



# Q1 2025 Sports Wagering Report

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May 2025

# Who you will hear from today

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**RICH COOPER**

Vice President, Regulatory

**KEITA YOUNG**

Vice President, Community Impact

**CAM ZUCKERT**

Senior Manager, Responsible Gaming

**J.J. JELKS**

Vice President, Inclusion

# AGENDA

1

Revenue

2

Compliance

3

Responsible Gaming

4

Community Impact

5

Workforce Diversity

6

Supplier Relations

# Q1 2025 Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Margin %
January 2025	\$28,802,914.01	\$5,760,582.80	13.50%
February 2025	\$19,176,673.52	\$3,835,334.70	11.71%
March 2025	\$13,808,536.75	\$2,761,707.35	6.87%
TOTALS	\$61,788,124.28	\$12,357,624.86	10.66%

Underage Report Metrics

Metric	January 2025	February 2025	March 2025	Total
Underage Registration Attempts	23	19	23	65
Suspected Underage Use of an Account	20	7	20	47
Confirmed Underage Use of an Account	0	11	4	15

# Real Time Check-Ins are a cutting-edge new initiative to protect customers

## What

**At-scale check-ins in the moment** when a customer's deposits are outside their norm.

## How

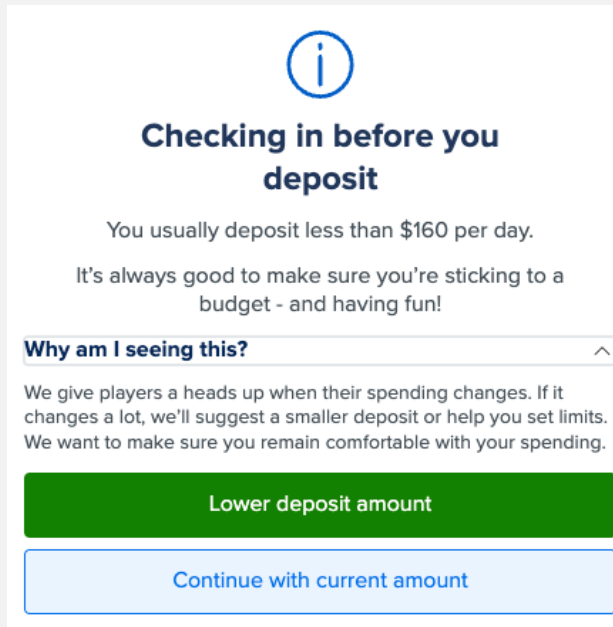
The model builds a **probabilistic forecast of a customer's depositing behavior** daily based on a customer's historic deposit, withdrawal, bonus & gameplay data.

## When


When a user's deposit surpasses the upper bound, **various layers of friction and check-ins are triggered, in real time.**

### Level 1 Check-in

Customer is prompted about higher-than-usual deposit, with a suggestion to lower the amount



The Level 1 Check-in UI features a blue information icon at the top. Below it, the heading "Checking in before you deposit" is displayed. The text informs the user that their usual deposit is less than \$160 per day and encourages sticking to a budget. A dropdown menu titled "Why am I seeing this?" provides an explanation. At the bottom, there are two buttons: a green "Lower deposit amount" button and a light blue "Continue with current amount" button.



**Checking in before you deposit**

You usually deposit less than \$160 per day.  
It's always good to make sure you're sticking to a budget - and having fun!

