



Quarterly Report Q4 2024

February 24, 2025
Massachusetts Gaming Commission

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Gaming Revenue, Taxes & Lottery Sales

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Gaming Revenue & Taxes: Q4 2024

Month	Slots GGR	Table Games GGR	Total GGR	State Taxes Collected
October	\$33,896,099.77	\$23,953,984.70	\$57,850,084.47	\$14,462,521.12
November	\$36,243,576.37	\$26,859,754.04	\$63,103,330.41	\$15,775,832.60
December	\$36,595,624.63	\$28,295,078.64	\$64,890,703.27	\$16,222,675.82
Total	\$106,735,301.00	\$79,108,817.38	\$185,844,118.20	\$46,461,029.54

Gaming Revenue & Taxes: Year-Over-Year

Year	Quarter	Table Games GGR	Slots GGR	Total GGR	State Taxes Collected
2023	Q1	\$87,548,447.43	\$103,225,625.66	\$190,774,073.09	\$47,693,518.27
	Q2	\$86,482,473.05	\$105,539,308.38	\$192,021,781.43	\$48,005,445.37
	Q3	\$78,245,849.05	\$104,171,489.84	\$182,417,338.89	\$45,604,334.73
	Q4	\$85,668,257.66	\$103,956,403.95	\$189,624,661.61	\$47,406,165.41
	Total	\$337,945,027.19	\$416,892,827.83	\$754,837,855.02	\$188,709,463.78
2024	Q1	\$91,803,193.22	\$103,968,890.63	\$195,772,084.05	\$48,943,021.01
	Q2	\$77,777,880.96	\$104,660,310.64	\$182,438,191.60	\$45,609,547.91
	Q3	\$79,846,301.53	\$104,247,558.45	\$184,093,859.98	\$46,023,465.00
	Q4	\$79,108,817.38	\$106,735,301.00	\$185,844,118.20	\$ 46,461,029.54
	Total	\$328,536,193.09	\$419,612,060.72	\$748,148,253.83	\$187,037,063.46

Sports Wagering Revenue & Taxes: Q4 2024

Month	Monthly Win	State Retail Taxes Collected
October	\$6,308.00	\$0.00
November	\$574,832.00	\$81,853.35
December	\$0.00	\$0.00
Total	\$581,140.00	\$81,853.35

Lottery Sales: Q4 2024*

Month	Lottery Sales	% Change from 2023
October	\$250,726.50	-56.0%
November	\$421,905.50	0.3%
December	\$313,481.00	-33.4%
Total	\$986,113.00	-32.5%

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

Lottery Sales: Year-Over-Year

Year	Quarter	Lottery Sales	% Change from Previous Year
2023	Q1	\$1,076,576.75	31.5%
	Q2	\$1,467,402.50	77.0%
	Q3	\$1,515,403.00	72.4%
	Q4	\$1,461,016.50	31.4%
	Total	\$ 5,520,398.75	51.7%
2024	Q1	\$1,585,745.25	47.3%
	Q2	\$1,465,303.00	-0.1%
	Q3	\$949,657.50	-37.3%
	Q4	\$986,113.00	-32.5%
	Total	\$4,986,818.75	-9.7%

Workforce

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Workforce Composition

Sector	Goal	Q1 % ¹	Q1 Total # of Employees	Q2 % ²	Q2 Total # of Employees	Q3 % ³	Q3 Total # of Employees	Q4 % ⁴	Q4 Total # of Employees
Minority	40%	73%	2,128	73%	2,137	73%	2,128	74%	2,128
Veteran	3%	2%	73	2%	70	2%	69	2%	69
Women	50%	45%	1,569	45%	1,553	45%	1,546	45%	1,540
Local/Host/Surrounding Community Resident ⁵	75%	88%	3,089	89%	3,086	89%	3,072	89%	3,053
MA Residents	-	92%	3,193	92%	3,192	92%	3,177	92%	3,161
Total Number of Employees ⁶			3,482		3,478		3,458		3,429
Full-time			2,424		2,413		2,403		2,395
Part-time			1,058		1,065		1,055		1,032
On-call			0		0		0		0

