



NOTICE OF MEETING AND AGENDA

Pursuant to the Massachusetts Open Meeting Law (G.L. c. 30A, §§ 18-25), St. 2022, c. 107, and St. 2023, c. 2, notice is hereby given of a public meeting of the **Massachusetts Gaming Commission**. The meeting will take place:

Wednesday | October 2, 2024 | 11:00 a.m.
VIA REMOTE ACCESS: 1-646-741-5292
MEETING ID/ PARTICIPANT CODE: 111 166 6792
All meetings are streamed live at www.massgaming.com.

Please note that the Commission will conduct this public meeting remotely utilizing collaboration technology. Use of this technology is intended to ensure an adequate, alternative means of public access to the Commission's deliberations for any interested member of the public. If there is any technical problem with the Commission's remote connection, an alternative conference line will be noticed immediately on www.massgaming.com.

All documents and presentations related to this agenda will be available for your review on the morning of the meeting date by visiting our website and clicking on the News header, under the Meeting Archives drop-down.

PUBLIC MEETING - #534

1. Call to Order – Jordan Maynard, Interim Chair

2. Sports Wagering Division – Carrie Torrisi, Director of Sports Wagering
 - a. Presentation of Sports Wagering Operators Q2 Quarterly Reports – Crystal Beauchemin, Sports Wagering Business Manager
 - I. BetMGM - Josh Wyseman, Director of Licensing; Sarah Brennan, Senior Director of Compliance
 - II. Caesars Sportsbook – Curtis Lane Jr., Digital Compliance Manager; Lisa Rankin, VP of Compliance and Licensing; Dave Schulte, VP of Procurement; Greg Shinbur, Director of Diversity, Equity and Inclusion; Kiersten Flint, SVP of Corporate Social Responsibility; Carolene Layugan, Director, Responsible Gaming Program
 - III. DraftKings - Jake List, Sr. Director of Regulatory Operations; Cristine Ackas, VP, Inclusion, Equite & Belonging; Julie Hynes, Senior Manager, Responsible Gaming; Jared Hess, Director, Communications
 - IV. Fanatics Betting and Gaming - Michael Levine, Senior Regulatory Counsel; Stephanie Althouse, HR Director; Anthony D'Angelo, Responsible Gaming Sr. Manager
 - V. FanDuel - Richard Cooper, VP, Regulatory; Keita Young, Sr. Director, DE&I; Ashley Cahill, Sr. Director, Responsible Gaming



Massachusetts Gaming Commission

VI. Penn Sports Interactive – Jimmy Tristovski, VP, Talent Acquisition and People; Armina Hasan, Director, HR

3. Investigations and Enforcement Bureau – Caitlin Monahan, Director of Investigations and Enforcement Bureau

- a. Update on noncompliance matters related to Temporary Category 3 Sports Wagering Licensee BetMGM, LLC (“BetMGM”), and discussion regarding next steps. Update involves results of GLI Audit of Historical Wagering Data.” – Kathleen Kramer, Interim Chief Enforcement Counsel/Assistant Director, Nate Kennedy, Enforcement Counsel

4. Security at the Casino Facilities

- a. Executive Session

VOTE

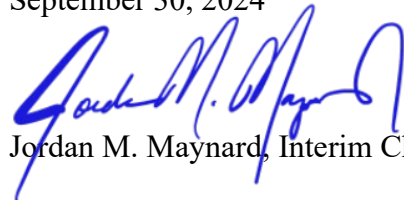
The Commission anticipates that it will meet in executive session in accordance with G.L. c.30A, §21(a)(4), G.L. c.30A, §21(a)(7), and G.L. c. 23K, §21(a)(7) and 205 CMR 139.02 to discuss the use and deployment of security personnel or devices, or strategies with respect thereto, specifically with regard to firearms security at Encore Boston Harbor and Plainridge Park Casino; and to discuss the response to the Commission’s internal control related directive submitted by Encore Boston Harbor and Plainridge Park Casino, related to the same subject matter. The public session of the Commission meeting will not reconvene at the conclusion of the executive session.

5. Commissioner Updates

6. Other Business - Reserved for matters the Chair did not reasonably anticipate at the time of posting.

I certify that this Notice was posted as “Massachusetts Gaming Commission Meeting” at www.massgaming.com and emailed to regs@sec.state.ma.us. Posted to Website: September 30, 2024 | 11:00 a.m. EST

September 30, 2024



Jordan M. Maynard, Interim Chair

If there are any questions pertaining to accessibility and/or further assistance is needed, please email Grace.Robinson@massgaming.gov.



Massachusetts Gaming Commission



Sports Wagering Quarterly Report Q2 2024

Presented to:
Massachusetts Gaming Commission



REVENUE

Q 2 2 0 2 4

REVENUE & TAXES*

Month	Revenue	Taxes Collected	Handle
January	\$ 3,872,763	\$ 774,553	2.1%
February	\$ 3,305,278	\$ 661,056	1.9%
March	\$ 2,949,091	\$ 589,818	1.3%
Totals	\$ 10,127,132	\$ 2,025,426	
April	\$ 40,423,431	\$ 479,928	1.2%
May	\$ 39,297,852	\$ 606,307	1.5%
June	\$ 34,029,495	\$ 462,125	1.4%
Totals	\$ 113,750,778	\$ 1,548,361	

* Online wagering only



HUMAN RESOURCES

Q 2 2024

RESOURCE DIVERSITY

Q1									
Employee Level	Total Employees	Minority		Veteran		Woman*		MA Residents	
		Count	%	Count	%	Count	%	Count	%
Executive	18	2	11%	1	6%	3	22%	0	0%
Supervisor/Manager	298	77	26%	3	1%	101	32%	3	1%
Non-Manager	1,033	478	46%	12	1%	362	34%	6	1%
Total	1,349	557	41%	16	1%	466	35%	9	1%

Q2									
Employee Level	Total Employees	Minority		Veteran		Woman*		MA Residents	
		Count	%	Count	%	Count	%	Count	%
Executive	18	2	11%	1	6%	3	17%	0	0%
Supervisor/Manager	303	75	25%	5	2%	107	35%	2	1%
Non-Manager	1,109	531	48%	8	1%	399	36%	10	1%
Total	1,430	608	43%	14	1%	509	36%	12	1%

* Non-Binary included in this total
 NOTE: % figures are of "Total Employees"



VENDOR UTILITY

Q 2 2 0 2 4

GLOBAL VENDOR UTILITY

Spend Type	Q1		Q2	
	Dollars	% *	Dollars	% *
Total Vendor Spend	\$ 209,782,911	100.0%	\$ 248,238,387	100.0%
Diverse Vendor Spend	\$ 1,140,836	0.5%	\$ 1,736,892	0.7%

Diversity Type	Q1		Q2	
	Dollars	% **	Dollars	% **
Diverse & Small	\$ 527,773	46.3%	\$ 548,712	39.1%
Small Only	\$ 608,052	53.3%	\$ 1,047,523	74.7%
Diverse Only	\$ 5,011	0.4%	\$ 73,717	5.3%
Minority Business Enterprise	\$ 310,218	27.2%	\$ 439,029	31.3%
Veteran Business Enterprise	\$ 32,178	2.8%	\$ 23,077	1.6%
Women Business Enterprise	\$ 155,427	13.6%	\$ 235,763	16.8%

* Of Total Vendor Spend

** Of Diverse Vendor Spend

LOCAL VENDOR UTILITY

Quarter	Total Spend	Diversity Spend*	
		MBE	Small
Q1	\$ 1,005,033	\$ 3,390	\$ 9,000
Q2	\$ 781,922	\$ 68,702	\$ 6,000
All Quarters	\$ 1,786,955	\$ 72,092	\$ 15,000

*Subset of "Total Spend"



COMPLIANCE

Q2 2024

DIGITAL UNDERAGE USE*

Timeframe	Underage Patrons
Q1	1
Q2	0
TOTALS	1

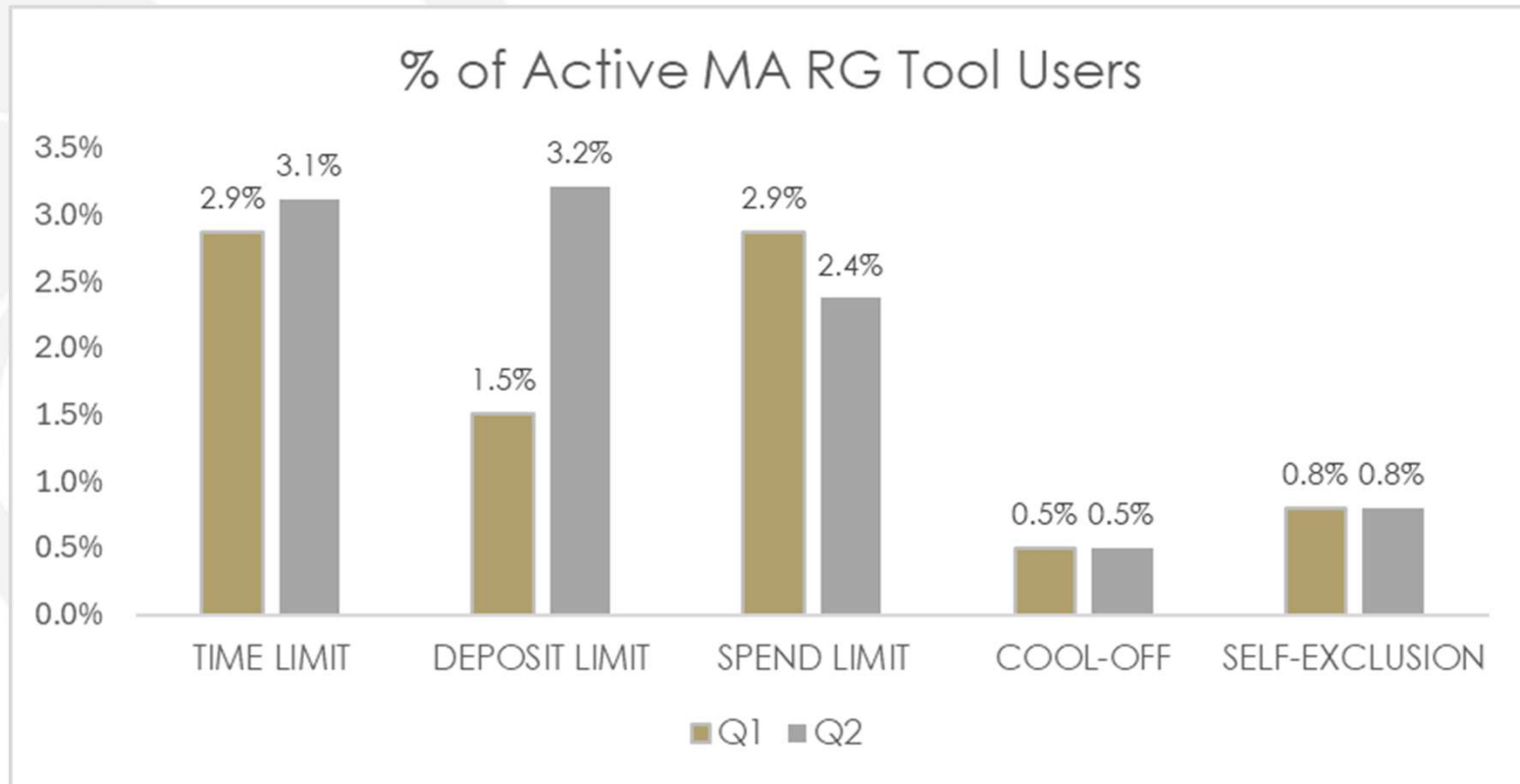
*BetMGM digital product only. MGM Springfield oversees the retail sportsbook as the licensed Operator.



