



Quarterly Report Q1 2025

May 22, 2025
Massachusetts Gaming Commission

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BOSTON HARBOR
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Gaming Revenue, Taxes & Lottery Sales

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Gaming Revenue & Taxes: Q1 2025

Month	Table Games GGR	Slots GGR	Total GGR	State Taxes Collected
January	\$27,127,143.44	\$34,311,472.22	\$61,438,615.66	\$15,359,653.92
February	\$26,471,572.81	\$32,803,802.95	\$59,275,375.76	\$14,818,843.94
March	\$24,048,270.81	\$38,970,757.79	\$63,019,028.60	\$15,754,757.15
Total	\$77,646,987.06	\$106,086,032.96	\$183,733,020.02	\$45,933,255.01

Gaming Revenue & Taxes: Year-Over-Year

Year	Quarter	Table Games GGR	Slots GGR	Total GGR	State Taxes Collected
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	\$748,148,253.8	\$187,037,063.46
2025	Q1	\$77,646,987.06	\$106,086,032.96	\$183,733,020.02	\$45,933,255.01
	Q				
	Q3				
	Q4				
	Total (to date)	\$77,646,987.06	\$106,086,032.96	\$183,733,020.02	\$45,933,255.01

Sports Wagering Revenue & Taxes: Q1 2025

Month	Monthly Win	State Retail Taxes Collected
January	\$535,498.00	\$54,754.65
February	\$0	\$0
March	\$267,396.00	\$29,582.85
Total	\$802,894.00	\$84,337.50

Lottery Sales: Q1 2025*

Month	Lottery Sales	% Change from 2024
January	\$351,191.75	-31.2%
February	\$280,002.00	-30.7%
March	\$396,453.75	-40.9%
Total	\$1,027,647.50	-35.2%

*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
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%
2025	Q1	\$1,027,647.50	-35.2%
	Q2		
	Q3		
	Q4		
	Total	\$1,027,647.50	-35.2%

Workforce

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Workforce Composition

Sector	Goal	Q1 % ¹	Q1 Total # of Employees
Minority	40%	74%	2,137
Veteran	3%	2%	67
Women	50%	45%	1,536
Local/Host/Surrounding Community Resident ³	75%	89%	3,048
MA Residents	-	92%	3,153
Total Number of Employees ⁴			3,419
Full-time			2,394
Part-time			1,025
On-call			0

¹ All Q1 figures are as of April 1, 2025. The total number of employees that did not specify a minority status during Q1 was 531.

² Local/Host/Surrounding Community Residents” include residents from communities within thirty (30) miles of Encore Boston Harbor.

³ 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.

Workforce Composition: Employees Supervisory & Above

	Minority	Women	Veteran	Total Head Count (including non-minority employees)
ALL EMPLOYEES				
Number of Employees	2,137	1,536	67	3,419
% Actual	74%	45%	2%	
MANAGER AND ABOVE				
Number of Employees	79	82	11	205
% Actual	41%	40%	5%	
SUPERVISORS AND ABOVE				
Number of Employees	288	228	17	552
% Actual	57%	41%	3%	

Operating Spend



Operating Spend¹: Diversity

Diversity Category	Annual Goal	Q1 %	Q1 Spend
MBE Vendor Spend	8%	11%	\$2,200,395.09
VBE Vendor Spend	3%	0%	\$49,791.50
WBE Vendor Spend	14%	18%	\$3,642,371.19
Total Diverse Spend	25%	29%	\$5,892,557.78

¹ All spend figures referenced herein are based upon Encore Boston Harbor's Q1 discretionary spend amount of \$20,218,968.82.

Operating Spend: Local

Local Vendor Spend	Goal	Q1 %	Q1 \$
Boston	\$20,000,000.00	16%	\$3,181,764.66
Chelsea	\$2,500,000.00	2%	\$417,744.32
Everett	\$10,000,000.00	10%	\$2,037,222.02
Malden	\$10,000,000.00	1%	\$128,455.14
Medford	\$10,000,000.00	2%	\$440,125.01
Somerville	\$10,000,000.00	5%	\$944,592.02
MA Vendor Spend	N/A	57%	\$11,451,079.68

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	Number of Minors on Gaming Floor Under 18 Years of Age
January	4	1	0	1	1	0	2	0
February	2	1	1	0	0	0	1	0
March	2	0	0	0	1	1	1	0
Total	8	2	1	1	2	1	4	0

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 Q1.

- The average length of time spent by a minor on the casino floor was 59 minutes.
- The longest length of time spent by a minor on the casino floor was 3 hours, 48 minutes.
- The shortest length of time spent by a minor on the casino floor was 31 seconds.

Human Resources Initiatives

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Launch of the Climb Program

- Highly selective, 6-month professional development opportunity for 10 high-potential managers
- In partnership with BU's School of Hospitality Administration and UNLV faculty
- Candidates were nominated by department leaders and nominations were supported by divisional VPs or Executives
- Upon completion, graduates receive a Certificate of Completion of the Executive Education Program from BU in partnership with Wynn University
- Intended to be an annual program for high potential leaders



All-Star of the Year Announcement

On Wednesday, February 5th, the winners of the All-Star of the Year were surprised and celebrated. Their nominators, leaders and our executives gathered in one of our residences to announce the winners.



Stars Reception

On Wednesday, March 19 we celebrated the 2024 Stars and All-Stars with a reception held in Rare. All recipients, along with their nominating supervisor or as well as the executives, were invited.

Each Star also received an EBH bathrobe custom embroidered with the Stars or All-Stars logo and their name.



Forbes Five-Star Celebration

During Q1 we celebrated that our hotel and spa were once again recognized with the Forbes Travel Guide (FTG) Five-Star distinction, an accolade we have now achieved every year we have been assessed. Rare Steakhouse received a FTG Four-Star Rating for exceptional dining, maintaining its distinction as the highest-rated steakhouse in the Boston area.





**March is
PROBLEM GAMBLING
AWARENESS MONTH.**



**Educate yourself and others
about healthy gaming habits.**

During Problem Gaming Awareness Month in March, GameSense held several informational sessions in our heart-of-house areas. Employees who participated entered a raffle to receive a prize. We also coordinated with GameSense on their guest-facing initiatives.

Employee Appreciation Day

On Friday, March 7, we celebrated Employee Appreciation Day by having our executives assist us in handing out chocolate chips cookies made by our amazing Pastry Team.

One of our new partners, Volo Sports also attended to offer information on the programs they have available for our employees.



Promotions, Marketing, Special Events & Volunteerism

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Community Relations Highlights



Q1 Volunteer Hours

- Employees volunteered 945 hours of their personal time serving organizations such as The American Red Cross Food Pantry, Pine Street Inn, Tailored for New England Center, and Home for Veterans.

Volunteer Appreciation Breakfast

- We hosted more than 100 of our top volunteers with a volunteer appreciation breakfast and honored our top 10 volunteers for their efforts in volunteerism during 2024.

Blood Drive with the American Red Cross

- We partnered with Big Night for our first Red Cross Blood Drive of the year, helping collect a total of 22 units. We were proud to have eight Encore employees become first time donors.

Valentine's Dat Bake Sale

- Our pastry team hosted the year's first bake sale and created four unique cupcake flavors. We helped raise over \$3,200 including matched donations with all proceeds helping to raise funds for the Wynn Resorts Community Grant Fund.

TRU Contributions: Q1 2025

Charitable Organization	Dollar Amount	Number of Tickets
Animal Rescue League of Boston	\$20,851.41	89,581
Big Sister Association of Greater Boston, Inc.	\$9,553.87	62,059
New England Center and Home for Veterans	\$15,853.67	76,822
South Cove Manor at Quincy Point Rehab Center	\$8,799.42	59,544
Total	\$55,058.37	288,006



Questions?