1. All Q1 figures are as of April 1, 2024. The total number of employees that did not specify their minority status during Q2 was 569.
2. All Q2 figures are as of July 25, 2024*. The total number of employees that did not specify their minority status during Q2 was 563.
3. All Q3 figures are as of October 1, 2024. The total number of employees that did not specify their minority status during Q3 was 559.
4. All Q4 figures are as of January 1, 2025. The total number of employees that did not specify their minority status during Q4 was 546.
5. "Local/Host/Surrounding Community Residents" include residents from communities within thirty (30) miles of Encore Boston Harbor.
6. Please note that an employee may fall into more than one sector (e.g., minority and local) and, as such, totals may not be reflective of the sum of previous columns.

*From June 5, 2024 to July 24, 2024 a system error produced incorrect totals for Veteran numbers.

Workforce Composition: Employees Supervisory & Above

	Minority	Women	Veteran	Total Head Count (including non-minority employees)
ALL EMPLOYEES				
Number of Employees	2,128	1,540	69	3,429
% Actual	74%	45%	2%	
MANAGER AND ABOVE				
Number of Employees	79	80	12	202
% Actual	41%	40%	6%	
SUPERVISORS AND ABOVE				
Number of Employees	287	224	20	552
% Actual	57%	41%	4%	

Operating Spend

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Operating Spend¹: Diversity

Diversity Category	Annual Goal	Q1 %	Q1 Spend	Q2 %	Q2 Spend	Q3 %	Q3 Spend	Q4 %	Q4 Spend
MBE Vendor Spend	8%	12%	\$2,554,774.66	10%	\$2,480,673.78	15%	\$2,636,555.06	13%	\$2,314,979.44
VBE Vendor Spend	3%	1%	\$113,290.99	0%	\$51,485.47	1%	\$126,707.12	0%	\$18,844.19
WBE Vendor Spend	14%	17%	\$3,572,192.25	10%	\$2,375,361.37	13%	\$2,291,965.99	14%	\$2,454,230.17
Total Diverse Spend	25%	30%	\$6,240,257.90	20%	\$4,907,520.62	29%	\$5,055,228.17	27%	\$4,788,053.80

¹ All spend figures referenced herein are based upon Encore Boston Harbor's Q4 discretionary spend amount of **\$17,328,282.56**.

Operating Spend¹: Diversity (Year-Over-Year)

Quarter	2023	2024
1	\$6,974,604.38	\$6,240,257.90
2	\$4,654,156.01	\$4,907,520.62
3	\$6,074,914.37	\$5,055,228.17
4	\$3,627,876.19	\$4,788,053.80
Total	\$21,331,550.95	\$20,991,060.49

Operating Spend: Local

Local Vendor Spend	Goal	Q1 %	Q1 \$	Q2 %	Q2 \$	Q3 %	Q3 \$	Q4 %	Q4 \$
Boston	\$20,000,000.00	14%	\$3,133,796.96	13%	\$3,124,094.64	12%	\$2,226,263.70	18%	\$3,079,567.26
Chelsea	\$2,500,000.00	2%	\$395,440.67	2%	\$430,428.46	2%	\$402,176.47	2%	\$353,249.23
Everett	\$10,000,000.00	12%	\$2,563,582.16	9%	\$2,160,085.73	13%	\$2,276,350.36	13%	\$2,247,949.86
Malden	\$10,000,000.00	1%	\$140,221.59	1%	\$169,259.70	1%	\$135,034.21	1%	\$141,506.85
Medford	\$10,000,000.00	1%	\$197,129.81	1%	\$251,223.36	2%	\$288,875.82	1%	\$108,858.69
Somerville	\$10,000,000.00	5%	\$1,019,712.19	4%	\$957,098.96	5%	\$864,248.45	6%	\$1,100,878.28
MA Vendor Spend	N/A	59%	\$12,357,812.76	46%	\$10,950,982.50	56%	\$9,899,870.85	61%	\$10,492,394.04

Operating Spend: Local* (Year-Over-Year)

Quarter	2023	2024
1	\$9,138,681.43	\$7,449,883.38
2	\$6,017,752.41	\$7,092,190.85
3	\$6,476,399.45	\$6,192,949.01
4	\$6,077,857.15	\$7,032,010.17
Total	\$27,710,690.44	\$27,767,033.41

*The local spend figures provided in this chart exclude the total spend for MA which is addressed in the next slide.

Operating Spend: MA (Year-Over-Year)

Quarter	2023	2024
1	\$14,966,259.45	\$12,357,812.75
2	\$11,152,075.94	\$10,950,982.50
3	\$11,378,899.59	\$9,899,870.85
4	\$13,036,485.95	\$10,492,394.04
Total	\$50,533,720.93	\$43,701,060.14

Compliance

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Compliance: Minors¹ Prevented from Gaming²

Month	Minors Intercepted on Gaming Floor and Prevented from Gaming	Minors Intercepted Gaming	Minors Intercepted at Slot Machines	Minors Intercepted at Table Games	Minors Intercepted Consuming Alcohol	Number of IDs NOT Checked that Resulted in Minor on Gaming Floor	Number of Fake IDs Provided by Minors that Resulted in Minor on Gaming Floor	Numbers of Minors on Gaming Floor Under 18 Years of Age
October	1	0	0	0	0	0	0	0
November	2	0	0	0	0	1	0	0
December	4	1	0	1	0	1	2	3
Total	7	1	0	1	0	2	2	3

¹ A “minor” is defined as a person under 21 years of age, provided however, that the last column of the above specifically refers to persons under 18 years of age.

² Please note that no minors were intercepted or found to be engaged in any sports wagering during Q4.

- The average length of time spent by a minor on the casino floor was 16.5 minutes.
- The longest length of time spent by a minor on the casino floor was 1 hours, 1 minute.
- The shortest length of time spent by a minor on the casino floor was 2 minutes.

People & Culture Initiatives

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Employee Wellness Offerings

Onsite Vaccine Clinic

- In October, a Vaccine Clinic was offered where employees could sign up to receive their Flu/Covid 19 vaccinations in one of our training rooms.



20/20 Onsite

- In October, 20/20 Onsite provided on-site eye exams for employees by appointment



Quest Diagnostic Testing

- In November, Quest Diagnostics was available on property to employees for health screenings to determine eligibility for a health plan discount



Benefits Fair

During November, UMR, Cerpass, and Cragin & Pike were available in the HOH for employees who wanted additional information or had any benefit questions.



Fall Celebrations

Annual Pumpkin Contest

- The Annual Pumpkin Contest was held from October 25 to 31. Employees were able to vote for fan favorite, best carved and most creative. This year's creativity was exceptional!



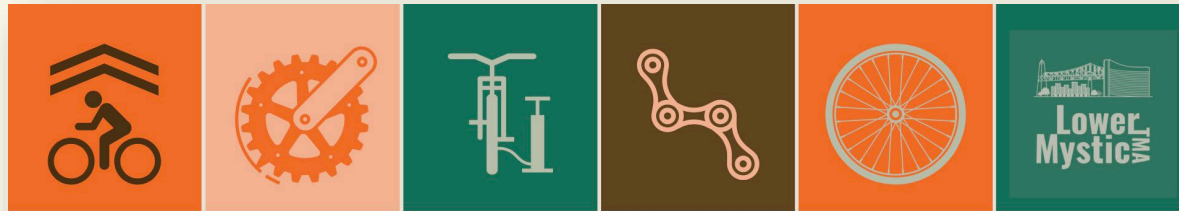
Pet Costume Contest

- This year we hosted our first Pet Costume Contest. Employees dressed their pet(s) in costumes and uploaded photos using the QR code in the HOH. The submitted photos were compiled for employees to vote for their favorites. Three winners were selected and displayed in the HOH.



LMTMA
(Lower Mystic Transportation
Management Association)

LMTMA offered free bike tune-ups for employees on Tuesday, October 2 from 3:00pm to 5:00pm.



CYCLED TO WORK TODAY?
Get your bike tuned up for FREE!

Foundations of Leadership

In October and November, the Foundations of Leadership training experience was facilitated to 39 of our department leaders.

This two-day training takes learners on the journey of understand how to be a leader and how to begin or continue their leadership development.



