



REVISED - 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:

Thursday | December 7, 2023 | 10:00 a.m.
VIA REMOTE ACCESS: 1-646-741-5292
MEETING ID/ PARTICIPANT CODE: 112 603 5424
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 - #491

1. Call to Order – Cathy Judd-Stein, Chair
2. Sports Wagering Division – Bruce Band, Director of Sports Wagering, Crystal Beauchemin, Sports Wagering Business Manager
 - a. Sports Wagering Q3 Reports
 - i. BetMGM – Josh Wyseman, Director of Licensing; Sarah Brennan, Senior Director of Compliance
 - ii. Betr – Ashwin Krishnan, Head of Legal; Robert Warren, Compliance Lead
 - iii. Fanatics – Michael Levine, Senior Regulatory Counsel
 - iv. FanDuel – Richard Cooper, VP, Regulatory; Keita Young, Sr. Director, DE&I; Jill Watkins, Sr. Director, Responsible Gaming Strategy and Operations
3. **Interim IEB Direction Position Update – David Muldrew, Chief People & Diversity Officer**
4. Commissioner Update



Massachusetts Gaming Commission

5. 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: December 5, 2023 | 10 a.m. EST

December 5, 2023



Cathy Judd-Stein, Chair

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



Massachusetts Gaming Commission



Sports Wagering Quarterly Report Q3 2023

Presented to:
Massachusetts Gaming Commission



REVENUE

Q3 2023

REVENUE & TAXES*

Month	Revenue	Taxes Collected	Handle
April	\$ 4,610,952	\$ 922,191	2.2%
May	\$ 5,391,257	\$ 1,078,251	3.1%
June	\$ 3,539,724	\$ 707,945	2.8%
Totals	\$ 13,541,933	\$ 2,708,387	
July	\$ 2,478,348	\$ 495,670	2.2%
August	\$ 2,403,054	\$ 480,611	2.3%
September	\$ 3,603,434	\$ 720,687	2.2%
Totals	\$ 8,484,836	\$ 1,696,968	

* Online wagering only



BETMGM

HUMAN RESOURCES

Q3 2023

RESOURCE DIVERSITY

Prior Report

Employee Level	Total Employees	Minority		Veteran		Woman*		MA Residents	
		Count	%	Count	%	Count	%	Count	%
Executive	17	2	12%	1	6%	3	18%	0	0%
Supervisor/Manager	241	72	30%	4	2%	78	32%	0	0%
Non-Manager	905	455	50%	15	2%	291	32%	6	1%
Total	1,163	529	45%	20	2%	372	32%	6	1%

Q3

Employee Level	Total Employees	Minority		Veteran		Woman*		MA Residents	
		Count	%	Count	%	Count	%	Count	%
Executive	18	2	11%	1	6%	4	22%	0	0%
Supervisor/Manager	243	72	30%	4	2%	77	32%	1	0%
Non-Manager	1,029	586	57%	13	1%	355	34%	6	1%
Total	1,290	660	51%	18	1%	436	34%	7	1%

* Non-Binary included in this total



VENDOR UTILITY

Q3 2023

GLOBAL VENDOR UTILITY

Spend Type	Q2		Q3	
	Dollars	% *	Dollars	% *
Total Vendor Spend	\$ 154,982,445	100.0%	\$ 110,493,293	100.0%
Diverse Vendor Spend	\$ 3,797,758	2.5%	\$ 3,122,703	2.8%

Diversity Type	Q2		Q3	
	Dollars	% **	Dollars	% **
Diverse & Small	\$ 940,762	24.8%	\$ 784,728	25.1%
Small Only	\$ 2,815,332	74.1%	\$ 2,290,419	73.3%
Diverse Only	\$ 41,664	1.1%	\$ 47,556	1.5%
Minority Business Enterprise	\$ 672,908	17.7%	\$ 459,073	14.7%
Veteran Business Enterprise	\$ 206,581	5.4%	\$ 133,010	4.3%
Women Business Enterprise	\$ 464,117	12.2%	\$ 545,263	17.5%

* Of Total Vendor Spend

** Of Diverse Vendor Spend

LOCAL VENDOR UTILITY

Spend Type	Q2		Q3	
	Dollars	% *	Dollars	% *
Total Vendor Spend	\$ 2,479,908	100.0%	\$ 1,205,751	100.0%
Diverse Vendor Spend	\$ 237,959	9.6%	\$ 36,114	3.0%

Diversity Type	Q2		Q3	
	Dollars	% **	Dollars	% **
MBE	\$ 41,235	17.3%	\$ 36,114	100.0%
MBE Small	\$ 183,277	77.0%	\$ -	0.0%
Vet Small	\$ 10,905	4.6%	\$ -	0.0%
Small	\$ 2,542	1.1%	\$ -	0.0%

* Of Total Vendor Spend

** Of Diverse Vendor Spend



BETMGM

COMPLIANCE

Q 3 2023

DIGITAL UNDERAGE USE*

Timeframe	Underage Patrons
Q1	0
Q2	1
Q3	0
TOTALS	1

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



BETMGM

RESPONSIBLE GAMING

Q3 2023

SELF-REGULATION

Patrons		
Timeframe	Time-Out Tool (Cool-Off)	Voluntary Self Exclusion
Q1*	56	50
Q2	234	150
Q3	271	130
Total	561	330

Cool-Off Days			
Timeframe	Average	Median	Maximum
Q1* & Q2	39	30	110
Q3	27	20	90

*Q1 only includes the time period of 3/10/23 - 3/31/23

Responsible Gaming

- BetMGM attended the National Council on Problem Gambling's National Conference on Gambling Addiction & Responsible Gambling for 2023 and was nominated for the NCPG's Corporate Social Responsibility Award.
- BetMGM partnered with EPIC Risk Management in August to deliver interaction masterclass sessions to customer facing teams.
- BetMGM partnered with EPIC Risk Management throughout September to present four different lived-experience sessions, available to all BetMGM employees.
- BetMGM and Kindbridge Behavioral Health announced a program that revolutionized the way problem gamblers access essential mental health services.
 - <https://sports.betmgm.com/en/blog/betmgm-kindbridge-behavioral-health-mental-health-access-program-problem-gamblers-colorado/>



LOTTERY

Q3 2023

Lottery

- Since our last presentation, BetMGM has engaged in conversation with the Massachusetts Lottery and continues to explore the possibility of a future partnership. These conversations and exploration of a strategic partnership are ongoing.
- MGM Springfield offers on-property lottery engagement



BETMGM

COMMUNITY OUTREACH

Q3 2023

Community Outreach

BetMGM offers 7 Employee Resource Groups (ERGs) to engage our staff in initiatives they feel passionate about within BetMGM and the community:

- **BEN:** Establish the inclusion and advancement of employees who identify as Black, of African descent, or Caribbean within our organization while cultivating impactful partnerships and strong community engagement outside of BetMGM.
- **Latinx Alliance:** Develop a network of Latinx team members, promote their professional development and share their experiences broadly at BetMGM, while positively impacting the Latinx community outside of our organization through civic engagement.
- **Pride:** Elevate inclusive workplace policies, benefits, and environment to positively impact LGBTQ+ employees and cultivate a culture where all employees feel secure in being their authentic selves in our organization.
- **Impact:** Simply stated, allyship is all about taking action to create a more inclusive workplace where everyone can do their best work and thrive. Allies speak up when they see non-inclusive behavior, use their clout to open career doors, and advocate for systemic change to status-quo processes to be more equitable.
- **AAPI Voices:** Uniting the greater Asian American and Pacific Islander communities at BetMGM by educating, celebrating our cultures, amplifying our stories and increasing opportunities for employee development.
- **Women@BetMGM:** To provide professional and personal support and development opportunities for those who identify as female, while cultivating an inclusive environment which encourages them to advance into leadership roles through collaboration, development, mentorship and community connection.
- **Bet on Vets:** Bet on Vet's mission is to promote a culture of diversity and inclusion at BetMGM for veterans, military families and allies by creating awareness and engagement through internal education. The group is committed to supporting each other through veteran recruitment and partnership with external veteran organizations that help to support these goals.

Community Outreach

ERG and Organizational Community Engagement Efforts:

Latinx Heritage Month - School Supplies Drive

- BetMGM donated supplies to Ocean Academy Charter School.

Jersey City Pride 2023

- Our Pride ERG members participated in the event and made a \$2500 donation to the organization “JC Pride”.

Three Square Food Pantry, Las Vegas

- BetMGM employees volunteered with the organization “Three Square” to pack food for the local community.

Adopt a Family Program

- BetMGM has partnered with Volunteers of America to sponsor 4 families in our community. The purpose is to help those in need by providing food, toys, clothing, and other essentials this holiday season.

Suicide Prevention Month Golf Tournament

- BetMGM donated \$3,600 to **#SameHere Global Mental Health Movement**, an organization focused on normalizing society’s perception of mental health and make it part of our everyday conversation.



Community Outreach

Empower Mentorship Program

Purpose: Provide mentorship and professional growth opportunities to BetMGM ERG members, many of whom come from underrepresented backgrounds. Each mentor-mentee pairing is encouraged to meet for at least 1 hour per month for 6 months.

The company mentors are leaders from all levels across various business areas exhibiting the following qualifications:

- People leader
- Active in BetMGM's Take the Lead Program
- People business partner approval
- 1 year tenure at BetMGM

Topics of discussion offered as a guideline are:

- Goalsetting
- Effective communication and maintaining relationships
- How to network more effectively
- Building your career
- How to be most productive
- Barriers to inclusion



Community Outreach

BetMGM Executive Series

The Tom Joyner Foundation, a driving force behind scholarship distribution and fundraising for HBCUs, and BetMGM partnered to offer an 'Executive Series' to Historically Black Colleges and Universities (HBCUs) nationwide last Fall. The partnership offered HBCU students the opportunity to network with BetMGM executives and navigate the recruitment process in preparation for career opportunities at the company post-graduation.

BetMGM Internship Program

To compliment the 'Executive Series', and for the first time in the company's existence, BetMGM launched an internship program to help aspiring professionals to gain exposure to the sports wagering industry. BetMGM again partnered with The Tom Joyner Foundation to leverage the relationships built through the 'Executive Series' to select candidates for the internship program. The internship offered the opportunity for students to acquire hands on expose to working for a sports wagering operator. For 2023, BetMGM welcomed 7 interns into our inaugural program.





BETMGM
BELIEVE IN YOUR GAME



BETR SW QUARTERLY REPORT

November 2023





REVENUE

Revenue

MONTH	MA SW TAXES COLLECTED	HANDLE	TOTAL SW REVENUE
JULY	\$2,196.65	\$155,635.23	\$11,343.67
AUGUST	\$2,253.96	\$150,218.49	\$11,614.69
SEPTEMBER	\$5,606.43	\$303,052.32	\$28,691.57
TOTAL	\$10,057.04	\$608,906.04	\$51,649.93



WORKFORCE/WORKFORCE DIVERSITY

Workforce / Workforce Diversity

Total Employees: 85 Full Time Employees

Mass Employees: 0

Women: 12

# OF EMPLOYEES IN EACH CATEGORY	MINORITY	WOMEN	VETERAN	MA RESIDENT	TOTAL EMPLOYEES
EXECUTIVE	2 40%	0 0%	0 0%	0 0%	5
MANAGER, SUPERVISOR	5 2.6%	3 15.8%	0 0%	0 0%	19
ENTRY LEVEL, NON-MANAGER	34 55.7%	9 14.7%	0 0%	0 0%	61
TOTALS	41 48.2%	12 14.1%	0 0%	0 0%	85

Employment Diversity Efforts:

In Q3 of 2023, we have made efforts in increasing our recruiting pipeline with a diverse candidate pool including women, minorities and veterans. Out of all interviews scheduled in Q3, 21% were with female candidates, with 8% making it into the final interview round. We have increased our minority hiring efforts with 54.5% of our new team members who joined in Q3 identifying as a minority.

We have made efforts to engage with different communities that target diverse groups to attract talent. Efforts include:

- Attending events for Women in Miami Tech & posting jobs on their social pages
- Evaluating platforms where we can post roles to attract Veteran talent. Will implement in Q4 2023.

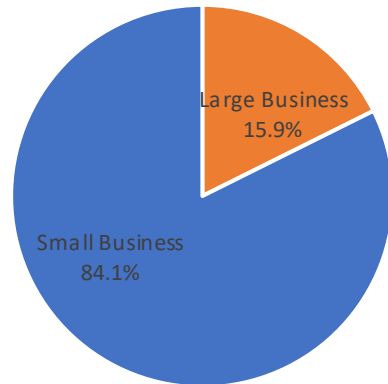


VENDOR/SUPPLIER SPEND/ SUPPLIER DIVERSITY

Supplier / Vender Overview: Small Businesses

Supplier / Vendor Ecosystem

Supplier/Vendor DEI Insights



84.1% of our partners self identify as a small business.

Small Business Partners:

- Simplebet Inc
- Pitch Tech SRL
- Hiltzik Strategies
- FansUnite Entertainment Inc.
- SOLUTIONS SJM LLC
- Design of All Trade
- Hot Paper Lantern LLC
- Sphere Global LLC

Breakdown of Small Business Spend

Small Business	YTD SPEND
Simplebet Inc	\$3,438,514.11
Pitch Tech SRL	\$1,092,894.76
Other	\$412,985.68
Hiltzik Strategies	\$158,613.00
FansUnite Entertainment Inc.	\$151,549.15
SOLUTIONS SJM LLC	\$98,361.31
Design of All Trade	\$83,225.00
Hot Paper Lantern LLC	\$58,360.35
Sphere Global, LLC	\$57,700.00
Grecia Quintero	\$47,900.00

NOTE: The figures shown above include only those vendors that have filled out Betr's Vendor/Supplier Diversity Questionnaire

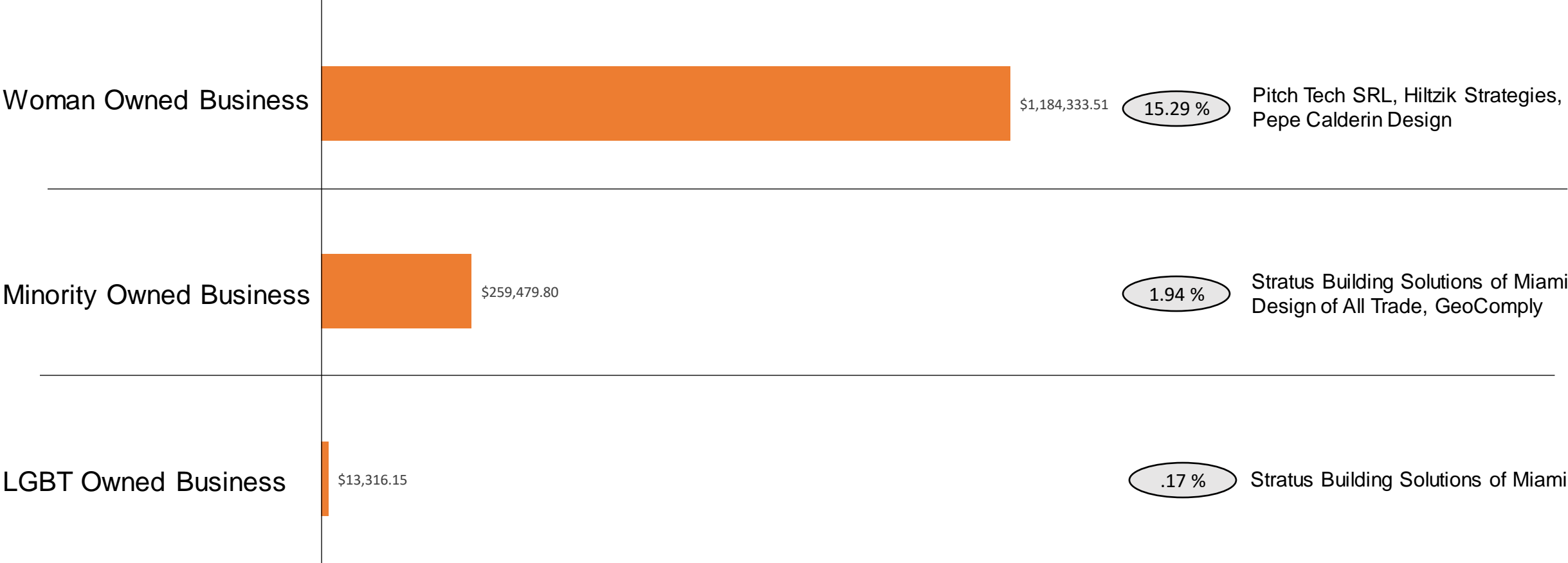
Supplier / Vender Overview: Ownership Diversity

Diversity Category – Enterprise Ownership

X



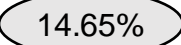

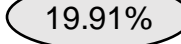

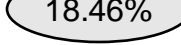

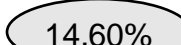

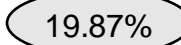
% of total YTD Spend among respondents

Partners



NOTE: The figures shown above include only those vendors that have filled out Betr's Vendor/Supplier Diversity Questionnaire

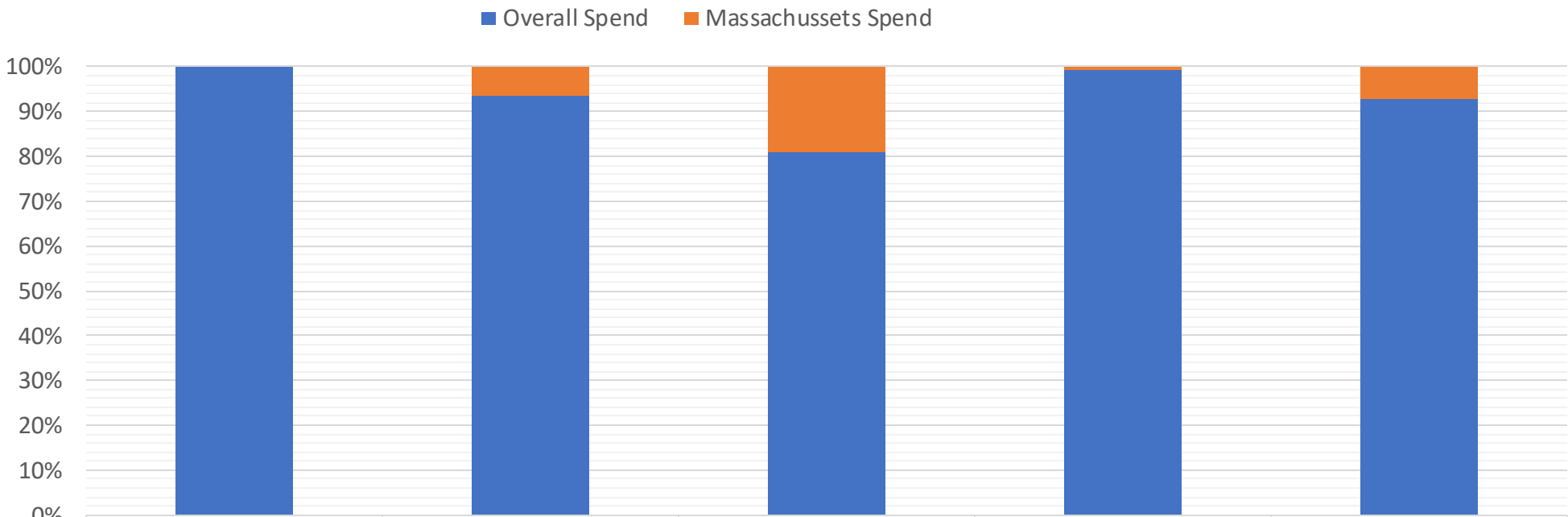
Supplier / Vender Overview: Affiliation Diversity

Diversity Category – Enterprise Affiliation	YTD Spend 2023	 % of total YTD Spend among respondents	Partners
Native American	 \$1,135,304.53	 14.65%	Pitch Tech SRL, Pepe Calderin Design, SOLUTIONS SJM, Stratus Building Solutions, Brose, Gaming Labs
Hispanic American	 \$1,542,783.10	 19.91%	Pitch Tech SRL, FansUnite, GeoComply, Saiber, Hiltzik Strategies, Gaming Labs
Asian Pacific American	 \$1,430,072.59	 18.46%	Pitch Tech SRL, FansUnite, GeoComply, Saiber, Hiltzik Strategies, Gaming Labs
Alaska Native Corporation/ Indian Tribes	 \$1,131,304.53	 14.60%	Pitch Tech SRL, Gaming Labs
African American	 \$1,539,374.99	 19.87%	Pitch Tech SRL, Gaming Labs

NOTE: The figures shown above include only those vendors that have filled out Betr's Vendor/Supplier Diversity Questionnaire

Supplier / Vender Overview: Spend Breakdown

MASSACHUSETTS SPEND BREAKDOWN



	Q1	Q2	Q3	Q4	Total
Massachussets Spend	0	\$106,993.60	\$498,670.42	\$9,614.30	\$615,278.32
Overall Spend	\$2,507,466.50	\$1,567,354.87	\$2,103,967.73	\$1,569,031.58	\$7,747,820.68



COMPLIANCE

Minors/Underage Access

There were no cases of Minors/Underaged access to our platform during the reporting period.





RESPONSIBLE GAMING

Responsible Gaming User Limits Data

Limit Type	Limit Duration	Q3 –New Users with a Limit	Q1-Q3 Total Users With a Limit	Q3% New Limits/Actives	Q1-Q3% Limits/Actives
Deposit	Day	4	54	0.5%	1.2%
	Month	122	1645	15.8%	36.8%
	Week	2	44	0.3%	1.0%
Deposit Total		128	1743	16.5%	39.0%
Single Wager		1	6	0.1%	0.1%
Single Wager Total		1	6	0.1%	0.1%
Wager	Day	2	19	0.3%	0.4%
	Month	1	13	0.1%	0.3%
	Week	2	16	0.3%	0.4%
Wager Total		5	48	0.6%	1.1%
Grand Total		134	1797	17.3%	40.2%

Q1-Q3 Active Base	4466
Q3 Active Base	774

Responsible Gaming User Limits Data (Continued)

Active Base	Number of Actives
Q1-Q3 Active Base	4,466
Q3 Active Base	774

# Of Timeouts for Q3		
Timeout	# of Timeouts	% of Active Base with Timeout
New Timeout	20	2.6%
On-Going Timeout	3	0.4%
Total	23	3.0%

Timeout Duration for Q3				
Average	# Enrolled for 72 hrs.	# Enrolled for 73 hrs. - 1 month	# Enrolled for 1 -6 months	# Enrolled for over 6 months
201 Days	2	5	5	11