Why am I seeing this? ^

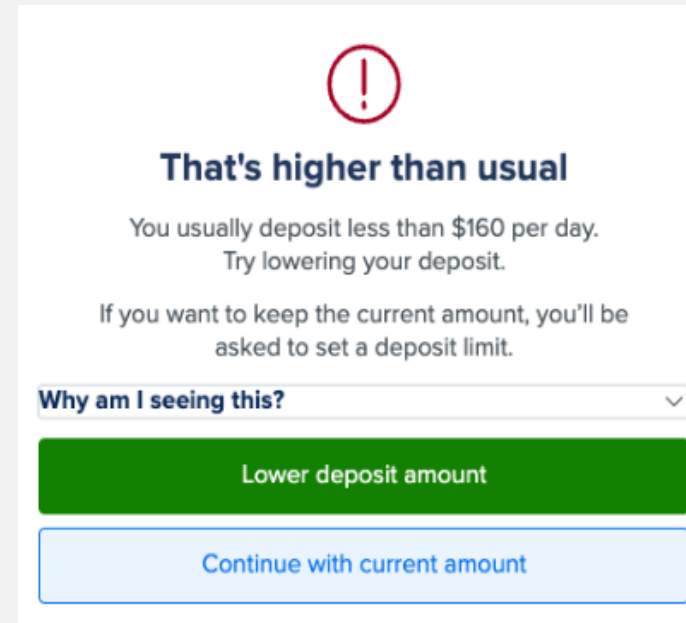
We give players a heads up when their spending changes. If it changes a lot, we'll suggest a smaller deposit or help you set limits. We want to make sure you remain comfortable with your spending.

Lower deposit amount


Continue with current amount

### Level 2 Check-in

Customer is prompted about higher-than-usual deposit, and must lower the deposit OR set a deposit limit



The Level 2 Check-in UI features a red warning icon at the top. Below it, the heading "That's higher than usual" is displayed. The text informs the user that their usual deposit is less than \$160 per day and prompts them to lower their deposit. It also states that if they want to keep the current amount, they will be asked to set a deposit limit. A dropdown menu titled "Why am I seeing this?" provides an explanation. At the bottom, there are two buttons: a green "Lower deposit amount" button and a light blue "Continue with current amount" button.



**That's higher than usual**

You usually deposit less than \$160 per day.  
Try lowering your deposit.

If you want to keep the current amount, you'll be asked to set a deposit limit.

Why am I seeing this? v

Lower deposit amount

Continue with current amount

## Responsible Gaming: RG tool usage in MA

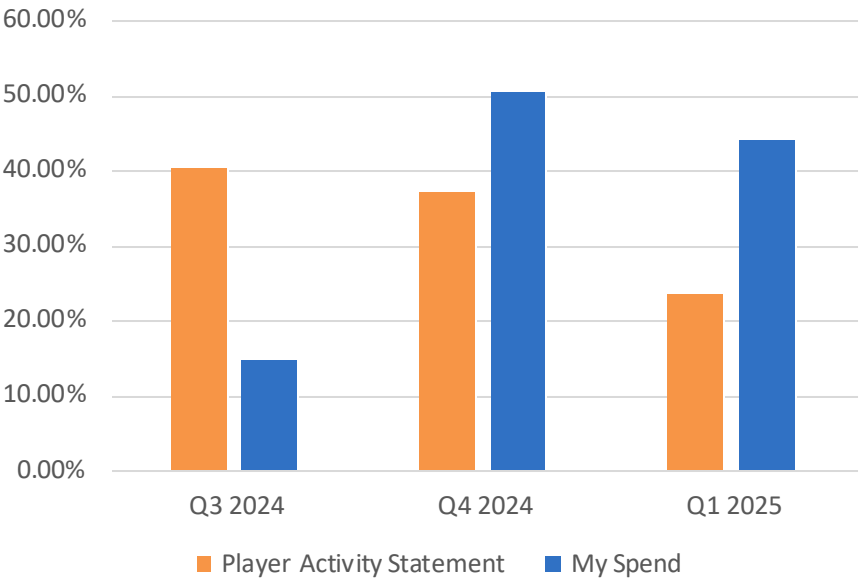
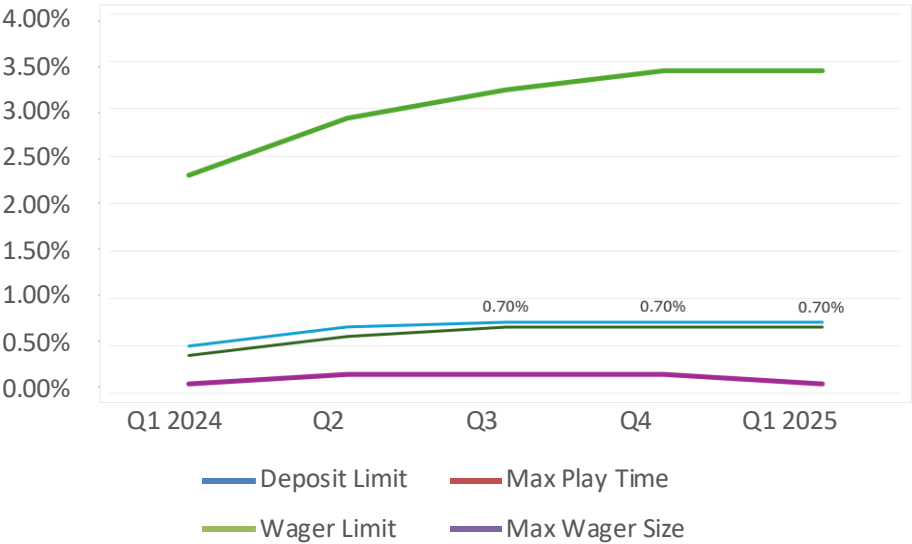
MSC VSE Q1
131

