29.8M to fund the spending needs. Licensing fees appear to be on pace to exceed initial projections for FY20. In addition, in late October the MGC received approximately \$449K in final payments, related to the on-going Wynn suitability investigation that was completed last fiscal year. As noted above, the Commonwealth operates on a modified cash basis of accounting; therefore, that revenue will be realized when received. In addition, the MGC had a surplus of ~\$1.44M in FY19 revenue which will be used to offset the licensee's FY20 assessment.

Assessment on Licensees:

205 CMR 121.00 describes how the Commission shall assess its operational costs on casino licensees, including: any increases or decreases that are the result of over or under spending. 205 CMR 121.05, paragraph (2) specifically states:

“(2) In the event that actual revenues exceed actual costs for a given fiscal year, the commission, in its sole discretion may either return any excess revenue (Excess Assessment) in the same manner in which Excess Assessment was assessed or the commission may credit such Excess Assessment to the Annual Assessment due for the next fiscal year.”

The impact of FY19 final spending being less than revenue in the Gaming Control Fund resulted in a \$1.44M excess assessment to licensees. The surplus FY19 revenue will be credited to the FY20 assessment on licensees. A chart of the credit to each licensee is below:

Licensee	FY20 Percentage of Gaming Positions	FY20 Initial Annual Assessment	FY19 Percentage of Assessment	FY19 Reversion	Revised FY20 Assessment
MGM	32.57%	\$11,345,144.01	37.80%	\$544,009.17	\$10,801,134.84
Encore	52.92%	\$18,432,535.62	46.93%	\$675,477.23	\$17,757,058.38
Penn	14.51%	\$5,055,368.82	15.27%	\$219,816.86	\$4,835,551.96
Total	100%	34,833,048.45	100.00%	1,439,303.26	33,393,745.19

Conclusion:

Staff will continue to monitor all spending and revenue activity with attention to litigation and GEU overtime costs for future updates. The balance forward of \$1.44M in FY19 excess revenue results in a decrease to licensee assessments.

Attachment: A FY20 Actuals Spending and Revenue as of 10/1/2019



Massachusetts Gaming Commission

2020		Budget Projections			Current Budget	Actuals To Date		
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	(Initial+Apvrd Adjmts)	Total	%Spent	% BFY Passed	
10500001--Gaming Control Fund								
MGC Regulatory Cost								
AA REGULAR EMPLOYEE COMPENSATION	\$ 8,295,338.72	\$ -	\$ -	\$ 8,295,338.72	\$ 1,829,647.46	22%	25%	
BB REGULAR EMPLOYEE RELATED EXPEN	\$ 95,700.00	\$ -	\$ -	\$ 95,700.00	\$ 4,702.96	5%	25%	
CC SPECIAL EMPLOYEES	\$ 236,000.00	\$ -	\$ -	\$ 236,000.00	\$ 29,047.50	12%	25%	
DD PENSION & INSURANCE RELATED EX	\$ 3,082,939.57	\$ -	\$ -	\$ 3,082,939.57	\$ 574,104.22	19%	25%	
EE ADMINISTRATIVE EXPENSES	\$ 638,539.84	\$ -	\$ -	\$ 638,539.84	\$ 97,362.04	15%	25%	
FF PROGRAM, FACILITY, OPERATIONAL SUPPLIES	\$ -	\$ -	\$ -	\$ -	\$ 4,005.35	#DIV/0!	25%	
GG ENERGY COSTS AND SPACE RENTAL	\$ 1,295,301.30	\$ -	\$ -	\$ 1,295,301.30	\$ 320,687.88	25%	25%	
HH CONSULTANT SVCS (TO DEPTS)	\$ 792,094.48	\$ -	\$ -	\$ 792,094.48	\$ 224,964.20	28%	25%	
JJ OPERATIONAL SERVICES	\$ 9,554,800.27	\$ -	\$ -	\$ 9,554,800.27	\$ 1,378,449.53	14%	25%	
KK Equipment Purchase	\$ 50,500.00	\$ -	\$ -	\$ 50,500.00	\$ 546.27	1%	25%	
LL EQUIPMENT LEASE-MAINTAIN/REPAR	\$ 35,450.98	\$ -	\$ -	\$ 35,450.98	\$ 8,866.57	25%	25%	
NN NON-MAJOR FACILITY MAINTENANCE REPAIR	\$ 33,318.00	\$ -	\$ -	\$ 33,318.00	\$ -	0%	25%	
PP STATE AID/POL SUB/OSD	\$ 200,000.00	\$ -	\$ -	\$ 200,000.00	\$ 7,233.75	4%	25%	
TT PAYMENTS & REFUNDS	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	25%	
UU IT Non-Payroll Expenses	\$ 4,114,393.44	\$ -	\$ -	\$ 4,114,393.44	\$ 462,996.18	11%	25%	
MGC Regulatory Cost Subtotal:	\$ 28,424,376.60	\$ -	\$ -	\$ 28,424,376.60	\$ 4,942,613.91	17%	25%	
EE--Indirect Costs								
	\$ 2,037,294.23	\$ -	\$ -	\$ 2,037,294.23	\$ 449,435.70	22%	25%	
Office of Attorney General								
ISA to AGO	\$ 2,760,000.00	\$ -	\$ -	\$ 2,760,000.00	\$ 523,707.92	19%	25%	
TT Reimbursement for AGO 0810-1024	\$ -	\$ -	\$ -	\$ -	\$ -		25%	
AGO State Police	\$ 908,277.62	\$ -	\$ -	\$ 908,277.62	\$ 84,339.62	9%	25%	
Office of Attorney General Subtotal:	\$ 3,668,277.62	\$ -	\$ -	\$ 3,668,277.62	\$ 608,047.54	17%	25%	
ISA to ABCC	\$ 75,000.00	\$ -	\$ -	\$ 75,000.00	\$ -	0%	25%	
Gaming Control Fund Total Costs	\$ 34,204,948.45	\$ -	\$ -	\$ 34,204,948.45	\$ 6,000,097.15	18%	25%	
Revenue Projections								
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvrd Adjmts)	Actuals To Date Total			
Gaming Control Fund Beginning Balance 0500	\$ -	\$ -	\$ -	\$ -	\$ 1,439,303.26			
Phase 1 Collections (restricted) 0500	\$ -	\$ -	\$ 449,071.13	\$ -	\$ -			
Phase 1 Refunds 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Phase 2 Category 1 Collections (restricted) 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Region C Phase 1 Investigation Collections 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Region C Phase 2 Category 1 Collections 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Grant Collections (restricted) 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Region A slot Machine Fee 0500	\$ 1,894,800.00	\$ -	\$ (30,000.00)	\$ 1,894,800.00	\$ 1,864,200.00			
Region B Slot Machine Fee 0500	\$ 1,320,000.00	\$ -	\$ (13,800.00)	\$ 1,320,000.00	\$ 1,306,200.00			
Slots Parlor Slot Machine Fee 0500	\$ 750,000.00	\$ -	\$ -	\$ 750,000.00	\$ 750,000.00			
Gaming Employee License Fees (GEL) 3000	\$ 300,000.00	\$ -	\$ -	\$ 300,000.00	\$ 277,326.10			
Key Gaming Executive (GKE) 3000	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ -			
Key Gaming Employee (GKS) 3000	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ -			
Non-Gaming Vendor (NGV) 3000	\$ 20,000.00	\$ -	\$ -	\$ 20,000.00	\$ 10,400.00			
Vendor Gaming Primary (VGP) 3000	\$ 45,000.00	\$ -	\$ -	\$ 45,000.00	\$ 27,141.90			
Vendor Gaming Secondary (VGS) 3000	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ -			
Gaming School License (GSB)	\$ -	\$ -	\$ -	\$ -	\$ -			
Gaming Service Employee License (SER) 3000	\$ 52,500.00	\$ -	\$ -	\$ 52,500.00	\$ 18,750.00			
Subcontractor ID Initial License (SUB) 3000	\$ -	\$ -	\$ -	\$ -	\$ -			
Temporary License Initial License (TEM) 3000	\$ -	\$ -	\$ -	\$ -	\$ -			
Veterans Initial License (VET) 3000	\$ -	\$ -	\$ -	\$ -	\$ -			
Transfer of Licensing Fees to CMF 0500	\$ -	\$ -	\$ -	\$ -	\$ -			
Assessment 0500	\$ 29,788,648.45	\$ -	\$ (1,439,303.26)	\$ 29,788,648.45	\$ 11,544,548.12			
Misc/Bank Interest 0500	\$ -	\$ -	\$ -	\$ -	\$ 3,420.07			
Grand Total	\$ 34,204,948.45	\$ -	\$ (1,034,032.13)	\$ 34,204,948.45	\$ 17,241,289.45			
2020 Budget Projections								
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvrd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed	
4000-1101 Research and Responsible Gaming/Public Health Trust Fund								
AA REGULAR EMPLOYEE COMPENSATION	\$ 314,445.80	\$ -	\$ -	\$ 314,445.80	\$ 51,013.43	16%	25%	
BB REGULAR EMPLOYEE RELATED EXPEN	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ 1,450.37	15%	25%	
CC SPECIAL EMPLOYEES	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	25%	
DD PENSION & INSURANCE RELATED EX	\$ 72,520.04	\$ -	\$ -	\$ 72,520.04	\$ 16,204.22	22%	25%	
EE ADMINISTRATIVE EXPENSES	\$ 475,100.00	\$ -	\$ -	\$ 475,100.00	\$ 3,432.63	1%	25%	
FF PROGRAMMATIC FACILITY OPERATONAL SUPPLIES	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	0%	25%	
HH CONSULTANT SVCS (TO DEPTS)	\$ 3,369,010.00	\$ -	\$ -	\$ 3,369,010.00	\$ 816,942.82	24%	25%	
JJ OPERATIONAL SERVICES	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	25%	
MM PURCHASED CLIENT/PROGRAM SVCS	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ -	0%	25%	
PP STATE AID/POL SUB	\$ 2,298,000.00	\$ -	\$ -	\$ 2,298,000.00	\$ -	0%	25%	
UU IT Non-Payroll Expenses	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 1,190.00	40%	25%	
ISA to DPH	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!	25%	
Research and Responsible Gaming/Public Health Trust Fund Subtotal:	\$ 6,554,075.84	\$ -	\$ -	\$ 6,554,075.84	\$ 890,233.47			
Revenue Projections								
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvrd Adjmts)	Actuals To Date Total			
Public Health Trust Fund ISA	\$ 2,237,639.00	\$ 4,316,436.84	\$ -	\$ 6,554,075.84	\$ 2,237,639.00			

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Bal)	Fwd+Apvd Adjmts)			
1050002								
TT LOANS AND SPECIAL PAYMENTS	\$ -	\$ -	\$ -	\$ -	\$ -			25%
Revenue Projections								
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Apvd Adjmts)				
Greyhound Balance Forward Simulcast 7200	\$ 331,209.53	\$ -	\$ -	\$ 331,209.53	\$ -	\$ 304,458.62		
Plainridge Greyhound Import Simulcast 7200	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ -	\$ 2,701.36		
Raynham Greyhound Import Simulcast 7200	\$ 105,000.00	\$ -	\$ -	\$ 105,000.00	\$ -	\$ 23,433.94		
TVG Greyhound Import Simulcast 7200	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -		
TWS Greyhound Import Simulcast 7200	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00	\$ -	\$ -		
Suffolk Greyhound Import Simulcast 7200	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -		
Wonderland Greyhound Import Simulcast 7200	\$ 30,000.00	\$ -	\$ -	\$ 30,000.00	\$ -	\$ 392.34		
Grand Total	\$ 496,709.53	\$ -	\$ -	\$ 496,709.53	\$ -	\$ 330,986.26		

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Bal)	Fwd+Apvd Adjmts)			
1050003								
AA REGULAR EMPLOYEE COMPENSATION	\$ 779,111.86	\$ -	\$ -	\$ 779,111.86	\$ -	\$ 172,973.28		25%
BB REGULAR EMPLOYEE RELATED EXPEN	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ -	\$ 607.95		25%
CC SPECIAL EMPLOYEES	\$ 425,000.00	\$ -	\$ -	\$ 425,000.00	\$ -	\$ 141,693.10		25%
DD PENSION & INSURANCE RELATED EX	\$ 279,030.65	\$ -	\$ -	\$ 279,030.65	\$ -	\$ 57,454.50		25%
EE ADMINISTRATIVE EXPENSES	\$ 42,485.00	\$ -	\$ -	\$ 42,485.00	\$ -	\$ 1,927.24		25%
FF PROGRAMMATIC FACILITY OPERATIONAL SUPPLIES	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -		25%
HH CONSULTANT SVCS (TO DEPTS)	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ -	\$ -		25%
JJ OPERATIONAL SERVICES	\$ 727,758.73	\$ -	\$ -	\$ 727,758.73	\$ -	\$ 128,765.03		25%
KK EQUIPMENT PURCHASES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		25%
LL EQUIPMENT LEASE-MAINTAIN/REPAR	\$ 915.00	\$ -	\$ -	\$ 915.00	\$ -	\$ -		25%
MM PURCHASED CLIENT/PROGRAM SVCS	\$ 155,000.00	\$ -	\$ -	\$ 155,000.00	\$ -	\$ -		25%
NN INFRASTRUCTURE:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		25%
TT LOANS AND SPECIAL PAYMENTS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		25%
UU IT Non-Payroll Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		25%
EE --Indirect Costs	\$ 202,687.10	\$ -	\$ -	\$ 202,687.10	\$ -	\$ 39,662.24		25%
ISA to DPH	\$ 70,000.00	\$ -	\$ -	\$ 70,000.00	\$ -	\$ 2.30		25%
Grand Total	\$ 2,720,988.34	\$ -	\$ -	\$ 2,720,988.34	\$ -	\$ 543,085.64		

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Apvd Adjmts)				
Revenue Projections								
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Apvd Adjmts)				
Racing Oversight and Development Balance Forward 0131	\$ 400,000.00	\$ -	\$ -	\$ 400,000.00	\$ -	\$ 1,024,078.77		
Plainridge Assessment 4800	\$ 150,000.00	\$ -	\$ -	\$ 150,000.00	\$ -	\$ 10,293.55		
Plainridge Daily License Fee 3003	\$ 106,500.00	\$ -	\$ -	\$ 106,500.00	\$ -	\$ 10,960.00		
Plainridge Occupational License 3003/3004	\$ 60,000.00	\$ -	\$ -	\$ 60,000.00	\$ -	\$ 7,680.00		
Plainridge Racing Development Oversight Live 0131	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ -	\$ 1,638.89		
Plainridge Racing Development Oversight Simulcast 0131	\$ 125,000.00	\$ -	\$ -	\$ 125,000.00	\$ -	\$ 13,874.53		
Raynham Assessment 4800	\$ 90,000.00	\$ -	\$ -	\$ 90,000.00	\$ -	\$ 30,293.30		
Raynham Daily License Fee 3003	\$ 93,000.00	\$ -	\$ -	\$ 93,000.00	\$ -	\$ 28,800.00		
Raynham Racing Development Oversight Simulcast 0131	\$ 90,000.00	\$ -	\$ -	\$ 90,000.00	\$ -	\$ 26,272.11		
Suffolk Assessment 4800	\$ 550,000.00	\$ -	\$ -	\$ 550,000.00	\$ -	\$ -		
Suffolk Commission Racing Development Oversight Simulcast 0131	\$ 150,000.00	\$ -	\$ -	\$ 150,000.00	\$ -	\$ -		
Suffolk Daily License Fee 3003	\$ 76,500.00	\$ -	\$ -	\$ 76,500.00	\$ -	\$ 590.00		
Suffolk Occupational License 3003/3004	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ 1,615.00		
Suffolk Racing Development Oversight Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Suffolk TVG Commission Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 209.51		
Suffolk TVG Commission Simulcast 0131	\$ 175,000.00	\$ -	\$ -	\$ 175,000.00	\$ -	\$ 25,868.64		
Suffolk Twin Spires Commission Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 96.81		
Suffolk Twin Spires Commission Simulcast 0131	\$ 105,000.00	\$ -	\$ -	\$ 105,000.00	\$ -	\$ 18,108.90		
Suffolk Xpress Bet Commission Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66.19		
Suffolk Xpress Bet Commission Simulcast 0131	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ -	\$ 6,211.98		
Suffolk NYRA Bet Commission Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37.27		
Suffolk NYRA Bet Commission Simulcast 0131	\$ 30,000.00	\$ -	\$ -	\$ 30,000.00	\$ -	\$ 4,280.78		
Transfer to General Fund 10500140 0000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Wonderland Assessment 4800	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	\$ -	\$ 509.64		
Wonderland Daily License Fee 3003	\$ 75,000.00	\$ -	\$ -	\$ 75,000.00	\$ -	\$ 6,000.00		
Wonderland Racing Development Oversight Simulcast 0131	\$ 22,500.00	\$ -	\$ -	\$ 22,500.00	\$ -	\$ 204.03		
Plainridge fine 2700	\$ 20,000.00	\$ -	\$ -	\$ 20,000.00	\$ -	\$ 3,400.00		
Suffolk Fine 2700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Plainridge Unclaimed wagers 5009	\$ 160,000.00	\$ -	\$ -	\$ 160,000.00	\$ -	\$ -		
Suffolk Unclaimed wagers 5009	\$ 240,000.00	\$ -	\$ -	\$ 240,000.00	\$ -	\$ -		
Raynham Unclaimed wagers 5009	\$ 150,000.00	\$ -	\$ -	\$ 150,000.00	\$ -	\$ -		
Wonderland Unclaimed wagers 5009	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ -	\$ -		
Misc/Bank Interest 0131	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ -	\$ 0.64		
Grand Total	\$2,547,000.00	\$0.00	\$0.00	\$2,547,000.00	\$ -	\$1,221,090.54		

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Bal)	Fwd+Apvd Adjmts)			
10500004								
PP Grants and Subsidies (Community Mitigation Fund)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 520,607.74		25%
Revenue Projections								
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget		Actuals To Date Total	%Spent	% BFY Passed
				(Initial+Apvd Adjmts)				
Balance forward prior year	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Grand Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		

Budget Projections

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500005							
TT LOANS AND SPECIAL PAYMENTS (Race Horse Dev Fund)	\$ 14,400,000.00	\$ -	\$ -	\$ 14,400,000.00	\$ 3,549,882.25		25%
Revenue Projections							
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvd Adjmts)	Actuals To Date Total		
Balance forward prior year 3003				\$ -	\$ 13,318,580.06		
Race Horse Development Fund assessment 3003	\$ 15,000,000.00			\$ 15,000,000.00			
Grand Total	\$ 15,000,000.00	\$ -	\$ -	\$ 15,000,000.00			

Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500008							
Casino forfeited money MGC Trust MGL 267A S4	\$ 7,500.00			\$ 7,500.00	\$ 7,229.00		25%
Grand Total	\$ 7,500.00	\$ -	\$ -	\$ 7,500.00			

Budget Projections							
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500012/ P promo							
TT LOANS AND SPECIAL PAYMENTS	\$ -	\$ -	\$ -	\$ -			25%
Revenue Projections							
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvd Adjmts)	Actuals To Date Total		
Plainridge Racecourse Promo Fund Beginning Balance 7205	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ 108,012.22		
Plainridge Import Harness Horse Simulcast 0131	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ 1,513.72		
Plainridge Racing Harness Horse Live 0131	\$ 9,000.00	\$ -	\$ -	\$ 9,000.00	\$ 1,484.11		
Raynham Import Plainridge Simulcast 0131	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ 705.68		
Suffolk Import Plainridge Simulcast 0131	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ -		
TVG Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
TVG Simulcast 0131	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ 871.70		
Twin Spires Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
Twin Spires Simulcast 0131	\$ 14,500.00	\$ -	\$ -	\$ 14,500.00	\$ 749.65		
Xpress Bets Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
Xpress Bets Simulcast 0131	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ 277.89		
NYRA Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
NYRA Simulcast 0131	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 76.72		
Grand Total	\$ 72,000.00	\$ -	\$ -	\$ 72,000.00	\$ 113,691.69		

Budget Projections							
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500013/ P Cap							
TT LOANS AND SPECIAL PAYMENTS	\$ 125,000.00	\$ -	\$ -	\$ 125,000.00			25%
Revenue Projections							
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvd Adjmts)	Actuals To Date Total		
Plainridge Capital Improvement Fund Beginning Balance 7205	\$ 425,034.39	\$ -	\$ -	\$ 425,034.39	\$ 475,928.74		
Plainridge Import Harness Horse Simulcast 0131	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ 3,208.28		
Plainridge Racing Harness Horse Live 0131	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ 2,577.72		
Raynham Import Plainridge Simulcast 0131	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 1,081.97		
Suffolk Import Plainridge Simulcast 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
TVG Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
TVG Simulcast 0131	\$ 40,000.00	\$ -	\$ -	\$ 40,000.00	\$ 2,728.43		
Twin Spires Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
Twin Spires Simulcast 0131	\$ 35,000.00	\$ -	\$ -	\$ 35,000.00	\$ 2,243.08		
Xpress Bets Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
Xpress Bets Simulcast 0131	\$ 7,000.00	\$ -	\$ -	\$ 7,000.00	\$ 346.68		
NYRA Live 0131	\$ -	\$ -	\$ -	\$ -	\$ -		
NYRA Simulcast 0131	\$ 200.00	\$ -	\$ -	\$ 200.00	\$ 310.07		
Grand Total	\$122,200.00	\$0.00	\$0.00	\$547,234.39	\$488,424.97		

Budget Projections							
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500021/ S promo							
TT LOANS AND SPECIAL PAYMENTS	\$ 146,000.00	\$ -	\$ -	\$ 146,000.00			25%
Revenue Projections							
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvd Adjmts)	Actuals To Date Total		
Suffolk Promotional Fund Beginning Balance 7205	\$ 75,776.00	\$ -	\$ -	\$ 75,776.00	\$ 144,787.71		
Plainridge Import Suffolk Simulcast 0131	\$ 25,000.00	\$ -	\$ -	\$ 25,000.00	\$ 3,442.95		
Raynham Import Suffolk Simulcast 0131	\$ 16,000.00	\$ -	\$ -	\$ 16,000.00	\$ 4,068.11		
Suffolk Import Running Horse Simulcast 0131	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ -		
Suffolk Racing Running Horse Live 0131	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -		
TVG Live 0131	\$ 200.00	\$ -	\$ -	\$ 200.00	\$ 69.84		
TVG Simulcast 0131	\$ 55,000.00	\$ -	\$ -	\$ 55,000.00	\$ 7,307.16		
Twin Spires Live 0131	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ 32.27		
Twin Spires Simulcast 0131	\$ 30,000.00	\$ -	\$ -	\$ 30,000.00	\$ 5,546.22		
Xpress Bets Live 0131	\$ 50.00	\$ -	\$ -	\$ 50.00	\$ 22.06		
Xpress Bets Simulcast 0131	\$ 13,000.00	\$ -	\$ -	\$ 13,000.00	\$ 1,964.85		
NYRA Live 0131	\$ 3.00	\$ -	\$ -	\$ 3.00	\$ 12.42		

NYRA Simulcast 0131	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 1,388.19
Grand Total	\$194,353.00	\$0.00	\$0.00	\$194,353.00	\$168,641.78

Budget Projections							
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500022/ S Cap							
TT LOANS AND SPECIAL PAYMENTS	\$ 525,500.00	\$ -	\$ -	\$ 525,500.00	\$ 108,964.20		25%
Revenue Projections							
Revenues	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Apvd Adjmts)	Actuals To Date Total		
Suffolk Capital Improvement Fund Beginning Balance							
7205	\$ 848,696.04	\$ -	\$ -	\$ 848,696.04	\$ 2,249,896.86		
Plainridge Import Suffolk Simulcast 0131	\$ 100,000.00	\$ -	\$ -	\$ 100,000.00	\$ 11,098.33		
Raynham Import Suffolk Simulcast 0131	\$ 50,000.00	\$ -	\$ -	\$ 50,000.00	\$ 13,354.60		
Suffolk Import Running Horse Simulcast 0131	\$ 200,000.00	\$ -	\$ -	\$ 200,000.00	\$ -		
Suffolk Racing Running Horse Live 0131	\$ 9,000.00	\$ -	\$ -	\$ 9,000.00	\$ -		
TVG Live 0131	\$ 600.00	\$ -	\$ -	\$ 600.00	\$ 215.87		
TVG Simulcast 0131	\$ 200,000.00	\$ -	\$ -	\$ 200,000.00	\$ 26,184.54		
Twin Spires Live 0131	\$ 400.00	\$ -	\$ -	\$ 400.00	\$ 79.24		
Twin Spires Simulcast 0131	\$ 120,000.00	\$ -	\$ -	\$ 120,000.00	\$ 19,751.31		
Xpress Bets Live 0131	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 60.92		
Xpress Bets Simulcast 0131	\$ 45,000.00	\$ -	\$ -	\$ 45,000.00	\$ 5,765.64		
NYRA Live 0131	\$ 3.00	\$ -	\$ -	\$ 3.00	\$ 33.32		
NYRA Simulcast 0131	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ 4,539.82		
Grand Total	\$1,584,699.04	\$0.00	\$0.00	\$1,584,699.04	\$2,330,980.45		

Budget Projections							
Row Labels	Initial Projection	Approved Adjustments	Proposed Adjustments	Current Budget (Initial+Bal Fwd+Apvd Adjmts)	Actuals To Date Total	%Spent	% BFY Passed
10500140							
TT LOANS AND SPECIAL PAYMENTS	\$ 721,350.00	\$ -	\$ -	\$ 721,350.00			25%

Worksheet 1: Discretionary Budget and Spending Benchmark Calculation

Dept Name:

Instructions: The tables below are populated automatically based on data entered on Worksheets 3-6.

Dept. Total By Sources of Funding	<i>Fiscal Year 2019 - Department Total</i>				
	Appropriation Amount	Exempted Amount	IE Amount	ISA Amount	Discretionary Amount
State	\$0	\$0	\$0	\$0	\$0
Federal	\$0	\$0	\$0	\$0	\$0
Trust	\$17,460,040	\$6,920,226	\$6,201,342	\$164,000	\$4,174,472
Capital	\$0	\$0	\$0	\$0	\$0
FY2018 Total	\$17,460,040	\$6,920,226	\$6,201,342	\$164,000	\$4,174,472

Column 1	Column 2	Column 3	Spending YTD	
MINORITY-OWNED BUSINESS BENCHMARK				
FY19 Discretionary Budget	FY19 Benchmark	FY19 Departmental Benchmark		
4,174,472	8%	333,958	483,126	145%
WOMEN-OWNED BUSINESS BENCHMARK				
FY19 Discretionary Budget	FY19 Benchmark	FY19 Departmental Benchmark		
4,174,472	14%	584,426	495,162	85%
SMALL BUSINESS BENCHMARK				
FY19 Discretionary Budget	FY19 Benchmark	FY19 Departmental Benchmark		
4,174,472	3.3%	137,758	1,802,493	1308%
SERVICE-DISABLED VETERAN-OWNED BUSINESS BENCHMARK				
FY19 Discretionary Budget	FY19 Benchmark	FY19 Departmental Benchmark		
4,174,472	3.0%	125,234	6,678	5%

Revised 10/07/2015

Worksheet 1: Discretionary Budget and Spending Benchmark Calculation

Dept Name:

Instructions: The tables below are populated automatically based on data entered on Worksheets 3-6.

Dept. Total By Sources of Funding	Fiscal Year 2020 - Department Total				
	Appropriation Amount	Exempted Amount	IE Amount	ISA Amount	Discretionary Amount
State	\$0	\$0	\$0	\$0	\$0
Federal	\$0	\$0	\$0	\$0	\$0
Trust	\$22,289,612	\$6,920,226	\$7,446,509	\$377,653	\$6,452,718
Capital	\$0	\$0	\$0	\$0	\$0
FY2018 Total	\$22,289,612	\$6,920,226	\$7,446,509	\$377,653	\$6,452,718

Column 1	Column 2	Column 3	Spending YTD	
MINORITY-OWNED BUSINESS BENCHMARK				
FY20 Discretionary Budget	FY20 Benchmark	FY20 Departmental Benchmark		
6,452,718	8%	516,217	33,960	7%
WOMEN-OWNED BUSINESS BENCHMARK				
FY20 Discretionary Budget	FY20 Benchmark	FY20 Departmental Benchmark		
6,452,718	14%	903,381	119,748	13%
SMALL BUSINESS BENCHMARK				
FY20 Discretionary Budget	FY20 Benchmark	FY20 Departmental Benchmark		
6,452,718	3.3%	212,940	845,224	397%
SERVICE-DISABLED VETERAN-OWNED BUSINESS BENCHMARK				
FY20 Discretionary Budget	FY20 Benchmark	FY20 Departmental Benchmark		
6,452,718	3.0%	193,582	2,399	1%

Revised 10/07/2015



Legal Division

AMENDED SMALL BUSINESS IMPACT STATEMENT

The Massachusetts Gaming Commission (“Commission”) hereby files this amended Small Business Impact statement in accordance with G.L. c.30A §5 relative to the proposed amendment to [205 CMR 134.00: Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations](#). Specifically, **205 CMR 134.01: Key Gaming Employee Licensees** shall be amended to add Junket representatives, whom are not employed by a gaming licensee or affiliate of the gaming licensee or a junket enterprise licensed as a gaming vendor, as Key Gaming Employees. Further, **205 CMR 134.06: Junket Enterprises and Junket Representatives** shall be added to the regulation to describe the scope of responsibility and compliance imposed upon the licensee in order to employ a junket enterprise or junket representative.