RESPONSIBLE GAMBLING

Q2 2024

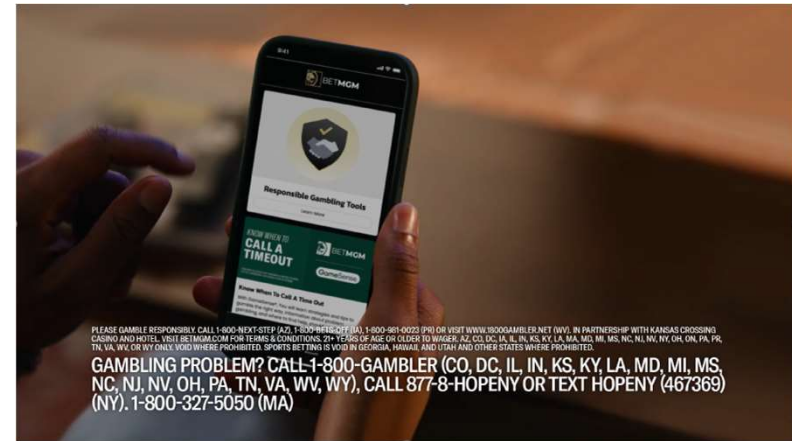
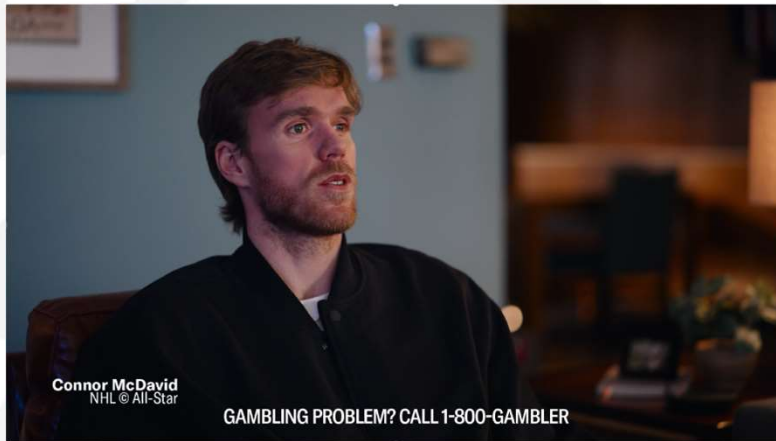
SELF-REGULATION



COOL-OFF STATS

Timeframe	Total Days	Average	Median	Maximum
Q1	204,408	131	31	366
Q2	196,024	128	31	366

Responsible Gambling



“Carried Away” RG Commercial

From the debut of the commercial on March 7, 2024, to April 30, 2024

- Active Deposit Limits increased by **17%**
- Active Spend Limits increased **2%**
- Active Session Time Limits increased by **7%**
- Time-outs increased by **17%**



LOTTERY

Q2 2024

Lottery

- BetMGM continues to engage in discussion with the Massachusetts Lottery to explore a future partnership. No formal partnership has been entered into at this time.
- MGM Springfield offers on-property lottery engagement



DIVERSITY, EQUITY & INCLUSION

Q2 2024

DEI Strategy & Goalsetting Update

- Jazmine Polite hired in July as new Senior Director of DEI

RLO

- DEI Strategic Priorities through rest of 2024
 - Developing DEI goalsetting and benchmarking
 - Ensuring data sources are clean and efficient
 - Integrating DEI best practice into all areas of Human Resources
 - Empower Mentorship program
 - Optimizing ERG Program and communities

Slide 18

RLO remove bullet under Jazmine's name. I'd either highlight her experience and where she has worked or leave it blank and she can introduce herself to MGC after prepping by [@Joshua Wyseman]

Rhea Loney, 2024-08-13T01:02:33.403

ERG Strategic Pillars



- Internal Community building
- Business-vertical Education



- Allyship and Amplification of other ERGs
- Neurodiversity Awareness
- Disability Awareness



- Veteran Recruitment to the business
- Engagement with local communities
- Support for military spouses



- Community engagement
- Professional Development for Latinx Employees



- Upskilling women in the business
- Internal Community building



- Providing networking and Development opportunities
- Internal Community building



- LGBTQ+ education and advocacy
- Internal Community building
- External Community development

DEI Initiatives and Community Engagement

Current engagement efforts include:

Empower Mentorship Program

- Program to provide mentorship and professional growth opportunities to BetMGM ERG members.
- Serves as a key strategic equity program for BetMGM employees
- 20% increase in participation YoY

ERG Programming

- Black Employee Network x AAPI Voices Mixer
- AAPI Voices Museum trip
- Black Sports Business Conference powered by Black Employee Network
- Pride@BetMGM Inclusive Benefits Workshop

Upcoming Events:

- BetMGM Family Day sponsored by ImpACT
- Jersey City Pride sponsored by Pride@BetMGM ERG





BETMGM
BELIEVE IN YOUR GAME



Caesars Sportsbook
Q2/24 Meeting – Massachusetts Gaming
Commission

*Q2 2024 Sports Wagering Quarterly
Report*



Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Revenue:

Q1 2024*				Q2 2024			
Month	Total SW Revenue	MA SW Taxes Collected	Handle	Month	Total SW Revenue	MA SW Taxes Collected	Handle
January	1,088,507.79	206,569.16	5%	April	712,756.06	132,734,.21	4%
February	688,719.09	118,014.06	4%	May	1,582,168.08	306,536.02	8%
March	1,352,696.41	258,073.28	5%	June	32,050.20	0	0%
TOTALS	3,129,923.29	582,656.50	5%	TOTALS	2,326,974.34	435,952.67	4%

CAESARS ENTERTAINMENT™ | PROPRIETARY AND CONFIDENTIAL

**Q1 2024 has been updated and reflected in Q2 2024 presentation.*



Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ **Workforce / Workforce Diversity**

- We embrace diversity and aim to create a diverse workforce of Team Members in which all are celebrated as individuals and supported by equitable policies and a culture of inclusion. Our policies and processes throughout the organization are designed to encourage the broadest possible diverse representation in our Company and ensure each has the opportunity to succeed.
- We've set goals to achieve full gender and racial parity across our organization in accordance with the following commitments by 2025:
 - Women: 50% of leadership roles* held by women within both the mid-level and senior leadership populations.
 - Racial/Ethnic: 50% of leadership roles* held by people of color. We also commit to increasing the representation of people of color in senior leadership by 50%.
- Our commitment to these goals remains solid; as we grow our organization going forward, we will ensure our recruitment and Team Member development processes are aligned behind our stated goals. We plan to achieve our DEI goals through a range of actions that include reinforcing our DEI culture across all communications and training channels, ensuring equitable access to development programs for Team Members and ensuring our hiring practices continue to create opportunities for Team Members of all identities and backgrounds.

**Leadership roles include supervisors and above. Mid-level leadership roles include supervisors and managers. Senior leadership roles include Directors, Vice Presidents, Senior Vice Presidents and C-Suite Targets cover direct employees in the U.S.*





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Workforce / Workforce Diversity

# of Team Members in each Category	Minority		Women		Veteran*		MA Resident		Total Team Members
	#	%	#	%	#	%	#	%	
Executive	90	25%	37	10%	6	2%	7	2%	357
Manager & Supervisor	140	33%	102	24%	7	2%	0	0%	419
Entry Level	308	41%	200	27%	10	1%	0	0%	747
Totals	538	35%	339	22%	23	2%	7	0%	1523

*Team Members are not required to disclose Veteran Status

CAESARS ENTERTAINMENT | PROPRIETARY AND CONFIDENTIAL

**Reporting process has been updated and reflected in Q2 2024 data.*



Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Vendor / Supplier Spend / Supplier Diversity

Q2 2024 Overview of Total Spend, including any MA Spend/Impacts

- The below statistics are anticipated company-wide vendor spend statistics for Q2 2024, which are not yet validated. Q3, Q4 of 2023 and Q1, 2024 statistics have been validated and updated accordingly. This data is reflective of the company's total spend at all properties. The subsequent Diversity spend percentages are based on total addressable spend dollars.

2023	Total Spend	Diverse Spend	Diversity %
23Q3	\$1,010,632,247	\$22,752,105	7.68%
23Q4	\$1,063,725,692	\$23,048,799	7.53%
24Q1	\$1,020,933,524	\$22,747,294	8.10%
24Q2	\$986,256,676	\$27,759,327	11.51%

- As you see above, we have had a dip in Total Spend as a company, but have been able to increase our Diversity spend during the same period from 8.10% in Q1 2024 to 11.51% in Q2 2024. The team continues to focus on improving our diversity inclusion in our non-regulated states, which has helped boost our overall companywide percentage.

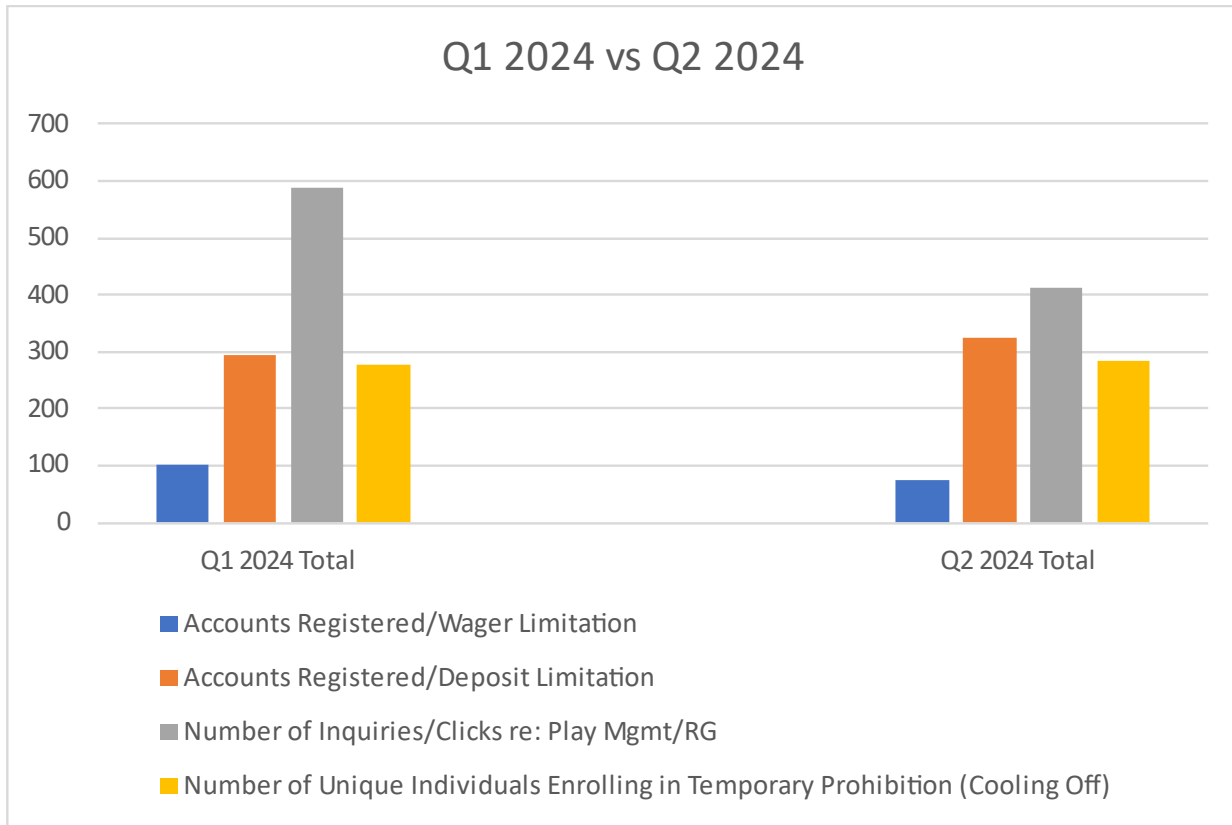
*Addressable spend does not include taxes, utilities and some highly regulated gaming trade sectors defined as addressable.





➤ Compliance

Play Management Responsible Gaming Reporting





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Responsible Gaming

Q2 2024

MA VSE Enrollments		
Q1	Q2	% Change
100	103	3%

➤ Caesars participated in the following problem gaming activities in Q2 2024:

- Participation/attendance at the MGC Conference on May 14, 2024 ;
- Renewal of Leadership Circle with the National Council on Problem Gambling. Renewal includes/supports the following:
 - Platinum Membership
 - Awareness Programs: DEI Scholarship Program for National Conference
 - Program Support: National Problem Gambling Helpline
 - Conference sponsorship: Star-Spangled level (non-exclusive)
 - Conference sponsorship: Safer Sports Betting Summit in PreConference Workshops (exclusive)
 - Conference sponsorship: coffee break Thursday morning (non-exclusive)
 - Program Support: Veterans affairs

AND CONFIDENTIAL



CAESARS
ENTERTAINMENT.



Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Responsible Gaming Q2 2024

- \$18,000 AGA/AGEM Golf Classic Sponsorship on May 8, 2024 (tournament benefitted the ICRG)

25th Annual AGEM & AGA Golf Classic Presented by JCM Global Raises \$200,000.00 for International Center for Responsible Gaming

More than \$2.8 million raised over event's history

The 25th annual AGEM & AGA Golf Classic Presented by JCM Global was an enormous success, raising \$200,000 for the International Center for Responsible Gaming (ICRG). Over its history, the event has raised more than \$2.8 million to support the ICRG's research into problem gambling.

The Golf Classic marked its silver anniversary on the legendary greens of Shadow Creek Golf Course in North Las Vegas and attracted a sell-out crowd of players representing nearly all facets of the gaming industry, including land-based gaming operators, equipment manufacturers, regulators, online gaming, lottery, and sports betting companies.

ICRG President Art Paikowsky said, "We are so grateful to the many companies who have supported the golf tournament and we are especially grateful to JCM Global for the tremendous leadership that they have given to this event since inception. These funds will support ICRG's research and education efforts that will serve to inform legislators, regulators and the media to assure that they make informed decisions and will enable us to continue to provide opportunities to make sure that information is disseminated broadly. Thanks to support from our donors, 30 studies are currently underway."

Title and presenting sponsors were the Association of Gaming Equipment Manufacturers (AGEM), the American Gaming Association (AGA), and JCM Global.

Other sponsors included Ainsworth, Aristocrat Gaming, Caesars Entertainment, Catapult Global, Everi, FanDuel, Fantalooks, Gaming Laboratories International (GLI), Gary Platt Manufacturing, Gasser Chair, GGB Magazine, ICE Barcelona 2025, IGT, Indian Gaming Trade Show & Convention 2025, James Industries, Kirk Hendrick, Konami, Light & Wonder, MGM Resorts, Novomatic Americas, Patriot Gaming & Electronics, Pavilion Payments, Red Wagon Institute, The US Playing Card Company, and Yaamava' Resort & Casino at San Manuel.

JCM SVP – Sales, Marketing & Operations Dave Kubajak said, "Our heartfelt thanks go to each of our players and sponsors who made this event such a resounding success as they united in support of ICRG and their research into responsible gaming. It is exciting to see companies who are competitors leave all that behind for a day and unite as one industry to support a cause that is important to the future of this industry and to all of us as individuals."

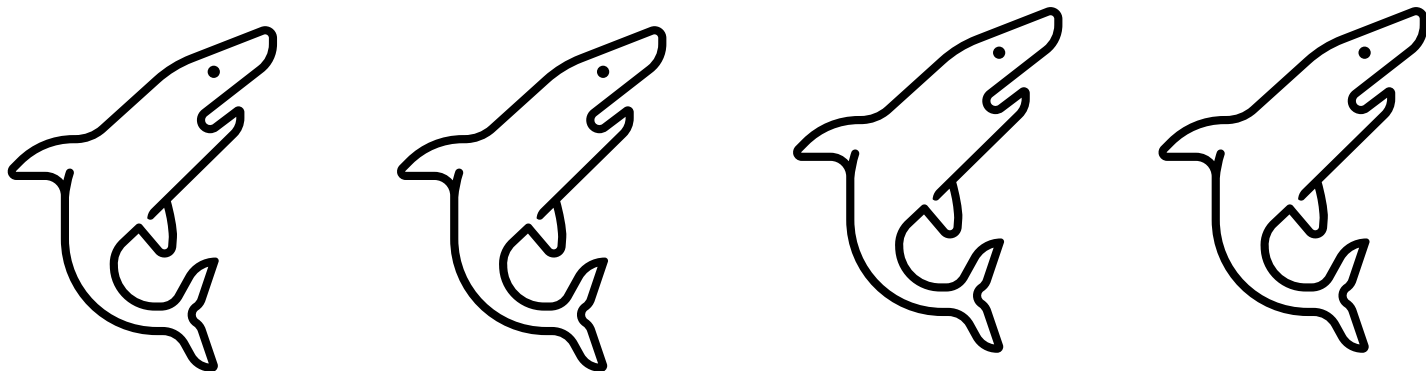
The ICRG encourages individuals to consider including them in their annual charitable giving. For more information, please visit [ICRG.org](https://www.icrg.org).





➤ **Lottery Engagement**

Caesars partnered with the Massachusetts Lottery to Celebrate Shark Week and National Lottery Week by displaying creative assets on our Massachusetts sportsbook application promoting the Lottery’s JAWS instant ticket (\$10) and chance to win up to \$1 million promotions throughout the month of July 2024.





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

➤ Community / Outreach / Diverse Suppliers

Caesars Entertainment actively supports and participates in efforts in the advancement and development of small diverse-owned businesses to be business ready for corporate supply chains. Caesars is a strong ally and partner with the national certifying organizations for diverse-owned businesses, representing 507 businesses based in Massachusetts.





Caesars Sportsbook Sports Wagering Quarterly Report – Q2 2024

Questions and comments can be sent to:

- Kiersten Flint, SVP of Corporate Social Responsibility and Internal Communications, kflint@caesars.com
- Lisa Rankin, VP of Compliance & Licensing, lrarkin@caesars.com
- David Schulte, VP of Procurement, DSchulte@caesars.com
- Carolene Layugan, Responsible Gaming Program Director, CLAYUGAN@Caesars.com
- Greg Shinbur, Dir of Diversity, Equity and Inclusion, GEShinbur@caesars.com
- Curtis Lane Jr., Digital Compliance Manager, curtis.lane@caesars.com





Crown MA Gaming - DraftKings

Q2 2024

Sports Wagering Quarterly Report

AGENDA

 1. Revenue

 2. Workforce & Workforce Diversity

 3. Vendor/Supplier Spend & Supplier Diversity

 4. Compliance

 5. Responsible Gaming

6. Lottery

7. Community, Outreach & Charitable Impacts

10

Revenue

Q2 2024 Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Hold %
April	\$24,477,109	\$4,747,476	8.0%
May	\$29,085,189	\$5,665,642	9.7%
June	\$19,983,523	\$3,869,770	7.6%
TOTALS	\$73,518,821	\$14,282,888	8.5%

Q1 2024 Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Hold %
January	\$36,921,642	\$7,232,585	11.9%
February	\$31,465,543	\$6,164,300	11.7%
March	\$23,468,356	\$4,534,648	7.3%
TOTALS	\$91,855,541	\$17,931,533	10.2%

02

**Workforce
Diversity**

Workforce / Workforce Diversity

- Intentional Diversity recruitment efforts and Inclusive hiring practices have continued to drive diversity. 42% of YTD new hires identifying as Non-White in the US and 33% identifying as Women Globally
- Our 2025 goal for Female representation across all levels is 35% and they currently make up 27% of our global workforce. We are making stronger strides with women in leadership roles as they account for 24%, nearly reaching our 25% goal.
- For Non-White representation, our 2025 Goal for US workforce is 40% and we are currently at 32%. And our Non-White Leadership representation has slightly declined to 12.2% (20% Goal) due to recent M&As.

Breakout of Workforce Diversity Data

	GLOBAL				US				MA			
	Non-White	Women	Veteran	Total	Non-White	Women	Veteran	Total	Non-White	Women	Veteran	Total
Senior Leaders	11.00%	24.00%	2.60%	154	12.20%	25.90%	2.20%	139	4.80%	31.30%	2.40%	83
Managers	12.70%	24.40%	1.30%	1008	18.20%	27.40%	1.30%	702	16.80%	32.60%	1.60%	304
Professionals	26.20%	28.40%	1.20%	3449	37.80%	30.90%	1.20%	2394	21.90%	27.40%	0.30%	741
Total	22.80%	27.40%	1.30%	4611	32.50%	29.90%	1.30%	3235	16.80%	25.30%	0.70%	1295

*Data as of Q2 2024 for all regular employees
Nonwhite data is US employees only*

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Vendor/Supplier Spend/
Supplier Diversity

Supplier Diversity Efforts

This year we have designed internal programming to drive awareness and accountability for Supplier Diversity.

Supplier Diversity efforts have focused on the tracking, reporting and identification areas of opportunities for the business to drive impact. We have focused our recent efforts on local recurring spending such as F&B, Industry Associations focused on diversity efforts, and partner organizations for cultural events & speakers.

Total Supplier Diversity Goals - 5% by 2028

Total Vendor/Supplier Spend Overall- \$620,744,576

MA Diverse spend 16.71%

Total Vendor/Supplier Spend Overall

Q2 2024	US	MA
Total Vendor Spending	\$486,378,195	\$15,579,600
MBE	\$2,528,147	\$2,519,361
VBE	-	-
WBE	\$425,441	\$2,385
Total Diversity Spend	\$2,953,588 (1%)	\$2,521,746 (16.7%)

04

Compliance

Underage/Minor Access

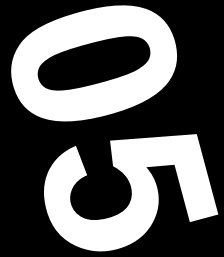
The below statistics are based on DraftKings' Monthly Underage Report

Month	User Accounts Suspended due to claims of underage activity*	User Accounts Reported to the Commission
April	14	14
May	12	12
June	9	9

Q3 2023

Month	User Accounts Suspended due to claims of underage activity*
October	7*
November	7*
December	1*

* These users have made claims that an underage individual, usually a family member, placed a wager on the of-age user's account, or there was some other evidence to support that the account was being operated by an underage individual who was not the account holder.