**0.2%** of registered MA accounts elected to take a timeout in Q1 '25 with a median length of **28 days**.

Within the FanDuel product we direct customers to the GameSense website to learn more about the VSE program

# Responsible Gaming: RG tool usage in MA

Tool Type	Q1 % Active Tool Users
Deposit Limit	3.4%
Max Play Time	0.1%
Wager Limit	0.7%
Max Wager Size	0.7%
Player Activity Statement	23.3%
My Spend	43.8%





# Problem Gambling Awareness Month: Amplifying lived experience & supporting prevention

## External

### Launched Craig Carton show on FanDuel TV



Gambling Addiction Recovery is Possible For EVERYONE To Start | The Comeback with Craig Carton

- New TV show amplifying lived experience and tackling stigma
- 150k+ views across platforms on social

### Underage gambling prevention campaign



- Launched underage gambling prevention campaign (paid radio, social, digital & OOH)
- New resources on [conversationsaboutbetting.com](https://www.conversationsaboutbetting.com)

### Promoted GDSD & GameSense to customers



Allie, March is Problem Gambling Awareness Month (PGAM). This month is dedicated to raising awareness about the risks and signs of problem gambling, promoting recovery resources, and encouraging early detection through screenings. Our goal is to ensure all players have access to resources and information to support healthier play and minimize the risk of addiction.

- Supported the Cambridge Health Alliance's Gambling Disorder Screening Day via player CRM sent and social channels

### Continued support for non-profit partners



- Continued annual support of National Council on Problem Gambling and the International Center for Responsible Gaming

## Internal

### Education, support and recognition



- Held 3 EPIC lived experience session for employees in March
- Promoted Kindbridge employee support benefits
- Recognized and rewarded internal 'RG Champions'

## MISSION

Bold, Purpose-Driven Initiatives  
That Create Measurable Change  
&

Aligns FanDuel's Values With  
Community Advancement

## Financial Literacy



# Supplier Relations

At FDG, we are committed to promoting economic inclusion and supporting the growth of local and small businesses in the states where we operate. We aim to engage with local and small businesses through the following actions:

- Procurement-Led Sourcing:** Ensuring that suppliers are identified and included in addressable procurement-led opportunities where qualified suppliers are available.
- Community Engagement:** Building partnerships with local chambers of commerce, small business associations, and similar organizations to increase awareness of procurement opportunities and provide training on business development and core operational topics.
- Supplier Development:** Investing in the growth of our current supplier base by offering feedback, fostering opportunities, and supporting capacity-building initiatives.

FDG’s approach is focused on sustained local and small business supplier inclusion and development, driving meaningful economic impact within the communities we serve.