These amendments were developed as part of the process of promulgating regulations governing the operation of gaming establishments in the Commonwealth under G.L. c.23K, §16, 30, and 31. The proposed amendments apply directly to junket representatives and junket enterprises, which can be considered small businesses.

Per G.L. c.30A §5, the Commission offers the following responses as to whether any of the following methods of reducing the impact of the proposed regulation on small businesses would hinder the achievement of the purpose of the proposed regulation:

1. Establishing less stringent compliance or reporting requirements for small businesses:

This regulation requires all junket enterprises and junket representatives to be licensed before they may conduct any junket business. There are also reporting requirements that will be imposed on the licensees and consist of conditions that are common among other jurisdictions surveyed. These requisites are imperative to effectuate the regulation.

2. Establishing less stringent schedules or deadlines for compliance or reporting requirements for small businesses:

There are no schedules or deadlines for compliance or reporting requirements for small businesses, to include junkets, created by this regulation or the proposed amendment. However, Key Gaming Employees have a continuing duty to notify and update the Commission of any changes in status as outlined in [205 CMR 134.18: Duties of Applicants and Licensees](#). Initial reporting requirements are in connection with a junket’s application for a Key Gaming Employee license. Specifically, applicants shall include proof of the junket enterprise or junket representative’s business relationship with a gaming licensee in the manner prescribed by the Division of Licensing.



Massachusetts Gaming Commission

3. Consolidating or simplifying compliance or reporting requirements for small businesses:

As a general matter, there are no administrative reporting requirements incurred by this regulation. The compliance and reporting requirements for application and maintenance of a Key Gaming Employee license are stated above.

4. Establishing performance standards for small businesses to replace design or operational standards required in the proposed legislation:

These amendments are prescriptive in nature, and are appropriate as they ensure regulatory uniformity in Massachusetts as well as other jurisdictions.

5. An analysis of whether the proposed regulation is likely to deter or encourage the formation of new businesses in the Commonwealth:

These amendments are not expected to deter or encourage the formation of new businesses in the Commonwealth.

6. Minimizing adverse impact on small businesses by using alternative regulatory methods:

The proposed amendments are not likely to create any adverse impact on small businesses.

Massachusetts Gaming Commission

By:

Shara N. Bedard
Paralegal

Dated:



Massachusetts Gaming Commission

Regulation Review Checklist

Agency Contacts for This Specific Regulation		
Carrie Torrisi		
Karen Wells		
Overview		
CMR Number	205 CMR 134.01	
Regulation Title	Junkets	
<input type="checkbox"/> Draft Regulation	<input checked="" type="checkbox"/> Final Regulation	
Type of Proposed Action		
✓ Please check all that apply		
<input type="checkbox"/> Retain the regulation in current form.		
<input type="checkbox"/> New regulation (Please provide statutory cite requiring regulation):		
<input type="checkbox"/> Emergency regulation (Please indicate the date regulation must be adopted):		
<input checked="" type="checkbox"/> Amended regulation		
<input type="checkbox"/> Technical correction		
<input type="checkbox"/> Other Explain:		

Summary of Proposed Action
Please describe the purpose of the regulation:
This regulation requires independently operating junket representatives to be licensed as key gaming employee-standard.
Nature of and Reason for the Proposed Action
Encore Boston Harbor is requesting authorization to begin running junkets

Regulation Review Checklist

Additional Comments or Issues Not Earlier Addressed by this Review	
Required Attachments	
✓ Please check all that apply	
<input checked="" type="checkbox"/> Redlined version of proposed amendment to regulation, including repeals	<input type="checkbox"/> Clean copy of the regulation if it is a new chapter or if there is a recommendation to retain as is
<input type="checkbox"/> Text of statute or other legal basis for regulation	
<input type="checkbox"/> Small Business Impact Statement (SBIS)	<input checked="" type="checkbox"/> Amended SBIS

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.01: Key Gaming Employee Licensees

No individual shall be employed by or perform services for a gaming licensee as a key gaming employee, as defined by M.G.L. c. 23K, § 2, unless the individual has been licensed in accordance with M.G.L. c. 23K, § 30 and 205 CMR 134.00. There shall be two categories of key gaming employee licensees: key gaming employee-executive and key gaming employee-standard.

- (1) An individual holding one of the following positions, and any person in a similar or equivalent position, regardless of job title, whose employment relates to gaming shall be designated as a key gaming employee-executive:
 - (a) Assistant General Manager;
 - (b) Chief Internal Audit Officer;
 - (c) Gaming Manager;
 - (d) Chief Financial Officer;
 - (e) Chief of Security;
 - (f) General Manager;
 - (g) Chief Surveillance Officer;
 - (h) Chief Compliance Officer;
 - (i) Principal executive Officer;
 - (j) Principal operating Officer;
 - (k) Principal accounting Officer;
 - (l) Chief Information Officer;
 - (m) Other executive level employees who are not identified as a key gaming employee-standard in accordance with 205 CMR 134.01(2) as determined by the commission.

- (2) An individual holding one of the following positions, and any person in a similar or equivalent position, regardless of job title, whose employment relates directly to a gaming establishment shall be designated as a key gaming employee-standard:
 - (a) Controller;
 - (b) Electronic gaming device or slot machines manager;
 - (c) Human resources manager;
 - (d) Information technology manager;
 - (e) Pit boss;
 - (f) Shift supervisor of table games, of a slot department, credit department, security, surveillance, accounting department, cage, or player development;
 - (g) Credit manager;
 - (h) Cage manager;
 - (i) Hotel Manager;
 - (j) Entertainment Director;
 - (k) Food & Beverage Manager;
 - (l) Other managerial employees who are not identified as a key gaming employee-executive in accordance with 205 CMR 134.01(1), but who are empowered to make discretionary

decisions which impact gaming establishment operations, or as determined by the commission;

~~(m)~~ Junket representative not employed by a gaming licensee or affiliate of the gaming licensee or a junket enterprise licensed as a gaming vendor in accordance with 205 CMR 134.00.

- (3) Any individual who is a qualifier of a gaming licensee but who does not perform any of the duties of the positions identified in 205 CMR 134.01(1)(a) or (b) does not have to become licensed as a key gaming employee. Such individual does have to be approved as a qualifier and issued a positive determination of suitability in accordance with 205 CMR 111.00: *Phase 1 Application Requirements*, 115.00: *Phase 1 Suitability Determination, Standards and Procedures*, and 116.00: *Persons Required to Be Licensed or Qualified*. An individual who has been issued a positive determination of suitability in accordance with 205 CMR 111.00: *Phase 1 Application Requirements* and who will be performing the responsibilities requiring licensure as a key gaming employee shall apply for licensure in accordance with 205 CMR 134.08(2) subject to the term limitation of 205 CMR 134.16(4).

Regulation Review Checklist

Agency Contacts for This Specific Regulation		
Carrie Torrisi		
Karen Wells		
Overview		
CMR Number	205 CMR 134.06	
Regulation Title	Junkets	
<input type="checkbox"/> Draft Regulation		<input checked="" type="checkbox"/> Final Regulation
Type of Proposed Action		
✓ Please check all that apply		
<input type="checkbox"/> Retain the regulation in current form.		
<input checked="" type="checkbox"/> New regulation (Please provide statutory cite requiring regulation): G.L. c. 23K, s. 5(13) and s. 33		
<input type="checkbox"/> Emergency regulation (Please indicate the date regulation must be adopted):		
<input type="checkbox"/> Amended regulation		
<input type="checkbox"/> Technical correction		
<input type="checkbox"/> Other Explain:		

Summary of Proposed Action
Please describe the purpose of the regulation:
The purpose is to codify licensing requirements, reporting requirements, and restrictions for junket operators.
Nature of and Reason for the Proposed Action
Encore Boston Harbor is requesting authorization to begin running junkets

Regulation Review Checklist

Additional Comments or Issues Not Earlier Addressed by this Review	
Required Attachments	
✓ Please check all that apply	
<input type="checkbox"/> Redlined version of proposed amendment to regulation, including repeals	<input checked="" type="checkbox"/> Clean copy of the regulation if it is a new chapter or if there is a recommendation to retain as is
<input type="checkbox"/> Text of statute or other legal basis for regulation	
<input type="checkbox"/> Small Business Impact Statement (SBIS)	<input checked="" type="checkbox"/> Amended SBIS

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.06: Junket Enterprises and Junket Representatives

- (1) Licensing. No person shall conduct business with a gaming licensee as a junket enterprise or junket representative unless such person has been licensed in accordance with 205 CMR 134.00. A person shall be considered to be conducting business upon commencement of performance of a contract or provision of a service. A gaming licensee acting as a junket enterprise shall not be required to obtain additional licensure pursuant to this section.
- (a) All junket enterprise and junket representative license applications submitted pursuant to 205 CMR 134.00 shall include proof of the junket enterprise or junket representative's business relationship with a gaming licensee in the manner prescribed by the Division of Licensing.
- (2) Complimentary services exception. An offer by a gaming licensee to pay for the cost of transportation, food, lodging, and entertainment for a person in an amount to be determined by the actual gaming activities of that person after his or her arrival at the gaming establishment shall be deemed to be an offer of complimentary services or item, as defined in G.L. c. 23K, § 2, for the purposes of whether an arrangement involving such an offer is a junket within the meaning of G.L. c. 23K, § 2 and 205 CMR 134.06.
- (3) Selection of persons for participation in junket.
- (a) As used in G.L. c. 23K, § 2, selection or approval of a person “for participation in a junket on the basis of the person’s ability to satisfy a financial qualification obligation related to the person’s ability or willingness to gamble” shall be deemed to occur whenever a person, as an element of the arrangement, is required to:
1. Establish gaming credit with a gaming licensee;
 2. Establish a customer deposit with a gaming licensee;
 3. Demonstrate to a gaming licensee or agent thereof the availability of a specified amount of cash, cash equivalent, or gaming chips;
 4. Gamble to a predetermined level at a gaming establishment; or
 5. Comply with any similar obligation.
- (b) As used in G.L. c. 23K, § 2, selection or approval of a person on a “basis related to the person’s propensity to gamble” shall be deemed to occur whenever that person has been selected or approved on the basis of:
1. The previous satisfaction of a financial qualification obligation in accordance with the provisions of 205 CMR 134.06(3);
 2. A rating for gambling performance; or
 3. An evaluation that the person has a tendency to participate in gambling activities as the result of an inquiry concerning said person’s tendency to gamble or some other means of determining that person has a tendency to participate in gambling activities.

- (c) Without limitation of 205 CMR 134.06(3)(b), a rebuttable presumption that a person has been selected or approved for participation in an arrangement on a basis related to his or her propensity to gamble shall be created whenever said person is provided with:
1. Complimentary guest room accommodations as part of the arrangement; or
 2. Complimentary food, entertainment, or transportation which has a value of \$200 or more.

(4) Reporting requirements.

- (a) Pursuant to M.G.L. c. 23K, § 33, each gaming licensee, junket representative, or junket enterprise shall file a report with the Bureau with respect to each list of junket patrons or potential junket patrons purchased directly or indirectly by the gaming licensee, junket representative, or junket enterprise. The report shall be filed no later than seven days after receipt of the list by the purchaser and shall include:
1. The name and address of the person or enterprise selling the list;
 2. The purchase price paid for the list, or any other terms of compensation related to the transaction; and
 3. The date of purchase of the list.
- (b) Monthly reports. Each gaming licensee shall, on or before the 15th day of each month, prepare a junket activity report to be kept on file at the gaming establishment, and shall supply to the Bureau the name and license number of each person employed by the gaming licensee who performed the services of a junket representative during the preceding month. The junket activity report shall be made available to the Bureau for inspection upon request and shall contain, at a minimum:
1. The origin of every junket arriving at the premises;
 2. The number of participants in the junket, including a listing of the names and addresses of all junket participants;
 3. The arrival time and date of the junket;
 4. The departure time and date of the junket;
 5. The name and license number of all junket representatives and junket enterprises involved in the junket; and
 6. The actual amount and type of complimentary services and items provided to each junket participant in accordance with the provisions of 205 CMR 138.13.

(5) Marketing prohibitions on junket enterprises and junket representatives.

- (a) No junket enterprise or junket representative shall authorize or conduct marketing, advertising, and/or promotional communication or activity that specifically targets:
1. Individuals younger than 21 years old;
 2. Individuals who have requested not to receive marketing materials from the gaming licensee in accordance with the protocols set pursuant to G.L. c. 23K, § 21(a)(18);
 3. Individuals who have placed themselves on the voluntary self-exclusion list pursuant to 205 CMR 133.00, *et seq.*; and
 4. Individuals who have been placed on the exclusion list pursuant to 205 CMR 152.06.

(b) The gaming licensee shall provide on a monthly basis an aggregated no marketing list to all licensed junket enterprises and junket representatives. Such no marketing list shall include all individuals falling within the categories referenced in 205 CMR 134.06(5)(a).

(6) Additional prohibitions on junket enterprises and junket representatives.

No junket enterprise or junket representative may engage in collection efforts, pay for any services provided to a junket participant, receive any fee from a patron for the privilege of participating in a junket or for the performance of any function for which the junket enterprise or junket representative is licensed, or extend credit to a junket participant.

DRAFT



Legal Division

AMENDED SMALL BUSINESS IMPACT STATEMENT

The Massachusetts Gaming Commission (“Commission”) hereby files this amended Small Business Impact statement in accordance with G.L. c.30A §5 relative to the proposed amendment to [205 CMR 133.00: Voluntary Self-Exclusion](#). Specifically, **205 CMR 133.05: Maintenance and Custody of the List** shall be amended to support enforcement of the regulation while providing the most effective implementation of the Voluntary Self Exclusion (VSE) program. The amendment was developed as part of the process of promulgating regulations governing the operation of gaming establishments in the Commonwealth and is primarily governed by G.L. c.23K, §16, 30, and 31.

These amendments were developed as part of the process of promulgating regulations governing the operation of gaming establishments in the Commonwealth under G.L. c.23K, §16, 30, and 31. The proposed amendments apply directly junket representatives and junket enterprises, which can be considered small businesses.

Per G.L. c.30A §5, the Commission offers the following responses as to whether any of the following methods of reducing the impact of the proposed regulation on small businesses would hinder the achievement of the purpose of the proposed regulation:

1. Establishing less stringent compliance or reporting requirements for small businesses:

As a general matter, there are no compliance or reporting requirements for small businesses, including junkets, where a less stringent compliance structure can be implemented.

2. Establishing less stringent schedules or deadlines for compliance or reporting requirements for small businesses:

There are no schedules or deadlines for compliance or reporting requirements for small businesses, to include junkets, where a less stringent timeline for reporting can be implemented.

3. Consolidating or simplifying compliance or reporting requirements for small businesses:

As a general matter, there are no administrative reporting requirements incurred by this proposed amendment subject to potential simplification.

4. Establishing performance standards for small businesses to replace design or operational standards required in the proposed legislation:



Massachusetts Gaming Commission

This regulation requires that a junket enterprise or junket operator employs the aggregated no-marketing list provided by the licensee for the purpose of effectuating the intent of the Voluntary Self-Exclusion program.

5. An analysis of whether the proposed regulation is likely to deter or encourage the formation of new businesses in the Commonwealth:

The proposed regulation is not expected to deter or encourage the formation of new businesses in the Commonwealth.

6. Minimizing adverse impact on small businesses by using alternative regulatory methods:

The proposed amendment is not likely to create any adverse impact on small businesses.

Massachusetts Gaming Commission

By:

Shara N. Bedard
Paralegal

Dated:



Massachusetts Gaming Commission

Regulation Review Checklist

Agency Contacts for This Specific Regulation		
Carrie Torrisi		
Mark Vander Linden		
Overview		
CMR Number	205 CMR 133.05	
Regulation Title	Voluntary Self-Exclusion; Maintenance and Distribution of the List	
<input type="checkbox"/> Draft Regulation	<input checked="" type="checkbox"/> Final Regulation	
Type of Proposed Action		
✓ Please check all that apply		
<input type="checkbox"/> Retain the regulation in current form.		
<input type="checkbox"/> New regulation (Please provide statutory cite requiring regulation):		
<input type="checkbox"/> Emergency regulation (Please indicate the date regulation must be adopted):		
<input checked="" type="checkbox"/> Amended regulation		
<input type="checkbox"/> Technical correction		
<input type="checkbox"/> Other Explain:		

Summary of Proposed Action
Please describe the purpose of the regulation:
The purpose of the regulation relates to the maintenance and custody of the voluntary self-exclusion list.
Nature of and Reason for the Proposed Action
The proposed change will permit licensees to provide an aggregated no-marketing list to junket operators that will include individuals on the voluntary self-exclusion list but will not identify them as being on such list.

Regulation Review Checklist

Additional Comments or Issues Not Earlier Addressed by this Review	
Required Attachments	
✓ Please check all that apply	
<input checked="" type="checkbox"/> Redlined version of proposed amendment to regulation, including repeals	<input type="checkbox"/> Clean copy of the regulation if it is a new chapter or if there is a recommendation to retain as is
<input type="checkbox"/> Text of statute or other legal basis for regulation	
<input type="checkbox"/> Small Business Impact Statement (SBIS)	<input checked="" type="checkbox"/> Amended SBIS

205 CMR 133.00: VOLUNTARY SELF-EXCLUSION

133.05: Maintenance and Custody of the List

- (1) The commission shall maintain an up-to-date database of the voluntary self-exclusion list. Gaming licensees shall be afforded access to the voluntary self-exclusion list. The voluntary self-exclusion list may only be accessed by individuals authorized in accordance with the gaming licensee's approved system of internal controls in accordance with 205 CMR 133.00. All information contained in approved applications for voluntary exclusion may be disclosed to a gaming licensee.
- (2) The list of voluntary self-exclusion is exempt from disclosure under M.G.L. c. 66 and shall not be publicly disclosed by a gaming-licensee. However, a gaming licensee may share the list with other gaming licensees in Massachusetts or its affiliates in other jurisdictions for the purpose of assisting in the proper administration of responsible gaming programs operated by affiliated gaming establishments. Additionally, a gaming licensee shall include the names and contact information of individuals on the voluntary self-exclusion list in its aggregated no marketing list to be shared with junket enterprises and junket representatives in accordance with 205 CMR 134.06(5)(b) for the purpose of effectuating the intent of the voluntary self-exclusion program. Such disclosure shall not be a violation of M.G.L. c. 23K, § 45.
- (3) The commission may disclose de-identified information from the self-exclusion list to one or more research entities selected by the commission for the purpose of evaluating the effectiveness and ensuring the proper administration of the self-exclusion process.



Legal Division

AMENDED SMALL BUSINESS GAMING IMPACT STATEMENT

The Massachusetts Gaming Commission (“Commission”) hereby files this amended Small Business Impact statement in accordance with G.L. c.30A §5 relative to the proposed amendment to [205 CMR 134.00: Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations](#), and [205 CMR 138.00: Uniform Standards of Accounting and Internal Controls](#). These amendments include a set of proposed regulation updates resulting from a review of licensing operations to identify areas for process improvement, to gain efficiencies, and to make administrative revisions. The amendments pertain to the process and standards governing the gaming employee licensing procedure, as well as updating elements of the appeal process, adding a requirement for the fingerprinting procedure, clarification to the procedure for administrative closure of an application, the addition of a waiting period to reapply for a license, and adding clarification to the internal controls procedure.

These amendments were developed as part of the process of promulgating regulations governing the operation of gaming establishments in the Commonwealth and is primarily governed by G.L. c.23K, §16, 30, and 31.

Per G.L. c.30A §5, the Commission offers the following responses as to whether any of the following methods of reducing the impact of the proposed regulation on small businesses would hinder the achievement of the purpose of the proposed regulation:

1. Establishing less stringent compliance or reporting requirements for small businesses:

As a general matter, no compliance or reporting requirements exist for small businesses, including junkets, where a less stringent compliance structure can be implemented.

2. Establishing less stringent schedules or deadlines for compliance or reporting requirements for small businesses:

There are no schedules or deadlines for compliance or reporting requirements for small businesses, to include junkets, where a less stringent timeline for reporting can be implemented.

3. Consolidating or simplifying compliance or reporting requirements for small businesses:

As a general matter, there are no administrative reporting requirements incurred by this proposed amendment subject to potential simplification.



Massachusetts Gaming Commission

4. Establishing performance standards for small businesses to replace design or operational standards required in the proposed legislation:

Some of the amendments described are prescriptive in nature. They are appropriate because every participant should have access to a uniform regulatory process. The best way to ensure this uniformity is via prescriptive rule of procedure. Conversely, other amendments, such as administrative revisions, are only administrative in nature.

5. An analysis of whether the proposed regulation is likely to deter or encourage the formation of new businesses in the Commonwealth:

The proposed regulation is not expected to deter or encourage the formation of new businesses in the Commonwealth.

6. Minimizing adverse impact on small businesses by using alternative regulatory methods:

The proposed amendments are not likely to create any adverse impact on small businesses.

Massachusetts Gaming Commission
By:

Shara N. Bedard
Paralegal

Dated:



Massachusetts Gaming Commission

Regulation Review Checklist

Agency Contacts for This Specific Regulation		
Name	Email	Phone
Carrie Torrisi		
Loretta Lillios		
Overview		
CMR Number	205 CMR 134.00	
Regulation Title	Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations	
<input type="checkbox"/> Draft Regulation		<input checked="" type="checkbox"/> Final Regulation
Type of Proposed Action		
✓ Please check all that apply		
<input type="checkbox"/> Retain the regulation in current form.		
<input type="checkbox"/> New regulation (Please provide statutory cite requiring regulation):		
<input type="checkbox"/> Emergency regulation (Please indicate the date regulation must be adopted):		
<input checked="" type="checkbox"/> Amended regulation (Please indicate the date regulation was last revised): 8/10/2018		
<input type="checkbox"/> Technical correction		
<input type="checkbox"/> Other Explain:		

Summary of Proposed Action
Please describe the purpose of the regulation:
The proposal amends the attached regulations to reflect changes needed procedurally, and include administrative updates. 205 CMR 134.00 establishes the procedures on the licensing of gaming employees, vendors, and qualifiers.
Nature of and Reason for the Proposed Action
(explain below)
These amendments define the process and standards governing the gaming employee licensing procedure, as well as updating elements of the appeal process, adding a requirement for the fingerprinting procedure, clarification to the procedure for administrative closure of an application, and the addition of a waiting period to reapply for a license.

Regulation Review Checklist

Additional Comments or Issues Not Earlier Addressed by this Review	
Required Attachments	
✓ Please check all that apply	
<input checked="" type="checkbox"/> Redlined version of proposed amendment to regulation, including repeals	<input type="checkbox"/> Clean copy of the regulation if it is a new chapter or if there is a recommendation to retain as is
<input type="checkbox"/> Text of statute or other legal basis for regulation	
<input type="checkbox"/> Small Business Impact Statement (SBIS)	<input checked="" type="checkbox"/> Amended SBIS

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.07: Forms

- (1) (a) Key Gaming Employee and Gaming Employee License Application Forms. Every individual applying for a key gaming employee license or a gaming employee license shall be obligated to complete and submit an application to the Division of Licensing. Said application forms shall be created by the Bureau, subject to the approval of the commission. The Division of Licensing may make non-material changes to the form. The license application forms for key gaming employees and gaming employees shall require, at a minimum, the following information:
1. the name of applicant;
 2. the address of applicant;
 3. A detailed employment history of the applicant as prescribed by the Bureau;
 4. the fingerprints of the applicant;
 5. the criminal and arrest record of the applicant; and
 6. any civil judgments obtained against the applicant pertaining to antitrust or security regulation.
- (b) The Bureau may require the applicant to provide additional information, as set forth in the application forms, including, but not limited to:
1. information related to the financial integrity of the applicant;
 2. bank accounts and records of the applicant;
 3. bank references for the applicant;
 4. business and personal income and disbursement schedules of the applicant;
 5. tax returns and other reports filed by government agencies regarding the applicant;
and
 6. business and personal accounting check records and ledgers of the applicant.
- (2) Gaming Service Employee Registration Form. Every individual seeking to register as a Gaming Service Employee shall be obligated to complete and submit a registration form to the Division of Licensing. The registration form shall be created by the Bureau and shall request the disclosure of the information deemed necessary by the Bureau. Any changes to the gaming service employee registration form must be approved by the Director of the Bureau.
- (3) Gaming Vendor License Application Form.
- (a) Every person applying for a gaming vendor license shall be obligated to complete and submit a business entity disclosure form to the Division of Licensing. Said forms shall be created by the Bureau, subject to the approval of the commission. The Division of Licensing may make non-material changes to the form. The license application forms for gaming vendors shall require, at a minimum, the following information:
1. The name of applicant;
 2. The post office address and, if a corporation, the name of the state under the laws of which it was incorporated, the location of its principal place of business and the names and addresses of its directors and stockholders;
 3. The applicant's criminal and arrest record;

4. Any civil judgments obtained against the applicant pertaining to antitrust or security regulation;
5. The identity of every person having a direct or indirect interest in the business and the nature of such interest; provided, however, that if the disclosed entity is a trust, the application shall disclose the names and addresses of all beneficiaries; provided further, that if the disclosed entity is a partnership, the application shall disclose the names and addresses of all partners, both general and limited; and provided further, that if the disclosed entity is a limited liability company, the application shall disclose the names and addresses of all members
6. An independent audit report of all financial activities and interests including, but not limited to, the disclosure of all contributions, donations, loans or any other financial transactions to or from a gaming entity or operator in the past five years
7. Clear and convincing evidence of financial stability including, but not limited to, bank references, business and personal income and disbursement schedules, tax returns and other reports filed by governmental agencies and business and personal accounting check records and ledgers.

(b) Every person designated as a qualifier for a gaming vendor under 205 CMR 134.04(4) shall be obligated to complete and submit a disclosure form to the Division of Licensing. Said forms for gaming vendor qualifiers shall be created by the Bureau, subject to the approval of the commission. The Division of Licensing may make non-material changes to the form.

- (4) Non-gaming Vendor Registration Form. Every person seeking to register as a non-gaming vendor shall be obligated to complete and submit a registration form to the Division of Licensing. The registration form shall be created by the Bureau and shall request the disclosure of any information deemed necessary by the Bureau, subject to the approval of the commission. The Division of Licensing may make non-material changes to the form.
- (5) Labor Organization Registration Statement. Each labor organization, union or affiliate seeking to represent employees who are employed at a gaming establishment shall register with the commission on a form to be created by the Bureau and submitted to the Division of Licensing. Such form shall contain, at a minimum, information to ~~identity~~ identify the officers, agents and/or principals of the organization and information to establish whether the organization and/or any of its officers, agents or principals hold any financial interest in a gaming establishment whose employees are represented by the organization.
- (6) Subcontractor Information Form. A Subcontractor Information Form shall be created by the Bureau requesting any information as deemed necessary by the Bureau and submitted to the Division of Licensing.

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.09: Investigation, Determination, and Appeals for Gaming Establishment Employees and Vendors

- (1) Upon receipt of an application for a key gaming employee license in accordance with 205 CMR 134.01, a gaming employee license in accordance with 205 CMR 134.02, a gaming service employee registration in accordance with 205 CMR 134.03, a gaming vendor license in accordance with 205 CMR 134.04(1), a non-gaming vendor registration in accordance with 205 CMR 134.04(4), or the disclosure materials from a gaming vendor qualifier in accordance with 205 CMR 134.04(4), the Division of Licensing shall conduct a review of each ~~for~~ for administrative completeness and then forward the application or submission to the Bureau which shall conduct an investigation of the applicant. In the event an application or submission is deemed incomplete, the Division of Licensing may either request supplemental information from the applicant or qualifier, or administratively close the application in accordance with 205 CMR 134.14. For individuals, the investigation shall include obtaining and reviewing criminal offender record information from the Department of Criminal Justice Information Services (DCJIS) and exchanging fingerprint data and criminal history with the Massachusetts Department of State Police and the United States Federal Bureau of Investigation. The investigation shall be conducted for purposes of determining whether the applicant is suitable to be issued a license or registration in accordance with 205 CMR 134.10 and 134.11.

In determining the weight to be afforded any information bearing on suitability in accordance with 205 CMR 134.10 and 134.11, the Division of Licensing, Bureau, or commission, as applicable, shall consider: the relevance of the information to employment in a gaming establishment or doing business with a gaming establishment in general, whether there is a pattern evident in the information, and whether the applicant is likely to be involved in ~~gaming-gaming~~-related activity. Further, the information will be considered in the light most favorable to the applicant unless the information cannot be so viewed pursuant to M.G.L. c. 23K or the information obtained does not otherwise support such a view. For purposes of 205 CMR 134.00 and ~~M.G.L. c. 23K, § 16~~ M.G.L. c. 23K, § 16, an adjudication of delinquency shall not be considered a conviction. Such a finding may, however, be considered for purposes of determining the suitability of an applicant. Records of criminal appearances, criminal dispositions, and/or any information concerning acts of delinquency that have been sealed shall not be considered for purposes of making a suitability determination in accordance with 205 CMR 134.00 and M.G.L. c. 23K.

- (a) ~~Keys Gaming Employees-executive, Key Gaming Employee-standard, and Gaming Employees.~~ Keys Gaming Employees-executive, Key Gaming Employee-standard, and Gaming Employees. Upon completion of the investigation conducted in accordance with 205 CMR 134.09(1), the Bureau shall either approve or deny the application for a key gaming employee ~~executive license, key gaming employee standard license~~ or a gaming employee license pursuant to 205 CMR 134.10. If the application for a Key Gaming Employee ~~standard~~ license or Gaming Employee license is approved, the Bureau shall forward a written approval to the Division of Licensing which shall issue a license to the applicant on behalf of the Commission. ~~If the Bureau approves the application for a Key Gaming Employee executive, the decision shall be~~

~~forwarded to the Commission as a recommendation along with the application materials for review and issuance of the license.~~ If the application is denied, the Bureau shall forward the ~~recommendation for~~ determination of denial and reasons therefor to the Division of Licensing which shall issue a written decision to the applicant explaining the reasons for the denial. The decision shall include an advisory to the applicant that they may appeal the decision in accordance with 205 CMR 101.00: *M.G.L. c.23K Adjudicatory Proceedings*. If the denial is based upon information contained in the individual's criminal record, the decision shall also include an advisory that the individual will be provided with a copy of their criminal record upon request and that they may challenge the accuracy of any relevant entry therein. The decision may be served via first class mail or ~~via~~ email to the addresses provided by the applicant on the application.

- (b) Gaming Service Employees. The Division of Licensing shall issue a gaming service employee registration to the applicant on behalf of the commission in accordance with 205 CMR 134.11(1). In the event that the Bureau determines upon completion of the investigation conducted in accordance with 205 CMR 134.09(1) that the applicant should be disqualified from holding a registration or is otherwise unsuitable in accordance with 205 CMR 134.11, it shall forward the results of the investigation to the Division of Licensing which shall issue a written notice to the registrant denying or revoking the registration. The notice shall include an advisory to the applicant that they shall immediately cease employment at the gaming establishment and may request an appeal hearing in accordance with 101.00: *M.G.L. c. 23K Adjudicatory Proceedings*. If the denial is based upon the information contained in the individual's criminal record, the decision shall also include an advisory that the individual will be provided with a copy of their criminal record upon request and that they may challenge the accuracy of any relevant entry therein. The notice may be served via first class mail or via email to the addresses provided by the applicant on the application.
- (c) Gaming Vendors. Upon completion of the investigation, conducted in accordance with 205 CMR 134.09(1), the Bureau shall either approve or deny the application for a gaming vendor license pursuant to 205 CMR 134.10. If the Bureau approves the application for a Gaming Vendor, the Bureau shall forward a written approval to the Division of Licensing which shall issue a license to the applicant on behalf of the eCommission. If the application is denied, the Bureau shall forward the determination of denial and reasons therefor to the Division of Licensing which shall issue a written decision to the applicant explaining the reasons for the denial. The decision shall include an advisory to the applicant that they may appeal the decision in accordance with 205 CMR 101.00: *M.G.L. c. 23K Adjudicatory Proceedings*. If the denial is based upon information contained in a person's criminal record, the decision shall also include an advisory that the person will be provided with a copy of their criminal record upon request and that they may challenge the accuracy of any relevant entry therein. The decision may be served via first class mail or ~~via~~ email to the addresses provided by the applicant on the application.
- (d) Non-gaming Vendors. The Division of Licensing shall issue a non-gaming vendor registration to the applicant on behalf of the commission in accordance with 205 CMR 134.11(1). In the event that the Bureau determines, upon completion of the

investigation conducted in accordance with 205 CMR 134.09(1), that the applicant should be disqualified from holding a registration or is otherwise unsuitable in accordance with 205 CMR 134.11, it shall forward the results of the investigation to the Division of Licensing which shall issue a written notice to the registrant denying or revoking the registration. The notice shall include an advisory to the applicant that they shall immediately cease doing business with the gaming establishment and may request an appeal hearing in accordance with 205 CMR 101.00: *M. G.L. c. 23K Adjudicatory Proceedings*. If the denial is based upon the information contained in the person's criminal record, the decision shall also include an advisory that the person will be provided with a copy of their criminal record upon request and that they may challenge the accuracy of any relevant entry therein. The notice may be served via first class mail or via email to the addresses provided by the applicant on the application.

- (e) Labor Organizations. The Bureau shall issue a Labor Organization registration to the applicant on behalf of the commission in accordance with 205 CMR 134.11(1).

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.10: Affirmative License Standards for the Licensing of Employees and Vendors of the
Gaming Establishment

- (1) An applicant for a key gaming employee license, gaming employee license, gaming vendor license, and a gaming vendor qualifier shall establish its individual qualifications by clear and convincing evidence.
- (2) In determining whether an applicant for licensure is suitable for purposes of being issued a key gaming employee license, gaming employee license or gaming vendor license, or **for** having any of these licenses renewed, the Bureau shall evaluate and consider the overall reputation of the applicant and qualifiers, if any, including, without limitation:
 - (a) the integrity, honesty, good character and reputation of the applicant and qualifiers;
 - (b) the financial stability, integrity, and background of the applicant and qualifiers
 - (c) whether the applicant and its qualifiers have a history of compliance with gaming licensing requirements in other jurisdictions;
 - (d) whether the applicant or any qualifier, at the time of application, is a defendant in litigation;
 - (e) whether the applicant is disqualified from receiving a license under 205 CMR 134.10(3);
 - (f) whether the applicant or any qualifier has been convicted of a crime of moral turpitude;
 - (g) whether, and to what extent, the applicant or any qualifier has associated with members of organized crime and other persons of disreputable character;
 - (h) the extent to which the applicant and qualifiers have cooperated with the Bureau in connection with the background investigation;
 - (i) (for vendors) the integrity, honesty, and good character of any subcontractor.
- (3) The Bureau and commission shall deny an application for a key gaming employee license, gaming employee license or gaming vendor license, if the applicant:
 - (a) has been convicted of a felony or other crime involving embezzlement, theft, fraud or perjury; except that for such disqualifying convictions under M.G.L. c. 23K, § 16 and 205 CMR 134.10(3)(a) which occurred before the ten-year period immediately preceding submission of the application for licensure, the Bureau may, in its discretion, approve the issuance of a gaming employee license to an applicant who affirmatively demonstrates rehabilitation in accordance with 205 CMR 134.10(4);
 - (b) submitted an application for a license under M.G.L. c. 23K, § 30 and 205 CMR 134.00 that willfully, knowingly or intentionally contains false or misleading information;
 - (c) committed prior acts which have not been prosecuted or in which the applicant was not convicted but form a pattern of misconduct that makes the applicant unsuitable for a license; or
 - (d) has affiliates or close associates that would not qualify for a license or whose relationship with the applicant may pose an injurious threat to the interests of the Commonwealth in awarding a gaming license to the applicant.

(4) Rehabilitation.

- (a) An applicant for a Key gaming employee license, gaming employee license, gaming vendor license or a gaming vendor qualifier may provide proof of rehabilitation from a criminal conviction as part of the application for licensure.
- (b) An applicant for a Key gaming employee license may not appeal a decision made by the Bureau that was based upon a disqualifying prior conviction in accordance with 205 CMR 134.10(3)(a) on the basis that they wish to demonstrate rehabilitation.
- ~~(c) An applicant for a Gaming employee license or gaming vendor qualifier license may appeal a decision made by the Bureau based upon a disqualifying prior conviction in accordance with 205 CMR 134.10(3)(a) on the basis that they wish to demonstrate rehabilitation only if the conviction occurred before the ten year period immediately preceding the date of submission of the application for licensure or registration.~~
- ~~(d)(c) A Gaming employee license or Gaming vendor qualifier license may be issued to an applicant who can affirmatively demonstrate rehabilitation. In considering the rehabilitation of an applicant the following shall be considered:~~
1. the nature and duties of the position of the applicant.
 2. the nature and seriousness of the offense or conduct;
 3. the circumstances under which the offense or conduct occurred
 4. the date of the offense or conduct
 5. the age of the applicant when the offense or conduct was committed;
 6. whether the offense or conduct was an isolated or repeated incident;
 7. any social conditions which may have contributed to the offense or conduct; and
 8. any evidence of rehabilitation, including recommendations and references of persons supervising the applicant since the offense or conduct was committed.
- ~~(e) Any applicant may appeal a decision made by the Bureau based upon a conviction for a crime of moral turpitude as set forth in 205 CMR 134.10(2)(f). A Key gaming employee license, Gaming employee license, or gaming vendor qualifier license may be issued to an applicant who can affirmatively demonstrate rehabilitation. In considering the rehabilitation of an applicant, the factors outlined in 205 CMR 134.10(4)(d) shall be considered.~~
- ~~(f)(d)~~ An applicant for a license or registration shall be at least 18 years of age at the time of application.

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.11: Affirmative Registration Standards for the Registration of Employees and Vendors of
the Gaming Establishment and Labor Organizations

- (1) Upon submission of an administratively complete registration form as a gaming service employee or non-gaming vendor, the Division of Licensing shall issue the registration on behalf of the commission in accordance with 205 CMR 134.09(1). A registration may be denied or subsequently revoked if it is determined that the applicant is disqualified in accordance with 205 CMR 134.11(2) or unsuitable for any criteria identified in 205 CMR 134.11(3).
- (2) The Bureau and commission shall deny and/or revoke a registration as a gaming service employee or non-gaming vendor if the person:
 - (a) has been convicted of a felony or other crime involving embezzlement, theft, fraud or perjury; except that for such disqualifying convictions under M.G.L. c. 23K, § 16 and 205 CMR 134.11(2)(a) which occurred before the ten-year period immediately preceding submission of the registration, the Bureau may, in its discretion, decline to deny or revoke the registration of a person who affirmatively demonstrates rehabilitation in accordance with 205 CMR 134.11(4).
 - (b) submitted a registration form under M.G.L. c. 23K, § 30 and 205 CMR 134.00 that willfully, knowingly or intentionally contains false or misleading information;
 - (c) committed prior acts which have not been prosecuted or in which the registrant was not convicted but form a pattern of misconduct that makes the registrant unsuitable; or
 - (d) has affiliates or close associates that would not qualify for a license or whose relationship with the registrant may pose an injurious threat to the interests of the Commonwealth in awarding a registration.
- (3) In determining whether a registrant is suitable for purposes of being issued a gaming service employee registration or non-gaming vendor registration, or having a registration renewed, the Bureau may evaluate and consider the overall reputation of the registrant including, without limitation:
 - (a) the integrity, honesty, good character and reputation of the registrant;
 - (b) the financial stability, integrity, and background of the registrant;
 - (c) whether the registrant has a history of compliance with gaming licensing requirements in other jurisdictions;
 - (d) whether the registrant, at the time of submission of the registration form, is a defendant in litigation;
 - (e) whether the registrant is disqualified from receiving a registration under 205 CMR 134.11(2);
 - (f) whether the registrant has been convicted of a crime of moral turpitude;
 - (g) whether, and to what extent, the individual has associated with members of organized crime and other persons of disreputable character;
 - (h) the extent to which the individual has cooperated with the Bureau in connection with the background investigation;

(i) (for vendors) the integrity, honesty, and good character of any subcontractor.

(4) Rehabilitation.

~~(a) The holder of a Gaming service employee registration or non-gaming vendor registration may appeal a decision made by the Bureau based upon a disqualifying prior conviction in accordance with 205 CMR 134.11(2) on the basis that they wish to demonstrate rehabilitation only if the conviction occurred before the ten-year period immediately preceding application for licensure or registration.~~

~~(b)(a) A Gaming service employee registration or a non-gaming vendor registration may be issued to an applicant who can affirmatively demonstrate rehabilitation.~~ In considering the rehabilitation of an applicant, the following shall be considered:

1. the nature and duties of the position of the applicant;
2. the nature and seriousness of the offense or conduct;
3. the circumstances under which the offense or conduct occurred;
4. the date of the offense or conduct;
5. the age of the applicant when the offense or conduct was committed;
6. whether the offense or conduct was an isolated or repeated incident;
7. any social conditions which may have contributed to the offense or conduct; and
8. any evidence of rehabilitation, including recommendations and references of persons supervising the applicant since the offense or conduct was committed.

~~(c) Any applicant may appeal a decision made by the Bureau based upon a conviction for a crime of moral turpitude as set forth in 205 CMR 134.11(3). A Gaming service employee registration or non-gaming vendor registration may be issued to an applicant who can affirmatively demonstrate rehabilitation. In considering the rehabilitation of an applicant, the factors outlined in 205 CMR 134.11(4)(b) shall be considered.~~

(5) An applicant for a registration shall be 18 years of age or older at the time of application.

(6) The Bureau may deny an application for registration as a non-gaming vendor if it determines that the applicant formed the applicant entity for the sole purpose of circumventing 205 CMR 134.04(1)(b).

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.13: Fingerprinting

Each applicant for a key gaming employee license, gaming employee license, gaming service employee registration, and each qualifier for a gaming vendor applicant or licensee, shall be fingerprinted under the supervision of the commission. Each such applicant shall provide identification at the time of fingerprinting in the manner required by the Bureau. The Bureau in its discretion may require one or more officers or employees of any non-gaming vendor registrant to be fingerprinted under the supervision of the commission. The commission may, for good cause shown, permit an applicant to alternatively submit ~~three~~two sets of classifiable fingerprints on fingerprint impression cards provided by the commission.

205 CMR 134.00: LICENSING AND REGISTRATION OF EMPLOYEES, VENDORS,
JUNKET ENTERPRISES AND REPRESENTATIVES, AND LABOR ORGANIZATIONS

134.14: Administrative Closure of Applications for Registration or Licensure

(1) All applicants for a Key Gaming Employee License, a Gaming Employee License, a Gaming Vendor License, a Gaming Service Employee Registration or a Non-gaming Vendor Registration shall promptly respond to any request for information from the Division of Licensing and/or the Bureau. This obligation is in addition to the continuing duty set forth in 205 CMR 134.18(1).

(2) Failure of an applicant for a Key Gaming Employee License, a Gaming Employee License, ~~a Gaming Vendor License,~~ or a Gaming Service Employee Registration, ~~or a Non-gaming Vendor Registration~~ to respond to a request for information from the Division of Licensing and/or the Bureau within ~~21~~ 14 days of the request may result in the administrative closure of the application for registration or licensure and the corresponding administrative revocation of a registration or temporary license, if applicable.

(3) ~~Failure of an applicant for a Gaming Vendor License or a Non-Gaming Vendor Registration to respond to a request for information from the Division of Licensing and/or the Bureau within 21 days of the request may result in the administrative closure of that license application or registration and the corresponding administrative revocation of a registration or temporary license, if applicable.~~

(4) In the event that an application for registration or licensure is administratively closed for failure to provide requested information or to comply with the obligations set forth in either 205 CMR 134.14 or 205 CMR 134.18(1), the Division of Licensing ~~or the Bureau~~ will notify the applicant of the determination ~~by~~ in writing ~~which~~ and will identify ~~identifies~~ the specific deficiencies in the application that served as the basis for the closure. ~~Once an application for registration or licensure has been administratively closed, the applicant is required to submit a new application in order to be considered for licensure or registration. In that event, the applicant shall submit a complete application including all outstanding information as previously detailed by the Division of Licensing or the Bureau. The submission of outstanding information is not a guarantee of licensure/registration, but is a prerequisite for the application to be deemed administratively complete.~~

~~(4) An applicant may submit a new application for a Key Gaming License, Gaming Employee License, Gaming Vendor License, Gaming Service Employee Registration, or Non-gaming Vendor Registration after an application has been administratively closed in accordance with 205 CMR 134.14(3). In that event, the applicant shall submit a complete application including all outstanding information as previously detailed in the administrative closure notification from the Division of Licensing. The submission of outstanding information is not a guarantee of licensure/registration, but is a prerequisite for the application to be deemed administratively complete.~~

~~(5) An applicant, whose application has been administratively closed for failure to maintain ongoing employment by a gaming licensee in accordance with 205 CMR 134.08(1)(b), may submit a new application for licensure or registration, provided the application is submitted with proof of a new offer of employment from a gaming licensee.~~

Regulation Review Checklist

Agency Contacts for This Specific Regulation		
Name	Email	Phone
Carrie Torrisi		
Loretta Lillios		
Overview		
CMR Number	205 CMR 138.00	
Regulation Title	Uniform Standards of Accounting Procedures and Internal Controls	
<input type="checkbox"/> Draft Regulation	<input checked="" type="checkbox"/> Final Regulation	
Type of Proposed Action		
✓ Please check all that apply		
<input type="checkbox"/> Retain the regulation in current form.		
<input type="checkbox"/> New regulation (Please provide statutory cite requiring regulation):		
<input type="checkbox"/> Emergency regulation (Please indicate the date regulation must be adopted):		
<input checked="" type="checkbox"/> Amended regulation (Please indicate the date regulation was last revised): 8/10/2018		
<input type="checkbox"/> Technical correction		
<input type="checkbox"/> Other Explain:		

Summary of Proposed Action
Please describe the purpose of the regulation:
The proposal amends the attached regulation to reflect an edit that is administrative in nature.
Nature of and Reason for the Proposed Action
(explain below)
The amendment completes the articulation of a particular subsection of the regulation, to ensure proper reporting.

Regulation Review Checklist

Additional Comments or Issues Not Earlier Addressed by this Review	
Required Attachments	
✓ Please check all that apply	
<input checked="" type="checkbox"/> Redlined version of proposed amendment to regulation, including repeals	<input type="checkbox"/> Clean copy of the regulation if it is a new chapter or if there is a recommendation to retain as is
<input type="checkbox"/> Text of statute or other legal basis for regulation	
<input type="checkbox"/> Small Business Impact Statement (SBIS)	<input checked="" type="checkbox"/> Amended SBIS

205 CMR 138.00: UNIFORM STANDARDS OF ACCOUNTING PROCEDURES AND INTERNAL CONTROLS

138.05: System for Ensuring Employees are Properly Licensed or Registered

- (1) A system of internal controls submitted by a gaming licensee in accordance with 205 CMR 138.02 shall include a plan for ensuring that all individuals employed in the gaming establishment are properly licensed or registered in accordance with 205 CMR 134.01: *Key Gaming Employee Licensees*, 134.02: *Gaming Employee Licensees*, and 134.03: *Gaming Service Employees*. The system of internal controls shall include without limitation the following:
 - (a) Procedures for assuring that only properly licensed and/or registered individuals are employed in each position for which a license or registration is required;
 - (b) Procedures to prepare and submit petitions for temporary licenses to individuals for employment in the gaming establishment pursuant to 205 CMR 134.12: *Temporary Licenses*;
 - (c) Procedures to assure the timely renewal of licenses and registrations of individuals employed in the gaming establishment;
 - (d) Procedures for terminating or suspending the employment of individuals licensed or registered pursuant to 205 CMR 134.01: *Key Gaming Employee Licensees*, 134.02: *Gaming Employee Licensees*, and 134.03: *Gaming Service Employees* within 24 hours of notification from the commission that the license, registration, or application of such individual has been revoked, suspended, or denied; and
 - (e) Procedures for compliance with the employee reporting information required to be submitted to the commission on a bi-monthly basis in accordance with 205 CMR 138.05(2).
- (2) The system of internal controls submitted by a gaming licensee in accordance with 205 CMR 138.02 shall include a plan for reporting the following to the commission on a bi-monthly basis and in a format as directed by the commission. For each individual licensed or registered in accordance with 205 CMR 134.00: *Licensing and Registration of Employees, Vendors, Junket Enterprises and Representatives, and Labor Organizations*:
 - (a) License or registration number;
 - (b) Last name, first name, middle initial;
 - (c) Date of birth;
 - (d) Position or job title, represented by a job code that corresponds with a position or job title in the gaming licensee's job compendium;
 - (e) Initial hire date;
 - (f) Effective date of any change in individual's position or job title;
 - (g) Access code, if any, assigned to the individual, designating the restricted areas that the individual is permitted to enter;
 - (h) For each individual who has been suspended or terminated since the most recent prior report was submitted to the commission:
 1. The information in 205 CMR 138.05(2)(a) through (g); and
 2. The effective date of suspension or termination.
 - (i) A record of any and all designations to describe categories of employees, including without limitation, "full time," "part time" or "seasonal;" the number of individuals in each category; and the total number of individuals in all categories.
 - (j) The date on which the information submitted in the report was compiled.



MEMORANDUM

TO: Massachusetts Gaming Commission
FROM: Agnes Beaulieu- Finance & Budget Office Manager
RE: GameSense Program Manager Procurement
DATE: November 21, 2019

The Commission's present contract with the Massachusetts Council on Compulsive Gambling ("Council") is set to expire on November 30, 2019. Accordingly, an RFR seeking a program manager to continue the program was posted. After a procurement process in which the Council submitted the sole bid, the procurement review team recently elected to pass that bid along to the Commission for review as the presumptive successful bidder. The Commission is now being asked to ratify the review team's selection.

To aid the Commission's review, the following documents have been made available for the Commission's reference with the following link: <S:\Financial\Procurements\Responsible Gaming Program Manager>

- A copy of the RFR; and
- A copy of the Council's response to the RFR;

The RFR was originally posted to CommBuys on July 2, 2019 with an opening date of August 30, 2019. On August 6, 2019 an amendment was posted on August 6, 2019 that extended the opening date to September 9, 2019. Interested parties were invited to ask questions up until August 14th and responses were posted to those questions by August 21, 2019. On September 9, 2019 the responses were opened and there was one response, that from the Council.

A review team made up of Commissioner Zuniga, Bruce Cohen, Research Reviewer, Tom Land, Research Consultant, Paul Smith, ad hoc research consultant, and Anthony Roman, Research Reviewer, was assembled. Agnes Beaulieu and Teresa Fiore attended the meetings as non-voting members of the team for technical assistance.

The objective of this RFR is to select and contract with a human services/public health organization with an expertise in program management, gambling, responsible gaming, problem gambling and other risky behaviors to manage the GameSense program. After several meetings discussing the Council's response, as well as the budget response, the team has evaluated the response and is recommending awarding a contract to the Council.



Massachusetts Gaming Commission

The Council has proposed a contract value of \$1,826,354 for the balance of FY20 as a result of negotiations. The team considered that amount to be reasonable and was the similar as the amount of the previous contract. The term of the contract would be for 3 years with an option to renew for up to 3 years.

If the Commission ratifies the review committee's selection, one of the Commissioners should be designated to execute the contract that will outline and govern the relationship between the Council and the Commission. Further, a contract manager should be designated.



MEMORANDUM

TO: Chair Judd-Stein, Commissioners Cameron, O'Brien and Zuniga

FROM: Commissioner Stebbins

CC: Ed Bedrosian, Jill Griffin, Crystal Howard

DATE: November 19, 2019

SUBJECT: "Fostering Partnerships" Networking Event

The Expanded Gaming Act of 2011 stipulated the utilization of Minority, Women and Veteran Owned Business Enterprises (MBE, WBE and VBE's) during the design, construction and operation of the casinos. Each licensee was successful in meeting or surpassing many of their goals set for minority, women and veteran owned business participation at each of these steps. Each licensee continues to focus on diversity with respect to their ongoing operational needs and report to the Commission on their success each quarter.

On November 14th, the Massachusetts Gaming Commission hosted a group of over 50 participants consisting of Minority, Women and Veteran owned business owners, stakeholder partner organizations, state agency leaders, developers and financing entities. The group gathered for the commission's "Fostering Partnerships" Networking Forum to hear firsthand from our gaming licensees and their host communities about development opportunities that are emerging as a result of casino gaming in Massachusetts. The event was a result of numerous business leaders raising the question of what business opportunities are appearing after the construction of our casinos - two of those casino projects became the largest private construction projects in the history of the Commonwealth.

Each casino licensee joined with representatives of their respective host communities to make a presentation. The presentations included updates about the status of each gaming operation, their record of success to date and visitors being drawn to the casinos among other highlights. Each host community then provided detailed information about the new development opportunities and goals within their city or town connected to or ancillary to their casino. Plainville, which hosts Plainridge Park Casino, has actually formed a partnership with the towns of Foxboro and Wrentham to draw business to the

region. The three communities believe that the presence of PPC, the Patriot Place complex in Foxboro and nearby Wrentham Outlets can continue to draw visitors and new businesses to their region.

The cities of Springfield (MGM Springfield) and Everett (Encore Boston Harbor) outlined their respective focus on development opportunities near the casino, enhanced transportation resources and a focus on their new designated Opportunity Zones across the cities.

The forum concluded with some networking and allowed business leaders to make connections with key municipal and state agency officials. Each attendee will be sent a list of their fellow attendees with contact information in case they did not have a chance to meet another registrant. We hope these conversations continue and that MBE, WBE and VBE's can continue to find success post-opening of our casino licensees.



**BUILD
A LIFE THAT
WORKS**



***Build A Life That Works
Celebrates 2 Year Anniversary***

November 2019



A powerful coalition

NORTHEAST CENTER FOR



TRADESWOMEN'S EQUITY

MetroBTC

Building & Construction Trades Council of the Metropolitan District



BUILDING PATHWAYS

Building Trades Pre-Apprenticeship Program



Why it's important



We're closing the wage gap.
Construction jobs pay equally.



We're increasing opportunities.
More high-paying careers for working class women.

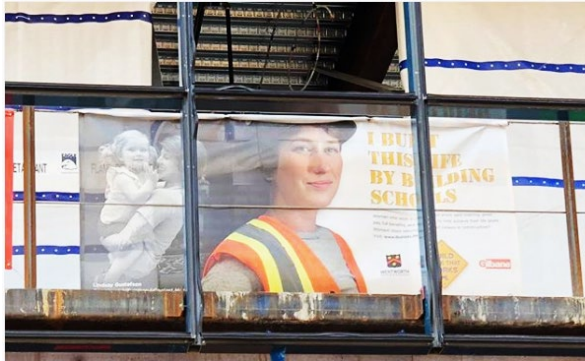


We're helping the Massachusetts economy.
Skilled labor shortages are impacting economic development.

How we do it.