Responsible Gaming

Voluntary Self Exclusion

All DraftKings users are routed to the Massachusetts state platform.

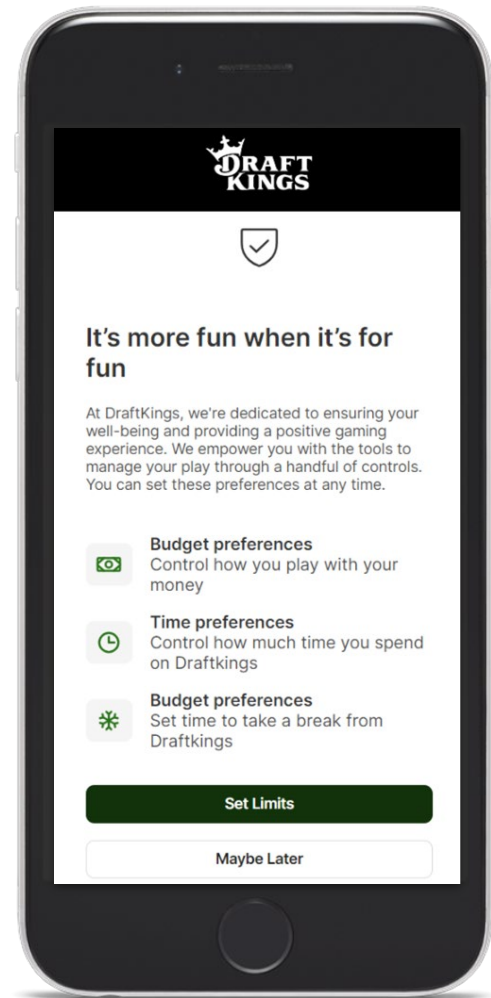
Self-Exclusion

At DraftKings, we bring fans closer to the games they love by adding the fun and thrill of competition. To keep the game as such, consider self-exclusion if you feel like you're spending too much time or money. Self-exclusion allows you to set a time frame during which you will be excluded and banned from participating on the website and app. Looking to call a timeout on your sports betting? LiveChat at [GameSenseMA.com](https://www.gamesensema.com) or call 1-800-GAM-1234 to learn more about the Massachusetts Voluntary Self-Exclusion program.



Account Limits

Account Limit Tools	Percentage of MAUsers enrolled (Q2 2024)
TIMELIMIT	0.03%
DEPOSITLIMIT	0.35%
SPENDLIMIT	0.1%
WAGERLIMIT	0.1%
COOLOFF	0.49%



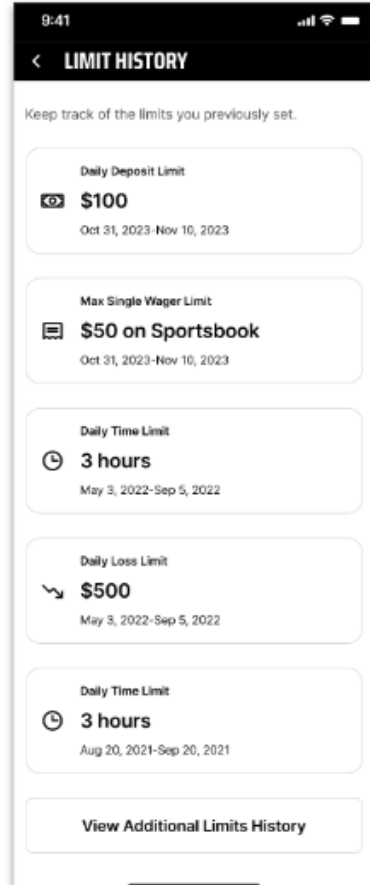
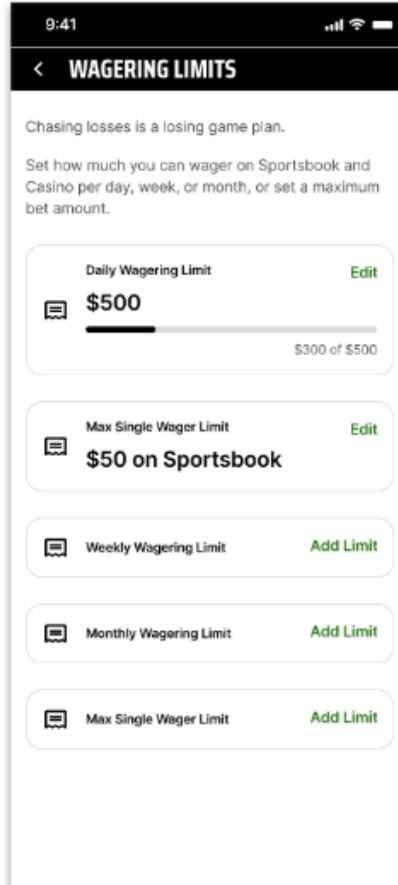
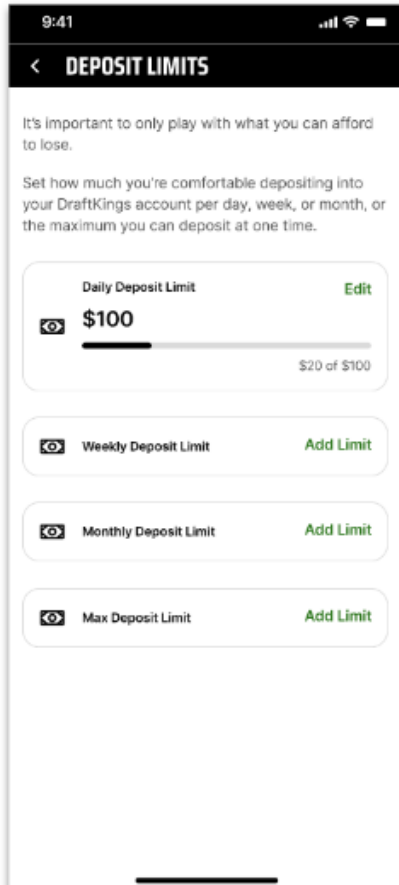
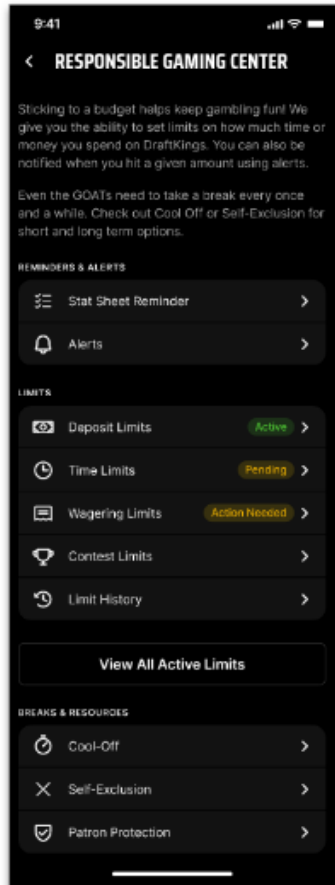
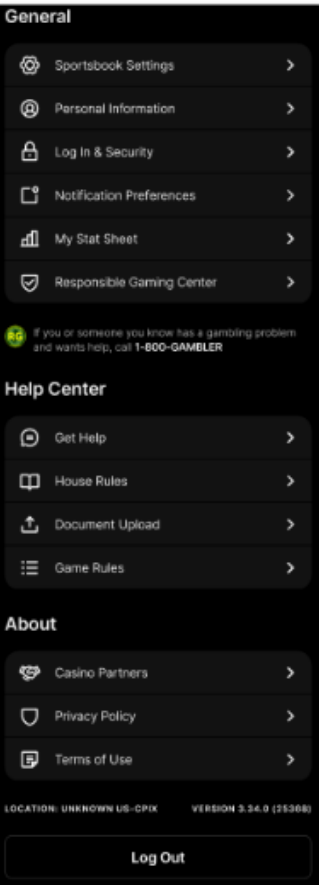
RESPONSIBLE GAMING CENTER

In Q2, we completed tone of voice modifications throughout all customer touchpoints. These changes were made as a result of prevailing and internal player research reflecting bettors' sentiments that responsible gaming resources are not for them because they "don't have a problem." The goal of tone of voice improvements is to help normalize responsible gaming tooling and behaviors, using a friendly and direct approach.

Aligned with the refreshed tone of voice, we launched new RG branding and in-product interface improvements. Most notably, our new Responsible Gaming Center was launched; the new Center is vastly more accessible and user-friendly, with the goal of creating approachable and easy-to-access RG resources for our players.

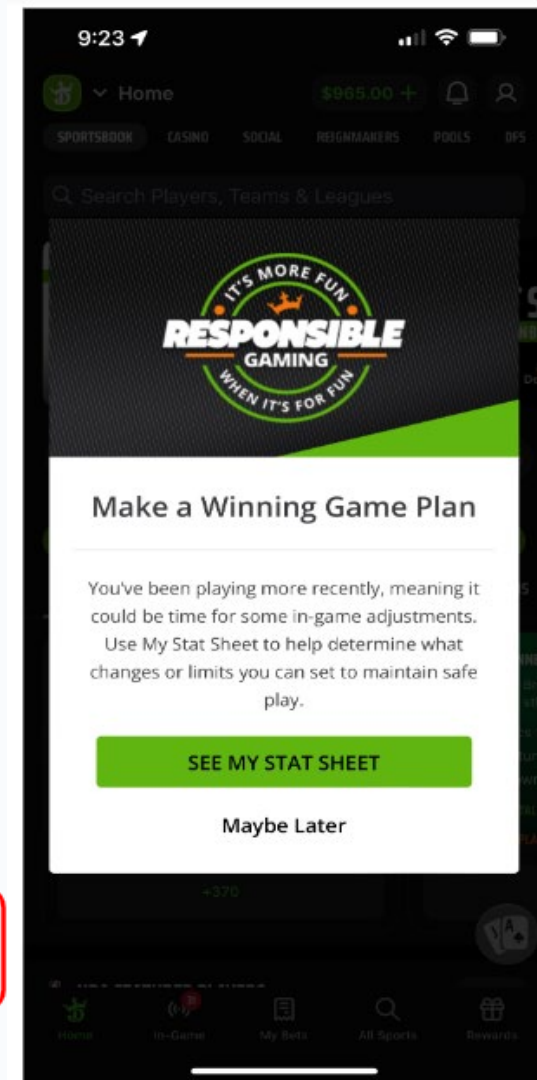
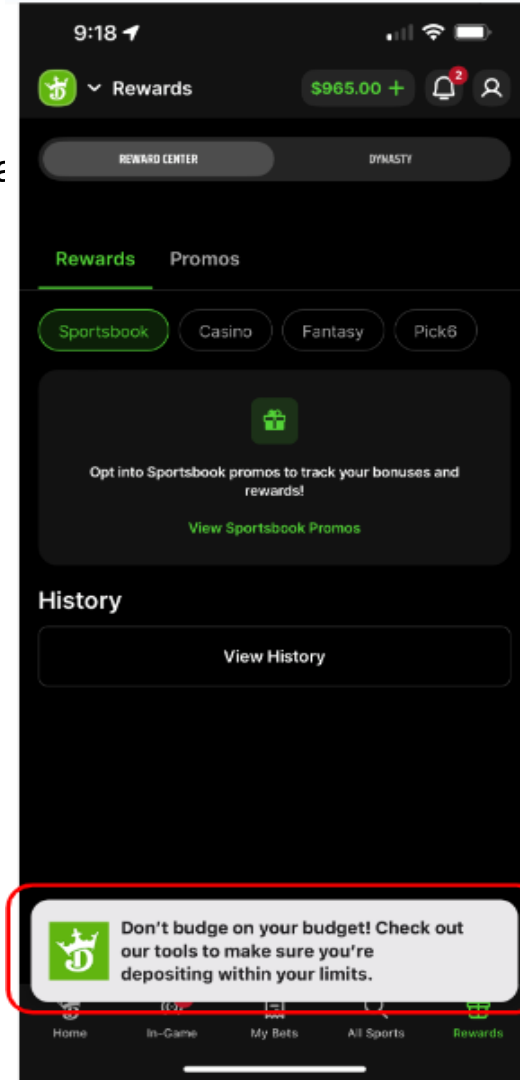
RESPONSIBLE GAMING CENTER IN-APP

Net new messaging



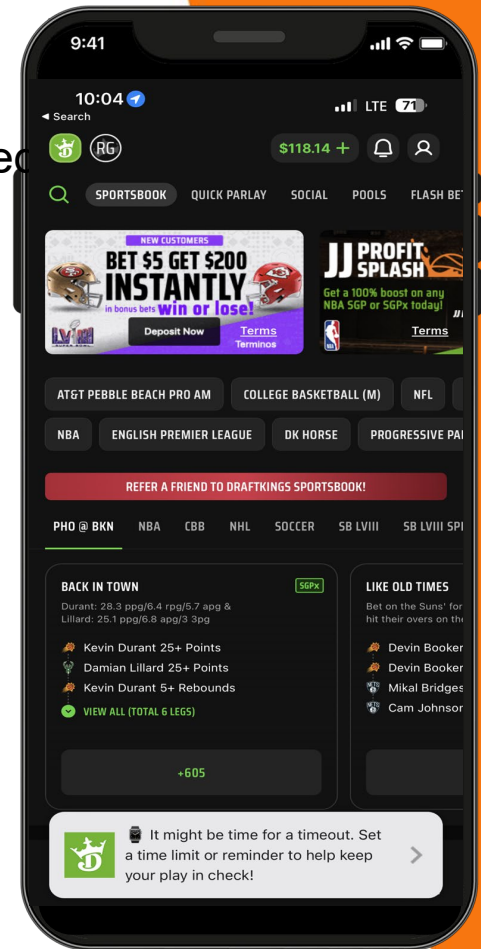
IN-APP COMMUNICATIONS

In Q2, DraftKings initiated additional behavior-based automated alerting to build upon efforts launched in Q1 2024. These alerts supplement MCC guidance from 205 CMR257.02(5) to collect player data in efforts to develop programs and interventions to “promote responsible gaming and support problem gamblers.” DraftKings’ processes are in place to monitor, trigger and intervene with sets of player behaviors including, but not limited to, time on site, losses, Self-Exclusion page touches, number of Cool Offs, canceled withdrawals, low balance, deposit scaling, and handle increase. This data is then leveraged to intervene with potentially problematic gaming behavior via in-app and direct player communications.



MYSTATSHEET

DraftKings' My Stat Sheet Tool continues to be very well received by players. As a refresher, My Stat Sheet gives players the ability to assess, track and interact with their personal stats through charts and information to help them make data-driven decisions on their own play. This new feature is now available across all DraftKings products. Customers can view time spent on the platform, deposits, withdrawals, contest involvement, wagers placed, and net win/loss across monthly, yearly, and lifetime views through intuitive charts and filtering options. My Stat Sheet is accessible to all customers through all DraftKings platforms.



Above: targeted in-app nudges based upon player behavior.

90

Lottery

Massachusetts State Lottery

In February DraftKings announced that it reached an agreement to acquire Jackpocket. DraftKings announced the completion of the transaction on May 23. Renowned for its innovative digital lottery services, Jackpocket has a robust technology infrastructure, and strong brand presence. Jackpocket simplifies the lottery experience by providing players with a secure platform to order lottery tickets from home or on the go. By helping today's players participate in the lottery from the convenience of their smartphone or computer, Jackpocket also helps state lotteries drive incremental revenue to fund essential state programs, such as education, veterans services, natural resources, and more.

The integration of Jackpocket into DraftKings is off to a great start.

20

Community/Outreach/Charitable Impacts

Presenting sponsor of the Dana-Farber Cancer Institute “Jimmy Fund Day” at Fenway (May 18, 2024)

Amount donated: \$55,000

Jimmy Fund Day at Fenway presented by DraftKings helped give patients at Dana-Farber Cancer Institute the experience of a lifetime at Fenway Park on May 18, 2024, while fueling the future of cancer research and care. The Dana-Farber Campaign supports the Institute and its mission to defy cancer by accelerating science, care, and expertise.



16th Annual Joe Andruzzi & Friends Golf Tournament (June 10, 2024)



DraftKings was a major sponsor of the 16th Annual Joe Andruzzi & Friends Golf Tournament, held in Hingham, MA on June 10, 2024. The tournament is held annually to raise funds and awareness for the Joe Andruzzi Foundation mission to provide help and hope for New England cancer patients and their families. The Foundation helps alleviate financial and emotional stress by providing grants to assist with rent/mortgage payments, utilities, and other household expenses so families can focus on their fight against cancer and not on the financial distress that comes with it.

DraftKings Tech For Heroes - Graduation and Career Training Session (May 23 and June 10, 2024)

- On May 23, 2024 over two dozen additional veterans and military spouses participated in a graduation ceremony after completing the VetsinTech web development class through DraftKings' Tech for Heroes initiative.
- DraftKings is continuing its Tech for Heroes initiative in collaboration with VetsinTech for 2024 to train veterans and their spouses in high-demand tech skills, from cybersecurity to web development and more.
- DraftKings also participated in a virtual Career Training Employer Meetup session with VetsinTech on June 10th for veterans and military spouses. At the event, veterans were able to hear directly from DraftKings engineers and talent and acquisition team members about job finding skills, resume building and mentorship.



Gather on the Green - Las Vegas (June 11, 2024)

- DraftKings held its Gather on the Green event for Las Vegas employees on June 11 to raise money for the local Las Vegas community, with all proceeds donated to U.S. Vets Las Vegas. In addition to raising money, the event was created to build a sense of belonging for our Las Vegas community and welcome demographics to the golf course who have traditionally been excluded.
- Over 150 DraftKings employees attended the event and donated over \$20,000 to U.S. Vets Las Vegas. U.S. Vets Las Vegas provides housing, counseling, career development and other critical services to veterans and military families.





THANK YOU



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%



Responsible Gaming: Underage Report Metrics

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%



+





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.



Q2 2024 Sports Wagering Report

August 2024

CONFIDENTIAL TREATMENT REQUESTED

Who you will hear from today

RICH COOPER

VP, Regulatory

KEITA YOUNG

VP, Diversity, Equity, & Inclusion

Jill Watkins

Sr. Director, Responsible Gaming Strategy and Operations

AGENDA

1

Revenue

2

Compliance

3

Workforce Diversity

4

Supplier & Diversity Spend

5

Responsible Gaming

6

Charitable Impact

Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Margin %
January 2024	\$ 19,643,442.19	\$3,928,688.44	11.38%
February 2024	\$19,851,012.70	\$3,970,202.54	11.75%
March 2024	\$16,507,872.97	\$3,301,574.59	11.91%
TOTALS	\$56,002,327.86	\$11,200,465.57	11.67%

Compliance

Confirmed Underage Use

Timeframe	Underage Patrons
Q1 2024	1
Q2 2024	1
TOTAL	2

Our DE&I Strategy

4 Primary Focus Areas



Diverse Sourcing & Hiring



Increase diversity of candidates considered and interviewed for open roles through enhanced processes and recruiting strategies



Talent & Development



Create an intentional, all encompassing talent management processes to identify and develop diverse internal talent.



Community & Culture



Craft and deliver an action plan that will drive an overarching inclusive atmosphere and workplace



Employee Engagement & Communications



Drive greater employee engagement and buy-in through a clearly articulated diversity strategy

Highlighted Impact of DE&I Projects/Initiatives



Diverse Sourcing

&

Hiring

Increasing % of hiring that is diverse (1H of year)

1H23 vs 1H24

6% increase (female leaders)

4% increase (URM leaders)



Talent

&

Development

Investment in diverse pipeline growth & development

McKinsey Leadership Academies

Black participants: 56+

Asian participants: 38+

Hispanic participants: 38+



Community/ Culture

&

Employee Engagement

Over 75+ ERG activations (1H24)

Self-Id Campaign

(new diversity classifications including veterans' status & LGBTQIA affiliation)

Highest Overall Employee Survey Score

Workforce Diversity*

# of Employees in each Category	Minority	Women	Veteran*	MA Resident	Total Number of employees
Executive VP+	11 12.1%	23 35.2%	0	1 1.1%	91
Sr. Director Director Sr. Manager Manager Supervisor	219 27.8%	227 28.8%	5 .6%	3 0.4%	787
Non-Manager Entry Level	1,108 40.8%	846 31.2%	3 .1%	18 0.7%	2,714
Totals	1,338 37.2%	1,096 30.5%	8 .2%	23 0.6%	3,592

Data Information

- Employees as of 7/17/2024
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment
- **New Data**

Self-ID

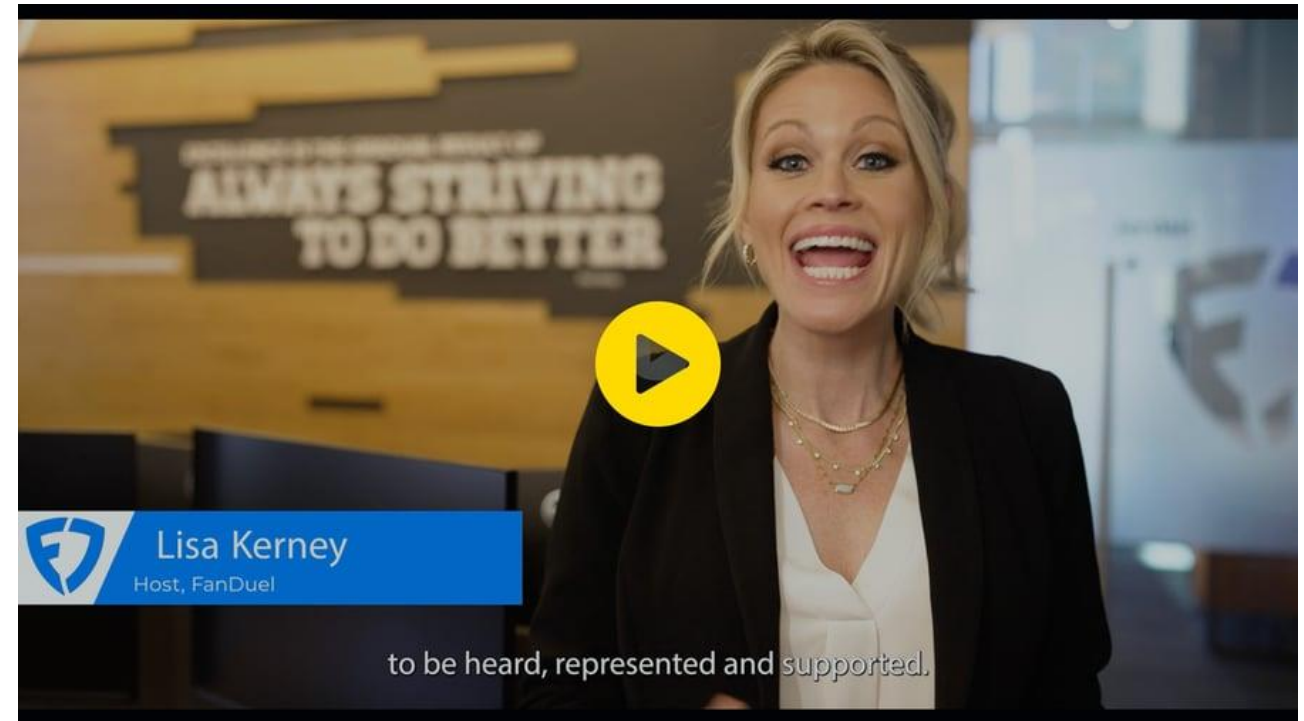
Overview:

- FanDuel's campaign to further collect workforce demographics to foster a more inclusive environment and better experience for all its employees
- More inclusive forms with new questions and expanded classifications
- Campaign involved a promotional video, digital signage in all FD offices, company-wide email, slack comms & more.

Live May 30th

Completion
is Voluntary

500+ New
Submissions



[Click Here To Watch Video](#)

8.4

Peakon Comments

Peakon Rating DIVERSITY AND INCLUSION

Definition

Employee perceptions of an organization's efforts to maintain a diverse workforce and create an environment where every individual feels included

"I LOVE FanDuel's support for diversity, equity and inclusion. I've never worked somewhere that actually puts actions to their words and celebrates all walks of life."

"...People are accepted with all their unique characteristics and qualities, and FanDuel has done a good job on that- acknowledging pronouns, respecting cultures, etc. Whether all backgrounds will have the same opportunities for career advancement is a different question than acceptance."

"I really want to underscore this one. DEI is INCREDIBLY important and I think the company does a good job promoting it. There is always room for more work and visibility in this space so I would urge the company to continue to commit additional resources to related initiatives."

ERG Recent Impacts



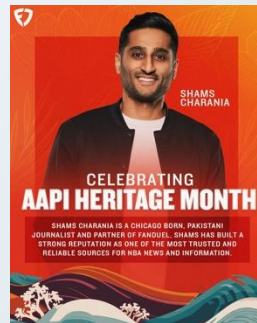
JUNE 2024: PRIDE MONTH

- ✓ The Outfield hosted activations throughout the month across all offices in the US & UK
- ✓ 425+ attendees across all events
- ✓ Cross functional collaboration with several parts of the business



MAY 2024: AAPI HERITAGE MONTH

- ✓ SPEAK had a big first half of the year, with a Global Lunar New Year Celebration in February, followed by a full month of activations in May for AAPI Heritage Month
- ✓ 450+ attendees across all events
 - ✓ 50% increase in group membership this year alone



MAY & JULY 2024: SUPPORTING HEROS

- ✓ SHIELD hosted the 2nd annual Murph Fundraiser in honor of Memorial Day. Participants opt in to the Murph Workout Challenge & each completion equated to a specific dollar amount donated.
- ✓ Money raised was utilized to create care packages for those currently deployed in the US military
- ✓ 60 care packages were created



Supplier & Diversity Spend Project Plan

Program Initiation



Program Go Live



Note: Due to overall organizational Master Data Reporting running behind actual Quarterly Reporting requests, reporting will be reflected one quarter behind on an ongoing basis

Q1 2024	Spend (\$)
Total Diverse Spend	\$44,364,402
MA Diverse Spend	\$ 28,546

- Q1 24 MA Diverse Spend was driven by a Certified WBENC (Women-Owned Business) supporting Corporate Facilities, and a Certified MBE providing Office Supplies/Consumables
- Ongoing work continues to be focused on Environmental Graphics, Office Furniture, and general Facilities.
- Overall Q1 24 MA Diverse spend has increased 244% YOY compared to Q1 23, and is already at 76% of TOTAL FY 23 Spend as of Q1 24

Embed Program



- Invest in and dedicate the resources required to develop, implement and evolve our Supplier Diversity Program – Goals, Policies, etc.
- Integrate supplier diversity criteria into the supplier selection processes – RFP's, RFQ's, Direct Negotiations
- Incorporate supplier diversity provisions into supplier contracts

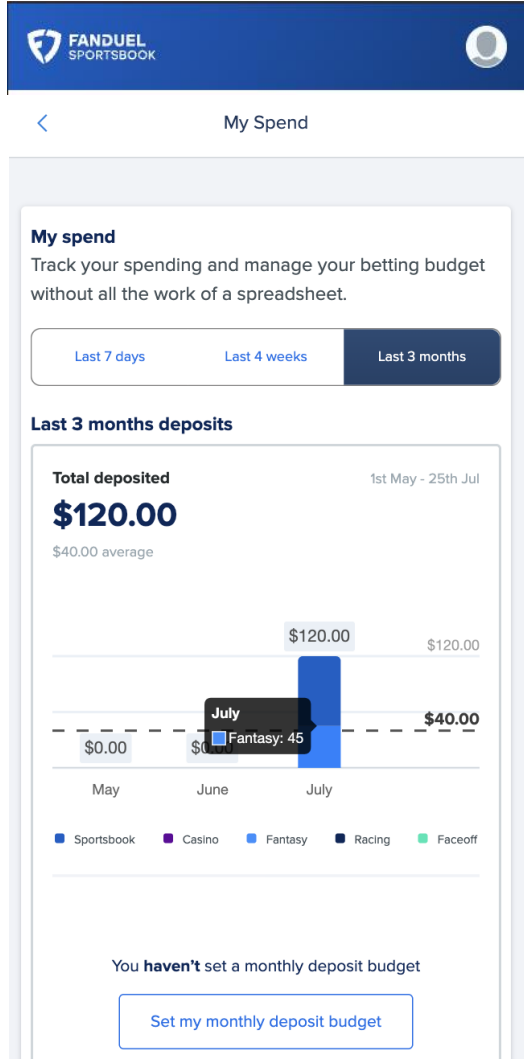
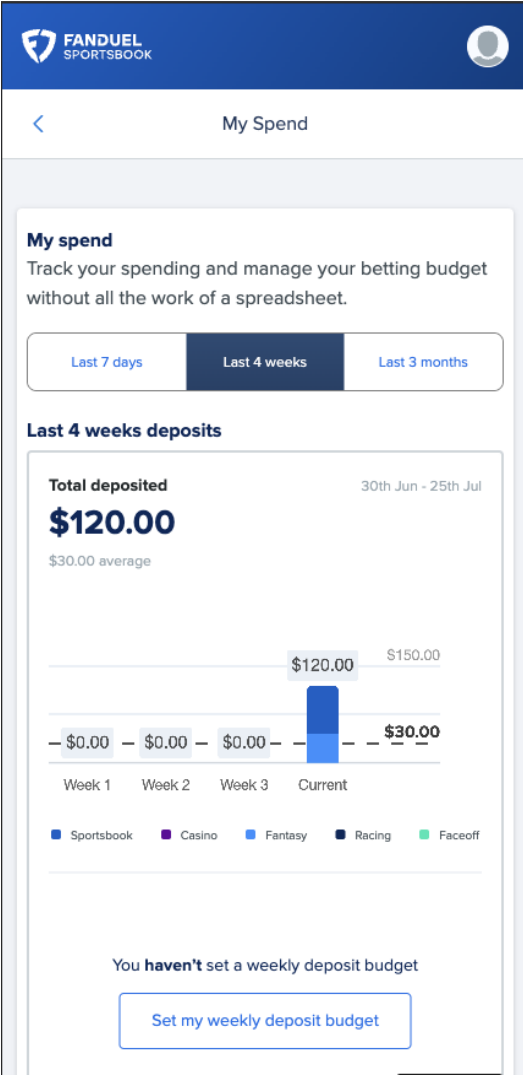
Elevate Program



- Partner with certifying agencies to educate, advocate, identify opportunities and grow our Supplier Diversity Program.
- Increase the percentage of diverse suppliers in our supply chain over the next 2-3 years
- Employ outreach efforts to identify and engage with diverse suppliers, foster collaboration/knowledge sharing with peers

Responsible Gaming: RG tool usage in MA

Tool Type	% Active Tool Users
Deposit Limit	2.9%
Max Play Time	0.2%
Wager Limit	0.7%
Max Wager Size	0.6%
PAS	23.3%



*% of Active Tool Users is defined as quarterly paid actives with recorded tool usage as a percentage of registered MA accounts with paid activity in Q1. a. Deposit, max play time, wager, and max wager size limits are as of the end of the quarter (# of quarterly paid actives with active limit as of the end of the quarter / # of quarterly paid actives). b. PAS usage percentage includes unique users across the quarter (# of quarterly paid actives who used the tool in the quarter at least once / # of quarterly paid actives). Average monthly PAS usage in Q1 2024 is closer to ~28% for MA actives

Responsible Gaming: RG tool usage in MA



0.2% of registered MA accounts elected to take a timeout in Q2 with an average length of 76 days.

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

Timeouts are breaks from the user's FanDuel account that range in length from 3 to 365 days. Users can elect to take longer breaks through the form of self-exclusions. Users took a timeout at least once in the quarter and may not be in an active exclusion as of the end of the quarter.

Kindbridge partnership expansion

- Following a Q1 pilot in New Jersey and Ohio, FanDuel has expanded its partnership with Kindbridge, a pioneering mental health service provider dedicated to supporting individuals facing challenges related to problem gambling, across all jurisdictions.
- Upon removal from the FanDuel platform, we offer self-excluded players **direct access to comprehensive mental health assessments and group support services**. Also promoted through FanDuel RG page.
- Allows self-excluded players to schedule appointments immediately with specialized problem gambling outpatient treatment providers via telehealth services.

The screenshot shows the Kindbridge Behavioral Health website. At the top, the logo and navigation menu are visible. The main heading reads "Quit gambling? Smart move." with a sub-headline: "Now, explore your no-cost next steps to feeling better." Below this is a large image of a man's face. The central section is titled "Start Your Wellness Journey for Free" and includes a paragraph: "FanDuel has teamed up with Kindbridge to provide you free access to services designed to help you successfully manage your transition away from an unhealthy relationship with gambling." A list of benefits follows, each with a checkmark icon. To the right of the text are three circular images: a man's portrait, a woman working at a laptop, and a room interior. At the bottom, there are two call-to-action boxes: "Take Your Own Screening Test" with a "Get Started" button, and "Join a Peer Support Group" with a "Register Now" button.

Kindbridge Behavioral Health

For People ▾ For Business ▾ Therapists ▾ Learning & Resources ▾ About Us ▾

Quit gambling? Smart move.

Now, explore your no-cost next steps to feeling better.

Start Your Wellness Journey for Free

FanDuel has teamed up with Kindbridge to provide you free access to services designed to help you successfully manage your transition away from an unhealthy relationship with gambling.

Your benefits include:

- ✓ A brief check-in with a mental health professional to learn about your needs
- ✓ A comprehensive mental health assessment to help you understand your personal mental health status,
- ✓ Getting matched with a care provider in your area,
- ✓ A formal care plan tailored to your needs designed by you and your care provider.
- ✓ Access to Support Groups at no

Connect with a team member at K
Schedule a initial screening call to

Take Your Own Screening Test

Screening tests are a great first step towards becoming more aware of how you are doing.

Get Started

Join a Peer Support Group

Connect with others in a safe space who have shared experiences. It's nonjudgemental, confidential and free.

Register Now

RGEM: Internal programming and activities

Play Well Day



- 3rd Play Well Day on 9/12
- Series of activities across offices to promote RG education and engagement

Lived Experience Sessions



- In-person and virtual lived experience sessions delivered by EPIC facilitators across offices on 9/12 and throughout September

RG Lunch & Learns



- In-person and virtual 'lunch and learn' sessions to share the work of the RG Operations team

Community Impact Activities



- Financial literacy kit packing for Operation HOPE
- Promotion of HOPE skills-based employee volunteerism program

Recognition & Rewards



- Promotion of the RG Champions program
- Weekly RG Champion recognition and gift cards awarded

RGEM: External efforts

In-product RG Educational Comms



- RG customer communications throughout September promoting RG education and tool usage

Multi-channel media plan behind RG tools creative



- Media support across channels throughout September
- Promotion of the System TVC promoting tool use and influencer RG campaign on social

RG Ambassadors & Parent Program



- New RG ambassadors - former NBA player Randy Livingston and Anita Ondine Smith.
- Trusted Voices: Conversations About Betting program launch

RG Ambassador Program

Objective: Build a team of external partners working as advocates and ambassadors to promote RG awareness and education, with goal of normalizing responsible play.

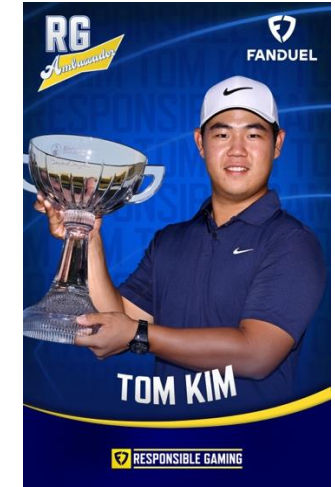
Strategy: Leverage unique voices to deliver impactful messages, raise awareness, and reduce RG stigma.

Highlights:

- 2021: **Craig Carton** became FanDuel's first national RG ambassador, using his platform to raise awareness of problem gambling.
- 2023: Expanded the team with soccer icon **Carli Lloyd** and golf star **Tom Kim**.

Key Initiatives:

- Social media campaigns during major sporting events
- Creative content to normalize RG and reduce stigma
- RG-focused sweepstakes and activations
- Craig Carton RG College Tour



Welcoming Randy & Anita to the team



Randy Livingston | Anita Ondine Smith



Lived Experience: Randy has personal history with gambling disorder and now works to raise awareness of the issue. Both advocate for families facing similar challenges.



NBA Career: Randy played as a point guard from 1996 to 2007. 11-seasons in the NBA, playing for nine teams.



Family Conversations: As parents, Randy and Anita have real-life experience talking to their children about gambling and the risks associated.



Coaching: Successful coaching career, including roles with the Idaho Stampede, LSU, and Isidore Newman School where the team won state titles in 2022, 2023 and 2024.

Phased approach to program launch

Video series supported across digital starting in late August, driving to the program website, www.conversationsaboutbetting.com

Video Series



- Randy & Anita's story
- Starting the conversation
- Know the risks
- Warning signs
- Proxy betting
- Message for coaches

Downloadable Resources



- Downloadable one-pagers developed by EPIC Global Solutions
- Parent-focused financial literacy content from Operation HOPE

Support Directory



- List of organizations for support on problem gambling, financial literacy education, RG education and more.
- List developed in partnership with EPIC Global Solutions

Community Impact updates

Operation HOPE:

- Expanded scope of HOPE Inside financial literacy program in Massachusetts to include promotion of the resource through GameSense advisors.
- HOPE coaches participated in virtual trainings for GameSense advisors in August and visited physical locations.
- Continued expansion of FanDuel support of Operation HOPE, including new markets.

Internal FanDuel programs and activities:

- Launched an employee matching program where FanDuel is matching up to \$500/employee per year
- Participation in HOPE's skills-based volunteerism program in support of the 1 Million Black Businesses Initiative
- Massachusetts-based FanDuel employees participating in 9/11 Day of Service in Boston to pack meals in partnership with Feeding America (supporting local food banks).

FINANCIAL COACHING IN MASSACHUSETTS

Through support from FanDuel, Operation HOPE will implement its HOPE Inside program, giving Massachusetts residents access to Financial Wellbeing Coaches who will offer virtual and in-person financial health sessions across the state at no cost.

To learn more about HOPE Inside program resources available in Massachusetts, please reach out to a program coach.



ADAM SPENCER
FINANCIAL WELLBEING COACH | BOSTON, MA

Adam Spencer is a Financial Wellbeing Coach in Boston, Massachusetts for our partner FanDuel. He is working with Operation HOPE's clients helping individuals learn more about financial literacy. Massachusetts's residents will gain a greater understanding of how to manage money, budget effectively, and increase their credit scores. Adam is excited to work with individuals to support them in achieving their financial goals.

adam.spencer@operationhope.org

[CHECK OUT UPCOMING EVENTS WITH ADAM](#) [SCHEDULE TIME WITH ADAM](#)



ADAM BERNDT
FINANCIAL WELLBEING COACH | FALL RIVER/NEW BEDFORD, MA

Financial Wellbeing Coach, Adam Berndt, is a Doctorate level professional with a passion for money management. Adam has spent his career helping others learn how to help themselves. He brings over 10 years of experience and professional education to his coaching position. Adam was a Recovery Coach and helped numerous clients with serious financial issues during that time. Adam's focus is to help provide the tools needed to create a successful financial future for all his clients.

adam.berndt@operationhope.org

[CHECK OUT UPCOMING EVENTS WITH ADAM](#) [SCHEDULE TIME WITH ADAM](#)



AMY HOERLE
FINANCIAL WELLBEING COACH | SPRINGFIELD, MA

Amy Hoerle joined Operation HOPE as a Financial Wellbeing Coach to encourage and empower Springfield, MA, community residents. Amy brings over 10 years experience in the financial field including positions as a bank teller, assistant auditor, mortgage lender and financial coach. With her diverse background of banking and extending into marketing and sales, Amy is thrilled to be part of Operation HOPE and bring her passion of financial wellness to the forefront.

amy.hoerle@operationhope.org

[CHECK OUT UPCOMING EVENTS WITH AMY](#) [SCHEDULE TIME WITH AMY](#)



PENN SPORTS INTERACTIVE

Q2 2024 REPORT



01

REVENUE

REVENUE

Month	Total Sports Wagering Revenue	Massachusetts Sports Wagering Taxes Collected	Handle
April	\$1,760,611.67	\$352,122.33	\$27,901,788.58
May	\$2,456,822.41	\$491,364.48	\$25,882,447.74
June	\$1,192,051.85	\$238,410.37	\$21,791,329.39
Q2 Total	\$5,409,485.93	\$1,081,897.18	\$75,575,565.71

02

**WORKFORCE
DIVERSITY**

WORKFORCE DIVERSITY (1/2)

	Minority	Women	Veteran	MA Resident	Total Employees
All Employees					
Employees	340	290	17	32	796
Percentage	43%	36%	2%	4%	
Manager & Above					
Employees	39	45	2	11	160
Percentage	24%	28%	1%	7%	
Non-Manager					
Employees	301	245	15	21	636
Percentage	47%	39%	2%	3%	

WORKFORCE DIVERSITY (2/2)

Diversity & Representation

Inclusion

Recruitment Partnerships

Expansion of talent pool to attract large, more diverse population



- Black Professionals in Tech Network (BPTN)
- WomenHack
- Hopeworks
- Out in Tech

Recruitment Process

Fair and inclusive hiring process for all candidates to have equal opportunity to showcase skills and experience



- Data-driven methodology for a holistic candidate experience

Engagement & Belonging

Meaningful opportunities to build connection and community



- Grassroots driven Employee Resource Groups focused on Community, Education and Celebration
- PENN Women

Growth & Development

Programs to advance careers and build diverse leadership pipeline



- In house leadership programs: Emerging Leaders
- Formalized Mentorship Program

03

**VENDOR/SUPPLIER
DIVERSITY**

VENDOR/SUPPLIER DIVERSITY

Diversity Certification	Q2 (2023)	Q3 (2023)	Q4 (2023)	Q1 (2024)	Q2 (2024)
MBE	\$2,567.91	\$20,291.03	\$12,303.09	\$2,089.79	\$388,502.52
VBE	\$0	\$0	\$0	\$0	\$0
WBE	\$317,748.82	\$325,420.41	\$685,067.47	\$811,051.89	\$605,054.98
WMBE	\$0	\$1,520.00	\$0	\$14,110.00	\$0
Total Diversity Spend	\$320,316.73	\$347,231.44	\$697,370.56	\$827,251.68	\$993,557.50

04

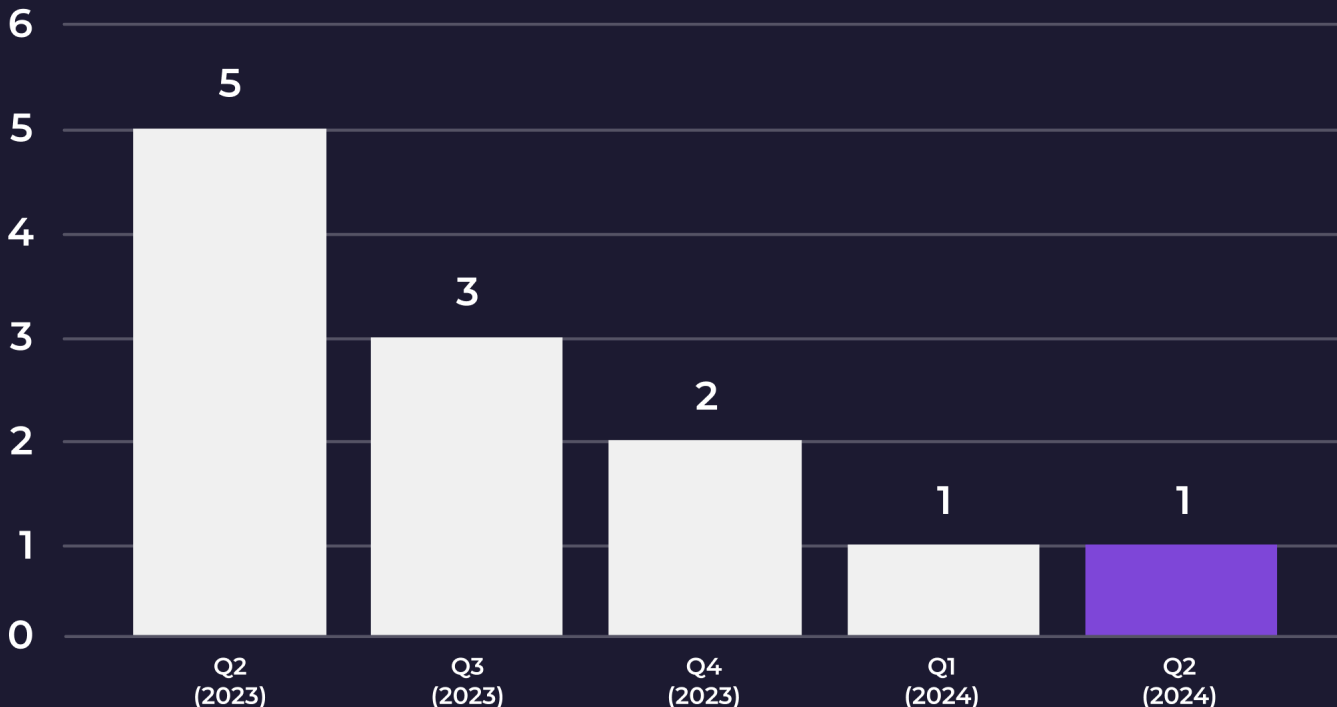
COMPLIANCE

UNDERAGE ACTIVITY

Found/
Attempted **1** (2 YTD)