**Goal:** By the end of 2025, include a small or local supplier on all Strategic Sourcing RFP opportunities over \$100,000 where a qualified candidate exists.



Program Initiation Complete



Embed & Elevate Program – In Progress

Q1 2025	Spend (\$)
Total Company Small & Diverse Spend	\$38,170,086
Total MA Small Business Spend	\$12,585
Total MA Diverse Spend	\$83,854
Total In State MA Spend	\$2,863,247

Q1 2025 MA Diverse Spend was driven primarily by a Certified WBE providing talent advisory services.

# Principles In Action



## Attract

Sourcing top talent by expanding reach and access

E.g., Collaborating with Talent Acquisition to build partnerships that reach diverse candidates in the right places



## Elevate

Empowering homegrown talent through intentional development and sustained career support

E.g., Positioning ERGs as talent pipelines by tracking growth and providing learning opportunities



## Retain

Creating a culture where people feel connected and supported.

E.g., Hosting culture-building experiences that foster connection, learning, and belonging

# Highlighted Initiatives - Q1 2025

## Purposeful Partnerships

### Employee Development

- Career Coaching (*EZRA*)
- WISE/R Symposium + Multiplier Summit (*Women in Sports & Events*)
- Inclusive Leadership Training (*Actum*)
- Power Poker – Strategic Thinking (*Power Poker*)

### ERG Development

- Foundational reassessment and metrics tooling (*Cockerham & Associates*)
- ERG Leadership Training (*Team RWB*)
- General ERG development (*Aerodei*)

### Investing in representation

- People of Color in Tech (*POCIT*)
- Athlete Ally

## Impactful Programming

### ERG Programming

- *ERG Summit* – ERG Lead training & yearly planning
- *ERG Ambassador Adaptive Communication Training*

### Workforce Learning & Development

- *McKinsey Leadership Academies* – Academy for strengthening business skills, deepening self-awareness, and building a powerful network

### Culture Building

- Celebration of heritage months & cultural moments (*Lunar New Year, Black History Month, Women's History Month, International Women's Day, AAHNPI*)
- Hosting keynote speakers for employee enrichment (*Elaine Lin Hering, Gina Rippon*)



# Investing in our people!



## ERG Summit

**Who:** ERG Leads from all 7 ERGs (BOLD, WIN, SPEAK, HOLA!, THE OUTFIELD, FAME, SHIELD)

**What:** A full day summit inclusive of yearly planning, cross-collaboration, team bonding, and fun!

**Where:** FanDuel's NYC HQ office

**Why:** To provide our ERG Leads with a space to connect, plan, collaborate, and prepare for the upcoming year

## McKinsey Asian Leadership Academy (ALA) Graduation

**Who:** Graduates of the McKinsey ALA Program (L2-L4 manager nominated employees)

**What:** Keynote speaker, roundtable discussions, implementation planning sessions, and more – curated specially for our graduates

**Where:** FanDuel's Atlanta office

**Why:** To build on learnings from 6-week ALA program and provide a space for community building

## WISE/R Symposium

**Who:** High potential FanDuel women across teams and disciplines

**What:** Premier WISE event exploring the intersection of innovation, leadership, and equity at work

**Where:** New York City Times Center

**Why:** To learn from thought leaders and experts as they share insights, challenge norms, and drive meaningful change

# Workforce Diversity Metrics – Q1 2025

# of Employees in each Category	Minority	Women	Veteran	MA Resident	Total Number of employees
Executive VP+	18   17.6%	28   27.5%	0   0.0%	1   1.0%	102
Sr. Director Director Sr. Manager Manager Supervisor	227   28.3%	245   30.6%	5   0.6%	3   0.4%	801
Non-Manager Entry Level	1,141   40.0%	921   32.3%	8   0.2%	16   0.5%	2,855
Totals	1,386   36.9%	1,194   31.8%	13   0.3%	20   0.5%	3,758

**Data Information**

- Employees as of 5/7/2025
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment