



Fanatics

Betting & Gaming

Q2 2024 Massachusetts Sports Wagering Quarterly Report



Agenda

- FBG Introductions
- Revenue
- Workforce / Workforce Diversity
- Diverse & Massachusetts Vendor Spend
- Compliance
- Responsible Gaming
- Lottery
- Community / Outreach / Charitable Impacts



FBG Introductions

- Michael Levine, Senior Regulatory Counsel
- Stephanie Althouse, HR Director
- Anthony D'Angelo, Responsible Gaming Senior Manager



MA Revenue Year to Date

Month	Total MA SW Revenue	Monthly Hold %	MA SW Taxes Collected
January 2024	\$1,098,715.59	7.08%	\$212,043.35
February 2024	\$1,097,094.27	7.73%	\$212,596.77
March 2024	\$952,650.52	4.02%	\$178,986.35
April 2024	\$1,229,290.71	5.40%	\$234,726.94
May 2024	\$1,762,959.98	8.89%	\$342,822.54
June 2024	\$1,740,673.03	8.63%	\$338,291.91
Total	\$7,881,384.10	N/A	\$1,519,467.86



Level	Minority		Women		Veteran		MA Resident		Total Number of Employees
Executive	1	9%	3	27%	0	0%	0	0%	11
Manager, Supervisor	52	20%	71	28%	3	1%	4	2%	259
Entry Level, Non-Manager	230	36%	127	20%	4	%	11	2%	640
Total	283	31%	201	22%	7	1%	15	2%	910

MA Residents	Level	Minority	Women
	Executive	0	0
	Manager, Supervisor	0	1
	Entry Level, Non-Manager	5	2
	Total	5 (33% of population)	3 (20% of population)



Workforce / Workforce Diversity: Metrics (US Employees Only)

Level	Minority		Women		Veteran		MA Resident		Total Number of Employees
Executive	1	10%	3	30%	0	0%	0	%	10
Manager, Supervisor	48	22%	66	31%	3	1%	4	2%	215
Entry Level, Non-Manager	229	41%	125	22%	4	%	11	2%	562
Total	278	35%	194	25%	7	1%	15	2%	787

MA Residents	Level	Minority	Women
	Executive	0	0
	Manager, Supervisor	0	1
	Entry Level, Non-Manager	5	2
	Total	5 (33% of population)	3 (20% of population)



- A core global impact pillar: “Our All-Star Team: Culture and Talent”
- FBG participates in the Fanatics IDEA (Inclusion, Diversity, Equity, Allyship) Program
 - In 2023, we took a deeper look into our IDEA program; In April 2024, we changed the acronym to ensure we were best capturing our efforts.
 - We changed “equality” to “**equity**” and “advocacy” to “**allyship**”
- IDEA Program has created 6 FANs (Fanatics Alliance Networks) in an effort to cultivate an environment for IDEA focused learning and development
 - *Family First, Global Black Alliance, Multicultural, Pride, Women’s Initiative Network, Veterans*
 - 24% of our global workforce currently participates in FAN networks



Fanatics
Family First



Fanatics
Global Black
Alliance



Fanatics
Multicultural



Fanatics
Pride



Fanatics
Veterans



Fanatics
WIN



Attracting DEI Talent

Posting Job Descriptions:

- Using AI resources and other tools to ensure we are using the most inclusive language
- Expand posting efforts to include the following: Diversity.com, DiversityJobs.com, WorkplaceDiversity.com, POCIT (People of Color in Tech), Out & Equal, GettingHired, AbilityJobs, RecruitMilitary, HBCU Connect, Jopwell, WITI

Conferences:

- Attending Afrotech 2024
- Attending Grace Hopper 2024

Recruiting Programs

Early Talent

- We are recommending an Early Talent Hiring Program that focuses on hiring diverse talent. Our 2025 Intern Program has a goal of hiring 75% diverse candidates with the goal of converting 100% of them to full time hire

Manager/Executive Hiring

- Creating guidelines that recommend all Director roles and above have at least one diverse candidate on the slate before moving forward with an offer
- Recruiters will have a goal of 15% Diverse Hires for the year
- All interview loops require a minimum of 1 diverse interviewer



Vendor: Diverse and Massachusetts-Specific Spend

Q2 Total Vendor Spend Overall: \$79,120,078
Q2 Total Diverse Vendor Spend %: 1.42%

Q2 Massachusetts Vendor Spend: \$426,834
Q2 Massachusetts Vendor Spend %: 0.53%

Diversity Certification	Q2 2023 \$ Amount	Q2 2023 Percent	Q3 2023 \$ Amount	Q3 2023 Percent	Q4 2023 \$ Amount	Q4 2023 Percent	Q1 2024 \$ Amount	Q1 2024 Percent	Q2 2024 \$ Amount	Q2 2024 Percent
MBE	\$0	0%	\$0	0%	\$426,450	0.43%	\$131,160	0.18%	\$251,500	%
WBE	\$0	0%	\$0	0%	\$140,154	0.14%	\$0	0%	\$0	0%
MWBE	\$170,968	0.38%	\$269,794	0.33%	\$1,184,090	1.19%	\$993,663	1.40%	\$860,535	%
VBE	\$0	0%	\$0	0%	\$0	0%	\$0	0%	\$0	0%
Total Diverse Spend	\$170,968	0.38%	\$269,794	0.33%	\$1,750,694	1.76%	\$1,124,823	1.58%	\$1,122,035	1.42%

Month	Found Sports Wagering or Attempting to SW on a SW Platform	Turned Over to Proper Law Enforcement Authority by The SW Operator	Account Suspended Due to Underage Activity
July 2023	2	0	0
August 2023	7	0	0
September 2023	14	0	0
October 2023	9	0	0
November 2023	6	0	0
December 2023	7	0	0
January 2024	6	0	0
February 2024	11	0	0
March 2024	6	0	0
April 2024	6	0	0
May 2024	8	0	0
June 2024	34	0	0



Month	VSE Enrollees
July 2023	0
August 2023	2
September 2023	0
October 2023	0
November 2023	4
December 2023	1
January 2024	11
February 2024	8
March 2024	4
April 2024	6
May 2024	4
June 2024	0
Total	32



As of June 30, FBG had **66,022 active** Massachusetts sports wagering accounts

Tool Type	ME Total Usage (as of 3/31/24)	% Total Enrollment MA Users (as of 12/31/23)
Time Limit	681	1%
Deposit Limit	2159	3.3%
Overall Spend Limit	1699	2.6%
Single Wager (Max Stake) Limit	984	1.5%
Cooldown Period (Timeout)	88	.13%

Cooldown Periods	
72 hours	0%
73 hours to 1 month	26%
1 month to 6 months	40%
> 6 months	34%



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Fanatics and Make-A-Wish have joined together to form a first-of-its-kind, game-changing partnership to support sports-related wishes.



Fanatics, a leading global digital sports platform, is now the "Official Sports Partner" for Make-A-Wish. Through the partnership, sports-related wishes in the U.S., will be granted under the co-brand of Fanatics Make-A-Wish.