VSE Enrollment

0

Betr had zero VSE enrollees this quarter



COMMUNITY/OUTREACH/ CHARITABLE IMPACTS

Betr x Boxing Bullies Integration

- **Continued Commitment to Socially Conscious Operations:** Boxing Bullies remains dedicated to its vision of becoming an industry leader in socially conscious operations, with a steadfast commitment to making a positive impact on communities.
- **Expansion of #BeBetr Sub-Brand:** In line with its mission, Boxing Bullies plans on launching the #BeBetr sub-brand in 2024, enhancing its capacity to support and initiate charitable efforts. This expansion reflects the organization's ongoing efforts to broaden its reach and create meaningful change.
- **Geographic Expansion to Massachusetts:** Boxing Bullies plans to expanded its reach to Massachusetts, working closely with local gyms to establish a presence and contribute to building healthier communities. This geographical expansion aligns with the organization's goal of addressing bullying on a broader scale.
- **Positive Fundraising Results:** Jake Paul's "Boxing Bullies" charity has achieved significant fundraising milestones, surpassing the \$400,000 mark. These funds contribute directly to the organization's initiatives aimed at instilling self-confidence and leadership skills in youth while actively combating bullying.
- **Impactful Donations:** Building on its previous successes, Boxing Bullies has donated an additional 300 pairs of boxing gloves, demonstrating a tangible commitment to supporting aspiring young athletes and promoting a healthy outlet for self-expression.
- **Community Partnerships:** Ongoing discussions with a local Boys & Girls Club reflect Boxing Bullies' commitment to comprehensive youth programming. These discussions involve exploring opportunities for funding initiatives in athletics, education, and citizenship, further solidifying the organization's dedication to making a holistic impact.



Massachusetts State Lottery

Betr is actively exploring ways to capitalize on the Massachusetts State Lottery through our media division and live sportsbook app, be it on Betr Sportsbook or Betr Picks. We have maintained regular communication with the Massachusetts State Lottery to foster a potential partnership. The envisioned integration aims to offer users distinctive promotions, enriching experiences, and a vibrant community centered around both sports betting and lottery participation. As highlighted in our previous report, Betr is pursuing the following two activation strategies:

01

ORIGINAL CONTENT CREATION

Betr's strategic plans for the Massachusetts State Lottery include creating original content with renowned talent outlets like Jake Paul, Haley & Hanna Cavinder, Handshake Bets, Bo Nickal, and more. Through innovative marketing and captivating content, we aim to boost visibility and engagement for the lottery, creating a dynamic community of participants in sports betting and lottery activities through the Betr app. Please view the social asset from Handshake Bets featuring the Boston Red Sox and the Massachusetts State Lottery.

02

MASSACHUSETTS STATE LOTTERY

In Q4 2023, Betr launched "Betr Ticket," a personalized free-to-play game based on sporting event outcomes. Now, proposing a collaboration with the Massachusetts Lottery, Betr aims to create a customized game under their brand. Tailoring the game to local Massachusetts sports events, like the Red Sox-Yankees playoffs, will strengthen the association between the Massachusetts Lottery and popular sporting events.



BETR SW QUARTERLY REPORT

November 2023





Fanatics Betting & Gaming

Q3 2023 Massachusetts Sports Wagering Quarterly Report

December 7, 2023



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



Fanatics Betting & Gaming launched in the Commonwealth of Massachusetts on May 25, 2023

Month	Total MA SW Revenue	Monthly Hold %	MA SW Taxes Collected
April 2023	\$0	0%	\$0
May 2023	\$41,868.52	34.01%	\$8,354.00
June 2023	\$224,685.99	11.84%	\$44,321.61
July 2023	\$226,230.10	9.61%	\$44,295.74
August 2023	\$553,718.97	12.58%	\$109,064.00
September 2023	\$577,200.52	6.49%	\$113,001.05
Total	\$1,623,704.10	N/A	\$319,036.40



Level	Minority		Women		Veteran		MA Resident		Total Number of Employees
Executive	3	38%	2	25%	0	0%	0	0%	8
Manager, Supervisor	89	46%	53	28%	2	1%	5	3%	192
Entry Level, Non-Manager	225	55%	96	24%	2	1%	11	3%	408
Total	317	53%	151	25%	4	1%	16	3%	600

MA Residents	Level	Minority	Women
	Executive	0	0
	Manager, Supervisor	3	2
	Entry Level, Non-Manager	7	2
	Total	10 (61% of population)	4 (25% of population)



- FBG participates in the Fanatics IDEA Program (Inclusion, Diversity, Equality, Advocacy)
 - Our Global Inclusion team is dedicated to setting cross-functional strategies, measuring goals, and being held accountable to our company's commitment to IDEA
- IDEA Program has 6 FANs (Fanatics Alliance Networks)
 - *Family First, Global Black Alliance, Multicultural, Pride, Women's Initiative Network, Veterans*
 - 20% of our global workforce currently participates in FAN networks
 - FANs program is available to all Fanatics employees to participate in and help build an inclusive workplace
- While we continue to place efforts on attracting diverse candidates within our recruitment processes, Fanatics also has a focus on retention of our employees.
 - Game Changers - mentorship program
 - IDEA Day
 - FAN Panel Discussions
 - Philanthropy