Previous
Quarter **0% -**

Quarterly
Average **3**

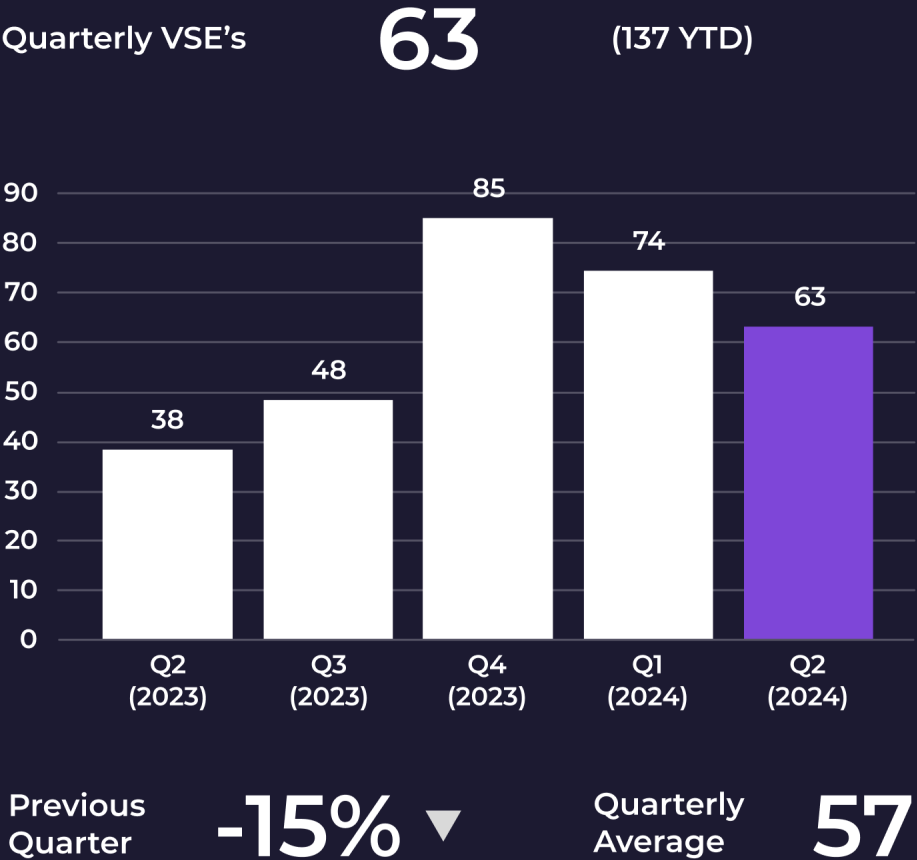


05

RESPONSIBLE GAMING

RESPONSIBLE GAMING

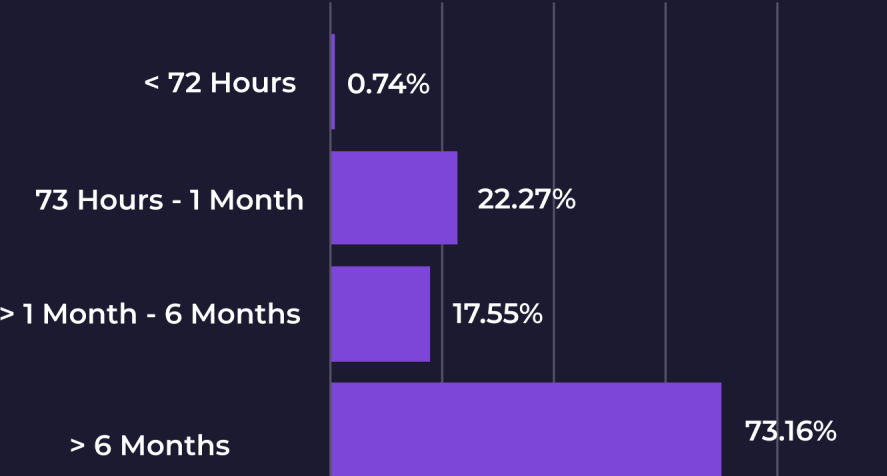
Voluntary Self-Exclusions (“VSE”)



Time Out Tools

Unique MA Accounts Utilizing At Least One RG Tool **4.6%**

Unique MA Accounts Utilizing a Time Out **0.5%**

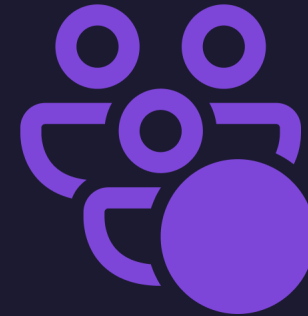


06

LOTTERY

LOTTERY

Online customers were emailed an offer to receive free MA Lottery tickets which could be redeemed at PPC.



07

**COMMUNITY, OUTREACH,
CHARITABLE IMPACTS**

COMMUNITY, OUTREACH, CHARITY (1/3)

We were pleased to make a donation to **The Literacy Project** in June. The Literacy Project is a non-profit organization that provides adult basic education programs in Massachusetts, including in Greenfield, near our PENN Game Studios office.



In connection with **Earth Day** in April, we ran internal workshops to educate our workforce on sustainability and urban conservation practices.

Additionally, Interactive team members participated in river front cleanups and the revitalization of community baseball fields.

In connection with Memorial Day, we participated in a canned goods drive and ruck march with the **Travis Manion Foundation**, which provides assistance to veterans and their families. The Interactive division also made a monetary donation to the Travis Manion Foundation.



COMMUNITY, OUTREACH, CHARITY (2/3)

Celebrating Diversity!

In May, we celebrated Asian American and Pacific Islander Heritage Month with in-office events including food fairs and culture learning opportunities.

In June, we held Pride events across our offices to recognize and celebrate our LGBTQ+ team members, and hosted an educational session in partnership with **You Can Play**.

Throughout the quarter, we recognized and educated our workforce on many days of religious and cultural importance, such as Ramadan and Eid al-Fitr, Passover, Juneteenth, Indigenous People's Day, and more.

COMMUNITY, OUTREACH, CHARITY (3/3)

During the quarter, our team attended networking and recruiting events with several of our partner organizations, including:

- Black Professionals in Tech Network
- OutGeek Women
- Women Hack
- Diversitech X Tribaja
- Hopeworks
- Launch UTSC

BPTN
BLACK PROFESSIONALS
IN TECH
NETWORK

outgeek

HOPE
WORKS

→ DIVERSITECH*
Powered by Tribaja

womenhack
events

UNIVERSITY OF
TORONTO



TO: Interim Chair Jordan Maynard
Commissioner Eileen O'Brien
Commissioner Brad Hill
Commissioner Nakisha Skinner

FROM: Kathleen Kramer, Interim Chief Enforcement Counsel/Assistant Director/Senior Enforcement Counsel
Nate Kennedy, Enforcement Counsel

CC: Caitlin Monahan, Director, IEB
Todd Grossman, General Counsel

DATE: September 19, 2024

RE: Sports Wagering Noncompliance Matters

On February 1, 2024, the Investigations and Enforcement Bureau (“IEB”) presented a potential noncompliance matter (2023-SWN-012) involving Temporary Sports Wagering Category 3 Licensee BetMGM, LLC (“BetMGM”). The potential noncompliance matter involved wagering on unauthorized events in violation of G. L. c. 23N, § 3, and 205 CMR 247.01(2)(a)(2). Specifically, this matter related to BetMGM allowing unauthorized college football player props wagers. The Commission requested that this matter proceed to an adjudicatory hearing. On February 15, 2024, the IEB presented a second potential noncompliance matter (2023-SWN-013) to the Commission involving BetMGM. This potential noncompliance matter involved wagering on unauthorized events in violation of G. L. c. 23N, § 3, and 205 CMR 247.01(2). Specifically, this matter related to BetMGM allowing unauthorized wagers on whether players would receive penalty cards in professional soccer leagues. The Commission requested that this matter proceed to an adjudicatory hearing.

The Commission had ongoing discussions as to the best approach to handling adjudicatory hearings involving sports wagering noncompliance matters and the role of the IEB. On May 23, 2024, the Commission requested that the IEB act as a party for both matters. During its investigation, the IEB has learned that the root cause of both noncompliance matters is similar and as such, the matters were originally scheduled for consecutive adjudicatory hearings.

During its review, BetMGM informed the IEB that, prompted by these two reported noncompliance events, BetMGM had engaged GLI to perform an audit of Massachusetts Historical Wagering Data for the year 2023 and a Massachusetts Procedure Audit for the year 2023. On August 28, 2024, BetMGM notified the IEB that GLI had completed its review and additional noncompliance was discovered. On September 17, 2024, BetMGM provided the IEB with incident reports regarding the additional matters. The GLI audit identified additional noncompliance events outlined below:



Massachusetts Gaming Commission

- An additional 41 wagers on the NCAA Football player propositions in violation of G. L. c. 23N, § 3, and 205 CMR 257.01(2)(a)(2).
- 13 player proposition wagers on two Men's NCAA Basketball games on March 28, 2023, in violation of G. L. c. 23N, § 3, and 205 CMR 257.01(2)(a)(2).
- 12 player proposition wagers on two NCAA Women's Elite Eight basketball games on April 1, 2024, in violation of G. L. c. 23N, § 3, and 205 CMR 257.01(2)(a)(2).
- 106 wagers placed on Glory Kickboxing events that occurred between June 17, 2023, and June 8, 2024, in violation of 205 CMR 247.01(1), 205 CMR 247.01(2)(i), and the Massachusetts Sports Wagering Catalog.

At this time, the IEB is seeking guidance as to whether the Commission is requesting these matters be joined with the matters previously presented or brought back to the Commission for the Commission to provide guidance as to how they wish to proceed.