Managing in a Union Environment

In conjunction with our Employee Relations team, during the month of October, we hosted 2 separate offerings of the Managing in a Union Environment training to a total of 20 leaders.

This four-hour course is designed to help prepare those leaders to better coach, training and manage our team members in a Union department, while staying within the guidelines of their contracts and by-laws.



Conversations with Leaders

On October 31st, we had the pleasure of hosting two of Encore Boston Harbor's finest for the latest installment of the Conversations with Leaders series. Hosted by Learning & Development, Chef Jimmy Johnson, the Director of Culinary Operations and Chef Meghan Vaughn, Executive Chef of Rare Steakhouse answered questions about leadership, their love for cooking and many other topics.



Service & Sales Training

- During October and November, Kate Buhler continued to work side-by-side with our Food & Beverage leaders to continue the focus around guest service, communication, and how to create a seamless and cohesive guest experience.



Veteran's Day

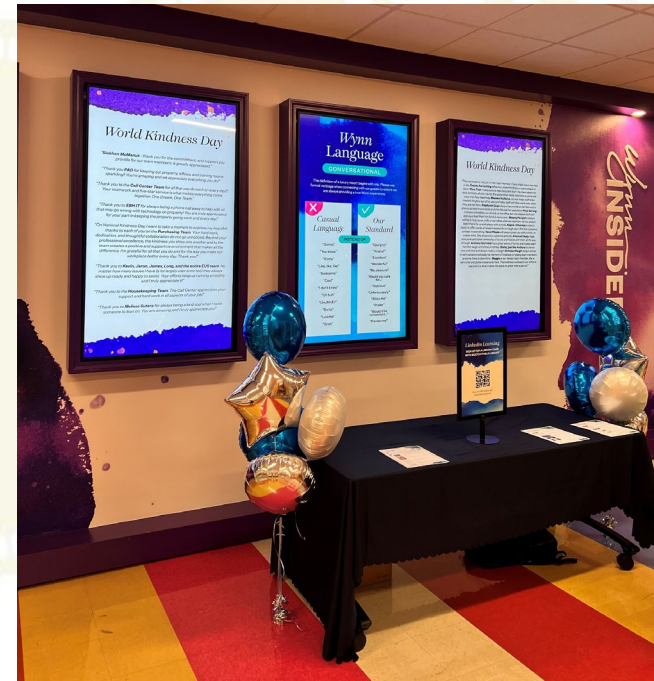
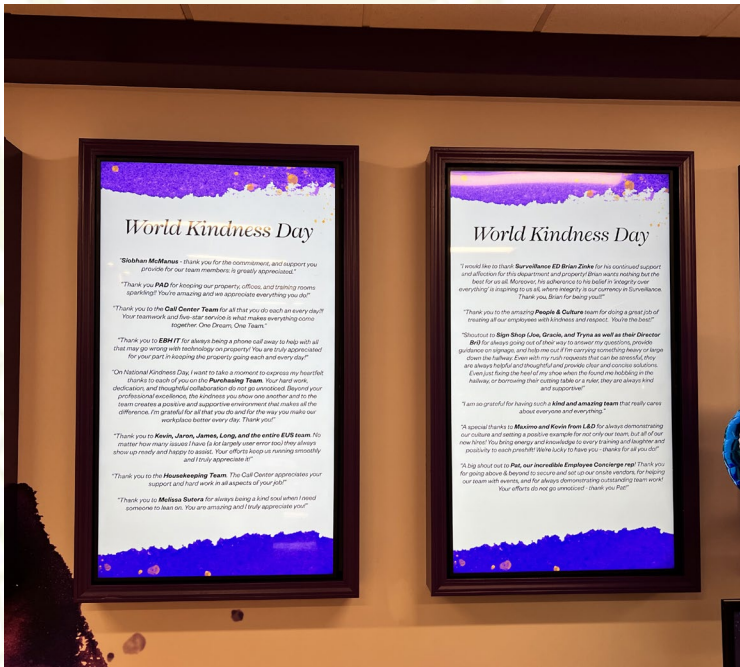
In honor of Veteran's Day, all employees who are active military/veterans who wanted to participate had a photo of them displayed in the HOH.