Vendor: Diverse and Massachusetts-Specific Spend

Q3 Total Vendor Spend Overall: \$81,725,682

Q3 Total Vendor Spend %: 0.33%

Q3 Massachusetts Vendor Spend: \$421,951

Q3 Massachusetts Vendor Spend %: 0.52%

Diversity Certification	Q1 \$	Q1 %	Q2 \$	Q2 %	Q3 \$	Q3 %
MBE	\$674,850.26	1.51%	\$170,967.50	0.38%	\$269,794.25	0.33%
WBE						
VBE	\$0	\$0	\$0	\$0	\$0	\$0
Total Diversity Spend	\$674,850.26	1.51%	\$170,967.50	0.38%	\$269,794.25	0.33%



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
April 2023	n/a	n/a	n/a
May 2023	0	0	0
June 2023	0	0	0
July 2023	0	0	0
August 2023	0	0	0
September 2023	0	0	0
Total	0	0	0



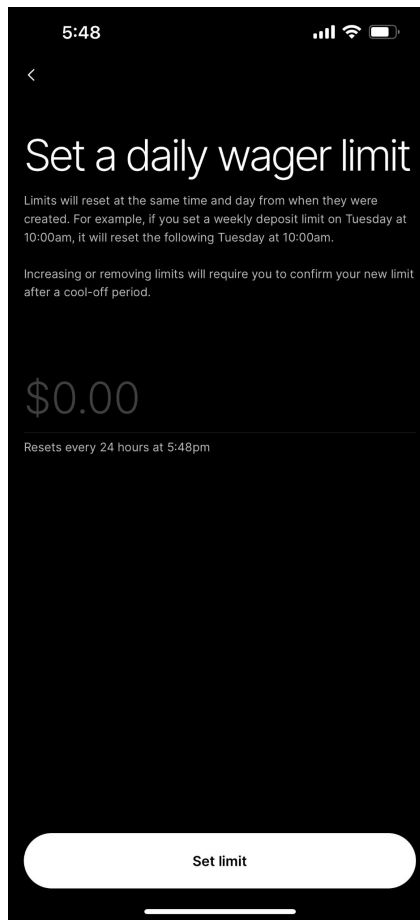
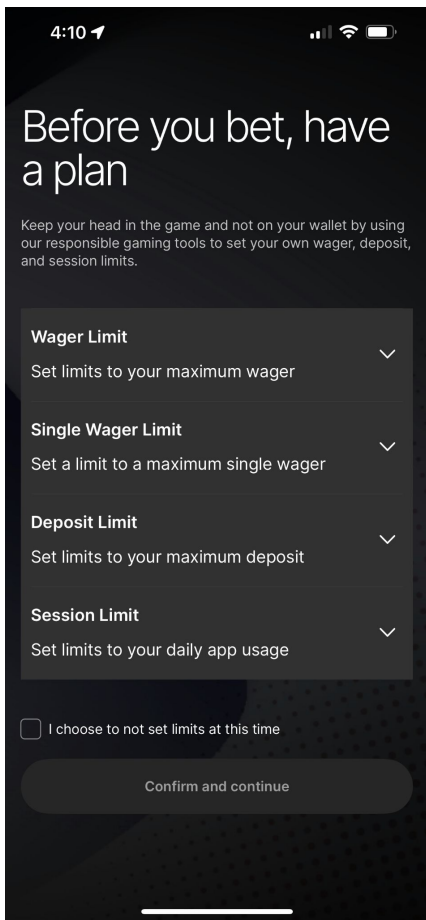
Month	VSE Enrollees
April 2023	n/a
May 2023	0
June 2023	2
July 2023	0
August 2023	2
September 2023	0
Total	4



As of September 30, FBG had **30,214 active** Massachusetts sports wagering accounts

Tool Type	ME Total Usage (as of 9/30/23)	% Total Enrollment MA Users (as of 9/30/23)
Time Limit	301	1%
Deposit Limit	645	2.1%
Overall Spend Limit	575	1.9%
Single Wager (Max Stake) Limit	362	1.2%
Cooldown Period (Timeout)	31	.08%

Cooldown Periods	
72 hours	0%
73 hours to 1 month	13%
1 month to 6 months	45%
> 6 months	42%





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- FBG and Mass Lottery had additional discussions on partnership opportunities.



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.



Q3 2023 Sports Wagering Report

December 2023

CONFIDENTIAL TREATMENT REQUESTED

Who you will hear from today

RICH COOPER

VP, Regulatory

KEITA YOUNG

Sr. Director, DE&I

JILL WATKINS

Sr. Director, Responsible Gaming Strategy and Operations

AGENDA

1

Revenue

2

Compliance

3

Workforce / Workforce Diversity

4

Vendor/Supplier Spend/ Supplier Diversity

5

Responsible Gaming

6

Charitable Impact

Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Margin %
July 2023	\$ 9,893,876.50	\$ 1,978,775.34	11.65%
August 2023	\$ 7,428,655.54	\$ 1,485,731.10	9.60%
September 2023	\$ 13,919,838.71	\$ 2,783,967.74	11.66%
TOTALS	\$ 31,242,370.75	\$ 6,248,474.18	11.09%