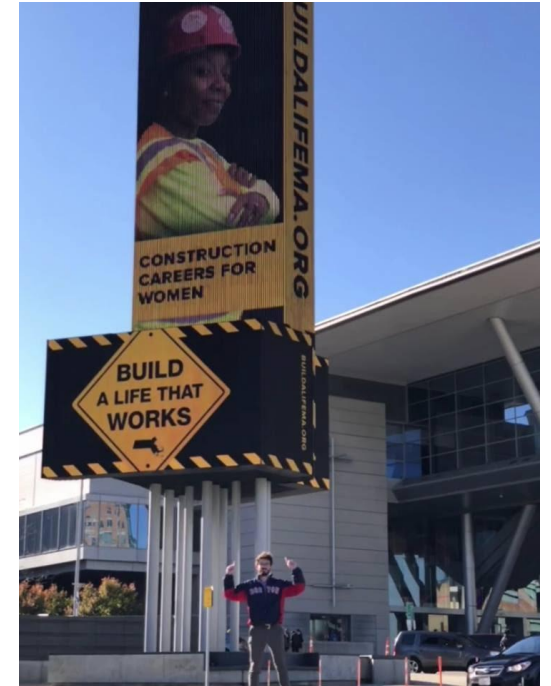
Statewide Advertising



MGM Springfield



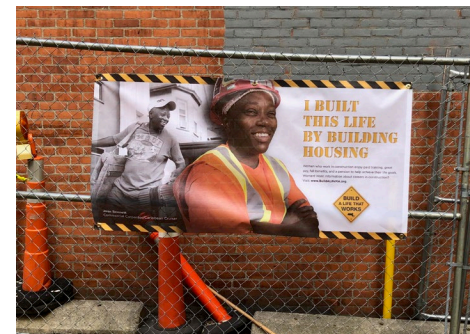
Worcester Public Transit



MA Convention Center



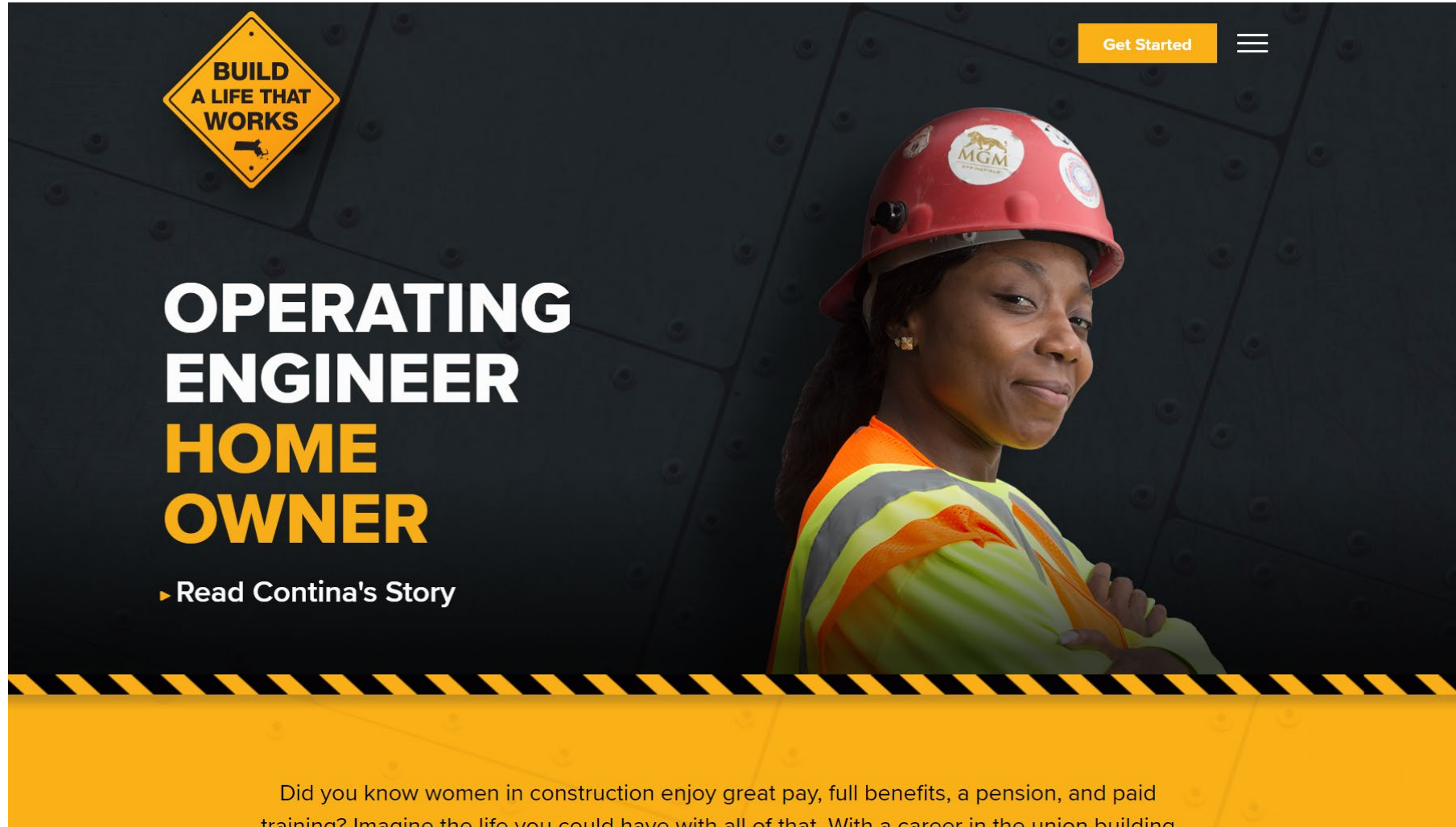
Encore Boston Harbor



Various job sites across MA



Comprehensive, user-friendly website



The screenshot shows a website landing page with a dark background and a yellow and black striped border at the top and bottom. In the top right corner, there is a yellow button labeled "Get Started" and a white hamburger menu icon. In the top left corner, there is a yellow diamond-shaped sign with the text "BUILD A LIFE THAT WORKS" and a small map of the United States. The main content area features a woman wearing a red hard hat with the MGM logo and a high-visibility safety vest. To her left, the text "OPERATING ENGINEER HOME OWNER" is displayed in large, bold, white and yellow letters. Below this text, there is a link that says "Read Contina's Story". At the bottom of the page, there is a yellow banner with the text: "Did you know women in construction enjoy great pay, full benefits, a pension, and paid training? Imagine the life you could have with all of that. With a career in the union building".

BUILD A LIFE THAT WORKS

OPERATING ENGINEER HOME OWNER

[Read Contina's Story](#)

Did you know women in construction enjoy great pay, full benefits, a pension, and paid training? Imagine the life you could have with all of that. With a career in the union building



Tradeswomen Tuesdays going strong!

Tradeswomen Tuesday outreach events have been held in Springfield, Holyoke, and across MA.

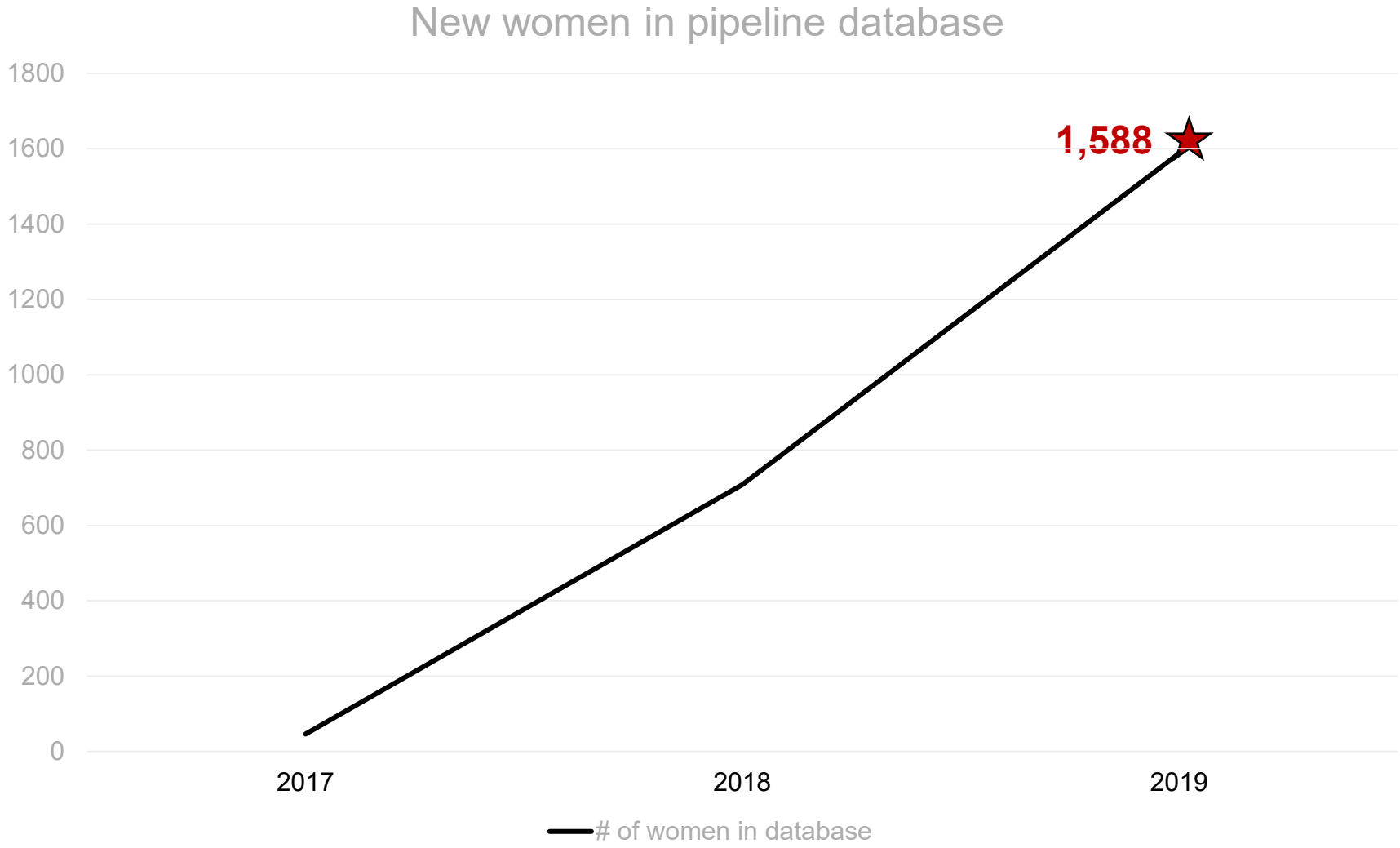


The Results.

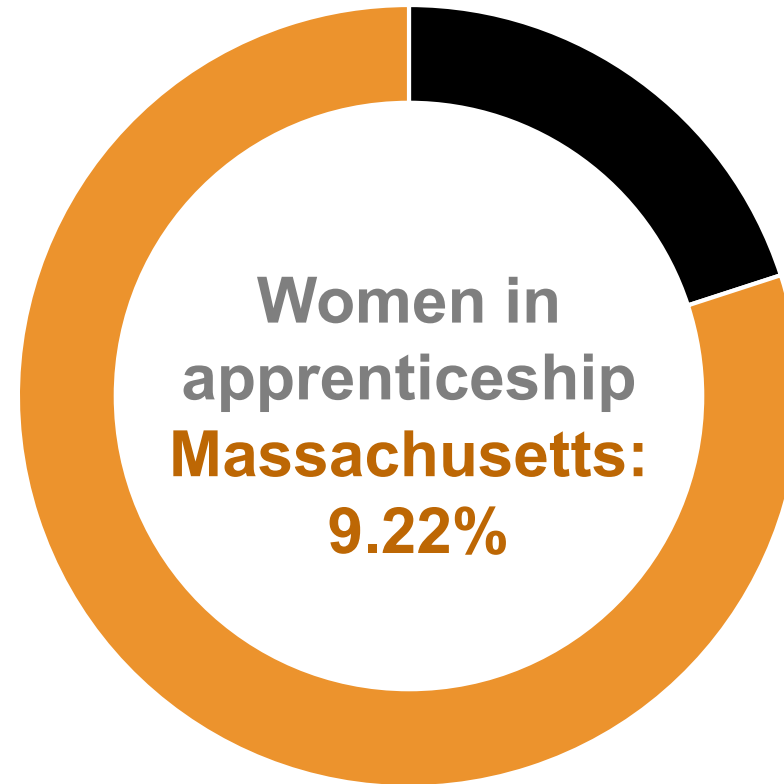
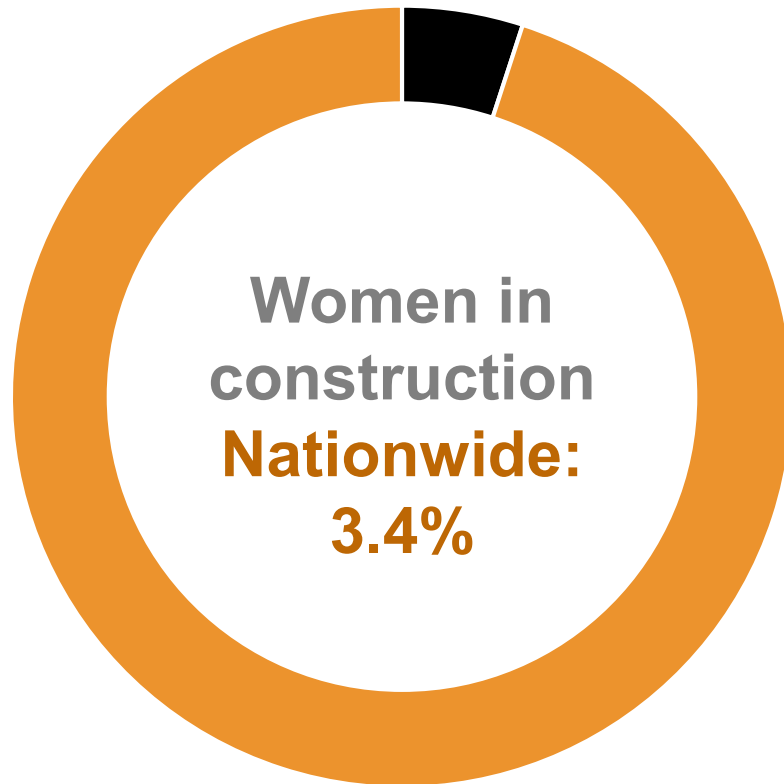
Build A Life That Works is making an impact!



Over 1,500 women interested in trade careers!



We're leading the nation



Figures on "women in construction" reflect tradeswomen working with tools, and do not include women in management or office roles.

We made history on Mass Gaming builds

Over 8 percent women workers built MGM Springfield.

Encore Boston Harbor employed almost 500 tradeswomen, the greatest number of women on a single US jobsite, ever.

Women Working



Women Working



Terelle Brown, Apprentice, Ironworkers Local 7

“I heard about Tradeswomen Tuesday from my sister and I am so glad I did.

When I received an email from Kate that the Ironworkers were looking for women, I pursued it. By July, I was sworn in to the Ironworkers.”

Women Working

Kim McIntosh, Apprentice, Teamsters Local 25

“I first looked into the Teamsters a year ago, but wasn’t sure how to break in. Then came across *Build A Life*. I feel like god put something in front of me, and I seized the opportunity.

Through my Teamsters Apprenticeship program, I received my CDL. Currently, I am working as a driver for a new Adam Sandler film.”



The pipeline continues to grow.

Two years into this campaign, our database sees 50-75 new women added each month.





BuildALifeMA.org



TO: Chair Judd Stein and Commissioners Cameron, O'Brien, Stebbins and Zuniga

FROM: Jill Lacey Griffin, Director Workforce, Supplier & Diversity Development

CC: Ed Bedrosian, Executive Director

DATE: November 15, 2019

RE: Build A Life That Works --Two Year Anniversary

Summary: Today we celebrate the two-year anniversary and successes of Northeast Center for Tradeswomen Equity (NCTE) and the Build A Life That Works campaign.

Since 2017 MGC has awarded close to \$250,000 in grant funding to launch and sustain a partnership that carried out a comprehensive recruitment strategy to encourage more women to pursue a career in the building trades. In addition to the creation of a pipeline navigator, this initiative included the development and implementation of a comprehensive communication campaign to increase awareness and support the program's overarching goal of 20% tradeswomen by 2020.