A Fallen Comrade table was displayed in Le Staff Café to honor all those who have served and are no longer with us.



World Kindness Day

On November 13, EBH demonstrated World Kindness Day with employees being able to share their words of kindness to their co-workers. Those sentiments were then displayed on the digital screens in the HOH.



Wynn University Week

To announce the exciting new partnerships with three learning partners, our Learning & Development team held a three-day kick-off event in the Heart of House from November 13th – 18th. During this event, we registered hundreds of excited team members for Boston Public Library e-cards, giving them no-cost access to LinkedIn Learning, as well as provided information and built excitement around Masterclass and Rouxbe, which are also offered.



HOW TO SIGN UP FOR
LinkedIn LEARNING

01 Sign Up for a Library Card
To sign up for a library card, navigate to <https://bpl.org/ecard>

02 Access LinkedIn Learning via Desktop
To begin, navigate to, <https://learning.linkedin.com>

1. Select the "Sign In" link on the upper right corner of the screen
2. From the sign in page, select the "Sign in with your library card" option
3. Enter "bostonpubliclibrary" in the space provided and select "Continue"
4. Enter your library card and PIN in the spaces provided for you and select "Continue" to access all of the amazing resources on LinkedIn Learning

Holiday Celebrations

Annual Gingerbread Contest

The Annual Gingerbread Contest was held from Friday, December 13 until Friday, December 20. Over 20 departments participated, and employees were able to vote for their favorites!

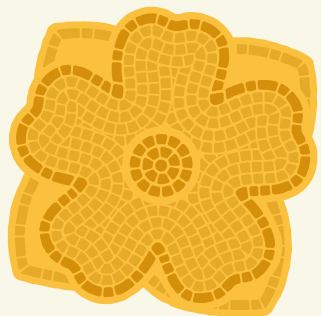


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Annual Employee Gift Giveaway

The Annual Employee Gift Giveaway was held on December 19 and 20, and then again on December 23 and 24. Each employee received a 3-piece branded winter jacket in a beautiful satin bag.





The Wire Re-Launch

After several months of planning and creating, the new Wire was launched on December 11.



Have you checked out the new *Wire*?

The employee portal has a new design and more information to help you thrive in your career at Wynn and maximize the perks available to you.

Visit the site today to learn about:

- **Life at Wynn** – including the latest stories from across the company, employee events happening near you, and special recognitions for our exceptional employees
- **Wynn University** – featuring educational programs and partners to help you grow professionally and personally
- **Benefits & Perks** – an overview of the medical and financial benefits offered by the company, as well as other unique programs and perks available to Wynn employees

Log in using the QR code below.



Promotions, Marketing, Special Events & Volunteerism

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TRU Contributions: Q4 2024

Charitable Organization	Dollar Amount	Number of Tickets
Animal Rescue League of Boston	\$14,183.04	62,666
Big Sister Association of Greater Boston	\$6,381.70	44,296
New England Center and Home for Veterans	\$11,181.03	55,487
South Cove Manor at Quincy Point Rehab Center	\$5,737.74	42,008
Total	\$37,483.51	204,457

2024 Q4 Community Relations Highlights



Volunteer Hours

Employees volunteered 4,379 hours of their personal time serving organizations such as The Alzheimer's Association, Bread of Life, Tailored for Success and Cradles to Crayons.

Feed the Funnel

Feed the Funnel returned, where we packed 533,868 meals over the course of 3 days with the help of more than 1,000 employees and community volunteers. All meals went to local organizations such as The Red Cross Food Pantry, Food for Free, Eliot Family Resource Center, Spoonfuls, and The Greater Boston Food Bank.

Winter Wonderland

Employees turned the library of an Everett elementary school into a winter wonderland where all students received a pair of pajamas and cookies made by our pastry team. More than 800 pairs of pajamas were provided, along with two children's books per student.

Winter Market Holiday Sale

We hosted our first ever Winter Market Holiday Sale where employees and guests were able to purchase highly discounted apparel, household items and more. Volunteers created an elite shopping experience, and thanks to the company's generous 2-to-1 match, we were able to add nearly \$340K to our Community Grant Fund, which supports local organizations across Massachusetts.



Questions?