According to Policy Group on Tradeswomen's Issues, a founding member of MGC Grant recipient, (NCTE) "*the latest data is in and 9.22% of union trade apprentices in Massachusetts are now women.*" This means Massachusetts has one of, if not the, highest percentage of women in building trades apprenticeships than anywhere in the US. This is despite the national US average of 3.4% women in the trades. (see attached slide)

Since construction started on Plainridge Park Casino in 2014, casinos were the prime drivers of the demand side of the supply and demand strategy that NCTE and its founding partners have employed to increase the participation of women in the building trades. With over 8% tradeswomen on the MGM Springfield project, MGM jump started similar efforts to increase diversity on development projects in Western Mass. Encore Boston Harbor project, the largest single phase construction project in the history of the Commonwealth, also made history with nearly 500 tradeswomen – the greatest number of women on a single U.S. jobsite ever. Thousands of casino construction jobs, combined with the industry's commitment to setting the diversity standard, provided an excellent opportunity to have an actual impact on a long-standing recruitment challenge.

Non-profit Grant recipient, Northeast Center for Tradeswomen Equity (NCTE) results for the Build A Life initiative included:

- Hired a Pipeline Navigator to work fulltime to personally direct women to appropriate resources and union apprenticeship programs.



Massachusetts Gaming Commission

- Built a database of 1588 women interested in trades careers, with over 50-75 women added to the database each month; Over 70% being people of color.
- Established and held 45 *Tradeswomen Tuesdays* outreach events across the state where tradeswomen reach out to other women about the benefits of a career in construction including in Springfield, Holyoke, Greater Boston, Cambridge, Framingham, southeastern MA and Worcester.
- Continued to play a key role in the successful MA Girls in Trades annual conferences in Boston attracting 500+ female vocational technical high school student attendees in nontraditional careers; and in Springfield where 300 female students attended from 16 schools.
- Received the North American Building Trades Unions (NABTU) Mark H. Ayers Community Achievement Award on April 9, 2019.
- At the end of grant year, to date, 41 women in the pipeline had begun apprenticeship.
- The campaign is a 2018 recipient of The Ad Club's Rosoff Awards, honoring companies with meaningful diversity, mentoring and inclusion programs.
- Featured often in national, regional and local news stories.

Background:

In November 2017, the Massachusetts Gaming Commission (MGC) announced a grant award and support for a first-of-its-kind, statewide program that would implement a focused effort to increase the number of women in the building trades. The innovative recruitment and outreach strategy aimed at increasing diversity in the building trades was launched following a six month focus group of MGC Access and Opportunity members to respond to diversity challenges faced by casinos and other large developers in the Commonwealth focused on tradeswomen. Massachusetts was nationally recognized as a leader in the movement to employ women in the trades; however, female construction workers remained underrepresented in high wage jobs. The project's aim was to utilize the commitment of casino licensees and the demand for diverse tradespersons that state's gaming industry facilitated to ensure the hiring of women, particularly women of color, for union construction projects.

As Massachusetts continued to experience a historic building boom with expanded gaming at the forefront, MGC awarded grant funding to launch and sustain the new partnership that carried out a comprehensive recruitment strategy to encourage more women to pursue a career in the building trades. In addition to the creation of a pipeline navigator, this initiative included the development and implementation of a comprehensive communication campaign to increase awareness and support the program's overarching goal of 20% tradeswomen by 2020.

In November 2016, MGC issued a Request for Proposal (RFP) seeking a non-profit organization to optimize the outcomes for the diversity goals outlined in the Gaming Law. MGC sought to fund a non-profit organization to serve as a single point of contact to direct women, with a particular focus on increasing women of color as applicants, through the admissions and enrollments procedures of the various union building trades. MGC's RFP inspired the creation of a statewide partnership, known as the



Massachusetts Gaming Commission

Northeast Center for Tradeswomen’s Equity (NCTE), composed of stakeholders with considerable expertise in advancing opportunities for women in construction.

Casino licensees in Massachusetts regularly met and exceeded their diversity goals for construction hiring. Though, a particular challenge for casino developers and developers, in general, was the supply of women in construction trades. To address that challenge, NCTE put forth a strategy aimed at overcoming barriers to women’s entry into the construction trades by creating and implementing best practices for gender diversity in the Massachusetts trades. NCTE, a newly formed Massachusetts-based, non-profit corporation, created to increase women’s participation and retention in the building trades was founded by principal partner groups that include Massachusetts AFL-CIO (MA AFL-CIO), the Building Pathways Building Trades Pre-Apprenticeship Program (BPI), the Building and Construction Trades Council of the Metropolitan District (MetroBTC), the New England Regional Council of Carpenters (NERCC- now known as the North Atlantic States Regional Council of Carpenters) and the Policy Group on Tradeswomen’s Issues. This strategic and innovative partnership brings together a leadership team with decades of experience and demonstrated success in working to increase access and opportunities for women and people of color to enter careers in the union building trades in Massachusetts.

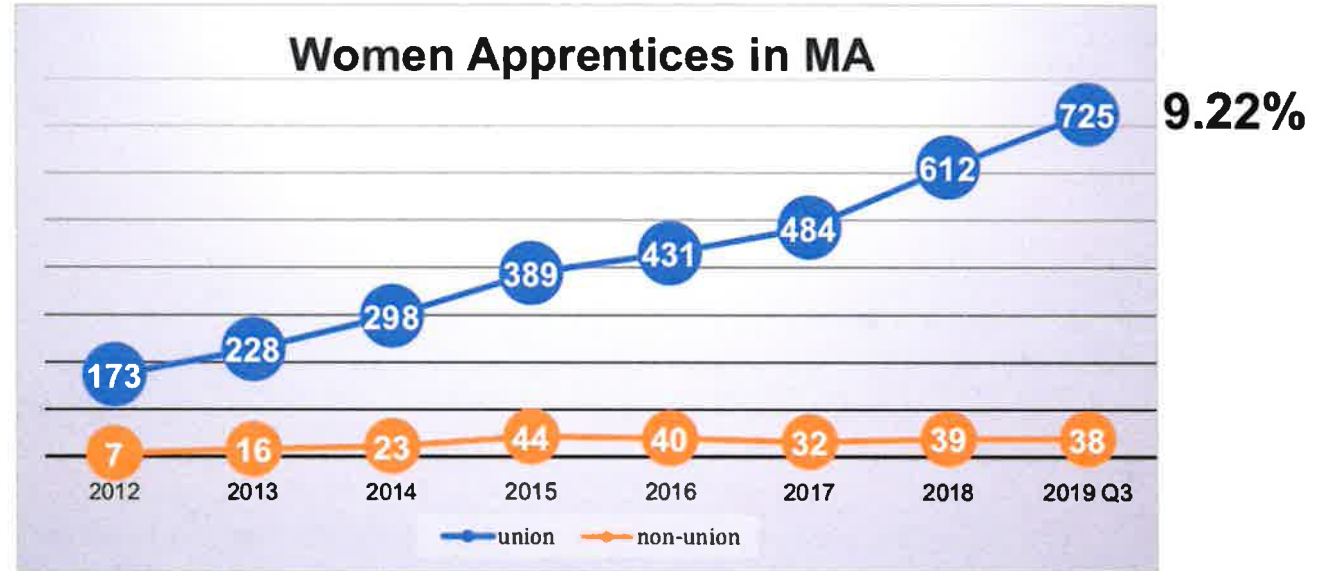
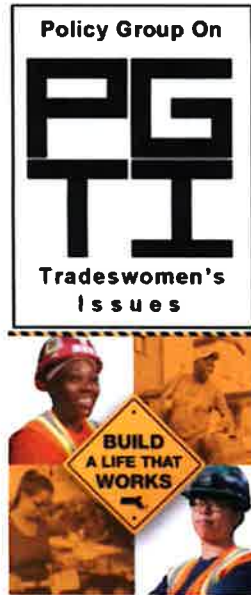
MGC and NCTE partnered with marketing firm, KHJ Brand Activation, to develop a full brand concept and comprehensive communications campaign including digital and mobile strategies to increase awareness and outreach. The branded campaign, Build A Life That Works, has resulted in heightened exposure of women to career opportunities in the trades through a website, radio and transit ads, and printed marketing materials including a brochure, You Can Do It booklet, fence scrim, and other materials that feature MA tradeswomen.

Other funding partners included: MA Convention Center Authority, US Dept. of Labor, Office of the Attorney General, MA Construction Advancement Program, Millennium Partners, Building Trades Employers Association, and The Boston Foundation.



Massachusetts Gaming Commission

Current demographics of women and people of color in Registered Apprenticeship Programs in Massachusetts- Q3 2019 Report



Sponsor type	Active apprentices	Women	Women's participation	People of color	People of color participation
Joint union	7864	725	9.22%	2293	29.2%
Non-union	1214	38	3.13%	227	18.7%

Percent of women apprentices in Massachusetts who are enrolled in Joint Union programs: **95%**

Percent of apprentices of color in Massachusetts who are enrolled in Joint Union programs: **90%**

* Data provided by the Division on Apprenticeship Standards, 10/19 <http://www.mass.gov/lwd/labor-standards/das>

#20percentby2020

Build A Life That Works Public Pipeline Marketing Campaign

A joint initiative of the Northeast Center for Tradeswomen's Equity, the Policy Group on Tradeswomen's Issues, the MA Gaming Commission, the MA Building Trades and the New England Regional Council of Carpenters

Overview

What

Public campaign to increase the pipeline of women interested in trade careers by providing visibility for union trade careers and guidance toward union apprenticeship entry opportunities.

When

November 2017 to present- Two years. After a decade of increasing demand, we launched this campaign to increase supply.

Where

Across MA, with a focus on Greater Boston and Greater Springfield, since this campaign was launched in partnership with the MA Gaming Commission and their projects are located in these regions.

Why

Union trades are the last "good working-class jobs" that provide economic mobility, where women are underrepresented.

How

1. **Expose** women to career opportunities in the Building Trades who may not have otherwise considered this non-traditional field, OR women who do have construction/hand-on/non-trad experience, but did not see a clear pathway into entering union trade apprenticeship.
2. **Capture** contact information of interested women.
3. **Sort** women into buckets to determine eligibility
4. **Direct** interested, eligible women toward opportunities to enter- pre-apprenticeship programs or apprenticeship open applications.
5. **Survey** interested, eligible women after 3 months in the pipeline on their progress in obtaining a union apprentice position.
6. **Analyze** where the pipeline is flowing, where it is stuck. What trades are accepting pipeline women, which are not, and why.

The Components

Marketing Assets

NCTE worked with professional marketing firm (KHJ) to develop a slogan and branded design used for advertisements, social media posts, print materials and website. The design featured the images and stories of real MA tradeswomen, from diverse ethnic backgrounds, geographic areas and trades.



Campaign spokeswomen (from left) Savy Francis, Pipefitter Local 537, Contina Brooks, Operating Engineer Local 98, Lindsey Gustafson, Plumber Local 104 and Joan Bennett, Carpenter Local 327.



Example of marketing asset imagery. Other assets include poster, flyers and various ads.

Website

The website is our informational hub and includes the following pages:

- **“Why Construction?”** which lays out the benefits of union trades careers for women.
- A **“Frequently Asked Questions”** page that debunk common myths about women in construction.
- **Real tradeswomen stories** and capacity for website viewers to submit their own tradeswomen story.
- **Descriptions of each of the 16 union trades** along with a video. Videos were compiled from existing sources, and as such, not all include women, since some trades do not have videos featuring women, but we represented as many trades as possible with videos of women.
- An **events** page where viewers can find upcoming recruitment events in their area.

For industry partners, we include the following pages.

- **About the program**, where we explain the collaborators behind this project and list program partners.

- **Diversity Why & How**, which redirects those seeking Technical Assistance to the website for the Policy Group on Tradeswomen’s Issues(PGTI), our sister organization and partner in TA provision.

We provided the source data advised and developed copy for the website; KHJ Brand activation did the web design, website-building, tradeswomen story photography and image editing.



Tradeswomen Tuesdays

Tradeswomen Tuesdays are outreach events that we host regularly in locations across the state of MA. At these events, women seeking careers meet established tradeswomen, learn the details on union apprenticeship, learn about different trades, and get information on how to apply to an apprenticeship ph. The new women hear personal perspectives from a panel of tradeswomen, both apprentice and journey-level, on the benefits and challenges for women in the trades. These events are very popular, and draw new women monthly to our office in Boston. All the women who attend these events enter our automated pipeline database, where they are sorted, and receive regular follow up based on their stage in the pipeline.



Apprentice Carpenter Stephanie Stephens leads Tradeswomen Tuesday in Holyoke, MA.

Full house of women interested in construction careers at Tradeswomen Tuesday in Boston.

Semi-Automated Pipeline Database

We manage the contacts generated by our marketing assets and Tradeswomen Tuesday with a semi-automated Salesforce system. A Salesforce consultant created automations that allow our Pipeline Navigator to guide, assess and survey thousands of women statewide.

The system starts by capturing the contact information of someone who enters it at our website or at Tradeswomen Tuesday. A record of each contact is automatically created and stored in the Salesforce database.

An automation sends out an eligibility survey to each interest women, which determines if they meet the basic criteria required by MA RAPs- those who are eligible go into “Bucket 1”, those who do not meet the requirements go into “Bucket 2”. We record the eligibility status in Salesforce, and the eligibility data enters automatically in real time as women complete their surveys. This eliminates a manual process of assessing each applicant for eligibility.

Once sorted, respondents receive a message about their eligibility based on tier status, with Buckets Ones receive information on how to apply to pre-apprenticeship and apprenticeship, and Bucket Twos directed to resources that can make them eligible.

3 months after entering the pipeline, Bucket One women are surveyed on their progress in obtaining a union apprenticeship, participation in pre-apprenticeship, as well as their opinions on what parts of *Build A Life That Works* they found helpful/useful.

Pipeline Navigator & Navigation Support

The Pipeline Navigator, or coordinator dedicated to staffing *Build A Life That Works*, is a key component to the program.

The Navigator is the chief contact for the program, managing the semi-automated system, fielding questions from interested women over phone and email and directing interested women to resources and opportunities that can further them in pursuit of a union trade career.

We Point, But Do Not Lead

In all communications, we make it clear to interested women that we are not a staffing agency, nor a social services agency. We direct women toward career opportunities, and provide them with the information, resources and connections needed to be successful, but we do not get jobs for people- fill out applications for them, arrange interviews for them, etc. We like to joke that we are GPS, not Uber. This policy has not only allowed the program to operate successfully under the guidance of one Pipeline Navigator, and it also facilitates a natural culling of the labor pool- those without the skills to submit applications independently (aka show up at the right place, with the right documents) are unlikely to be the best candidates for apprenticeship.

Impact

Since the launch of our campaign in 2017, over 1,500 MA women have entered our pipeline database. We've hosted 45 Tradeswomen Tuesdays hosted in three regions of MA.

The campaign continues generate 50-70 contacts per month and has received awards for excellence in marketing and for its social impact, and generated press from major publications, all adding to a greater visibility for tradeswomen and awareness of career opportunities for women in the union trades.