Compliance

Minors and Underage Report

Q3 2023	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	0	0	0
August 2023	0	0	0
September 2023	0	0	0
TOTAL	0	0	0

Our DE&I Strategy consists of four primary focus areas



1

Diverse Sourcing & Hiring

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



2

Talent & Development

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



3

Community & Culture

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



4

Employee Engagement & Communications

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

Workforce Diversity

Examples of Actions/Initiatives/Programs to Advance DE&I Goals

- Implementation of **diverse hiring slates** to increase pool of applicants eligible for senior leadership positions
- Expanding our **diverse talent outreach** to include Historically Black Colleges & Universities – established 1st HBCU Community Connection Event with current students and alumni
- **Expanding our strategic partnerships/sponsorships** to further enhance our diverse pipeline and provide development opportunities for our diverse employees - (i.e.. Women In Sports & Events, McKinsey Black Leadership Academy, McKinsey Asian Leadership Academy, Global Gaming Women, Hiring Our Heroes – Veterans Internship Program , UNCF, X. R.O.S.A)
- **Expanding our employee groups** to include seven (7) Employees Resource Groups (originally 4) and 2 new Interest Groups
- Implementation of **DEI training and learnings** to create cultural change and embed DEI into organizational skills and competencies

Workforce Diversity

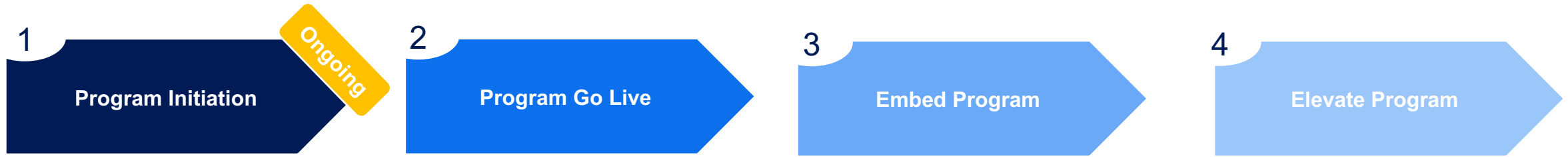
# of Employees in each Category	Minority	Women	Veteran	MA Resident	Total Number of employees
Executive VP+	6 7.6%	18 22.8%	Unknown	1 1.3%	79
Manager, Supervisor Manager, Sr. Manager, Director, Sr. Director	356 27.5%	295 22.8%	Unknown	7 0.5%	1,294
Entry Level, Non-Manager	908 48.3%	688 36.6%	Unknown	12 0.6%	1,881
Totals	1,270 39%	1001 30.8%	Unknown	20 0.6%	3,254

Data Information

- Employees of 11/7/2023
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment

Supplier Diversity (“SD”) Project Plan

Total Spend	<ul style="list-style-type: none"> • Spend detail is based on accrual accounting. • It is driven by marketing costs such as TV, Digital & Radio, as well as card fees, customer verification costs and data feeds. • It doesn't include promotion free bets, wagering & other taxes, payroll or related costs and similar expenses.
Q3	
\$ 398,344,713.03	



Key Deliverables

- RFP issued to market to identify preferred system to support supplier diversity program

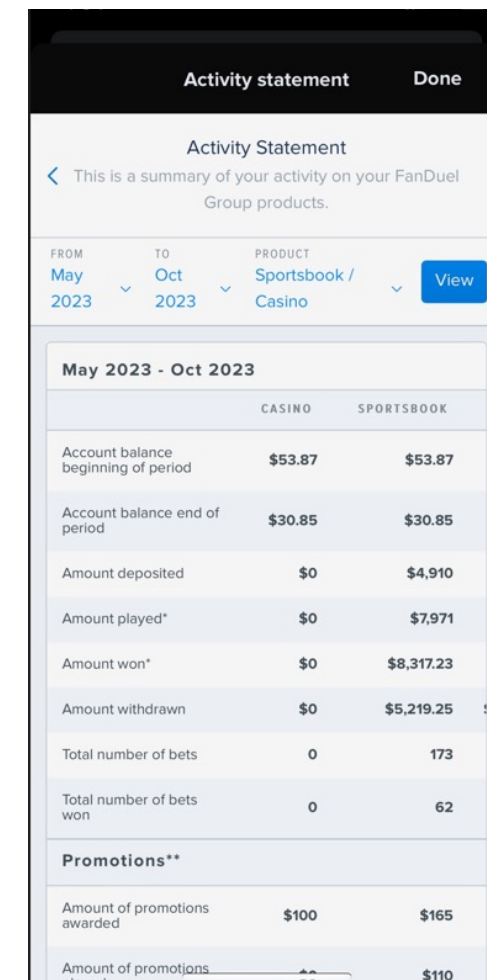
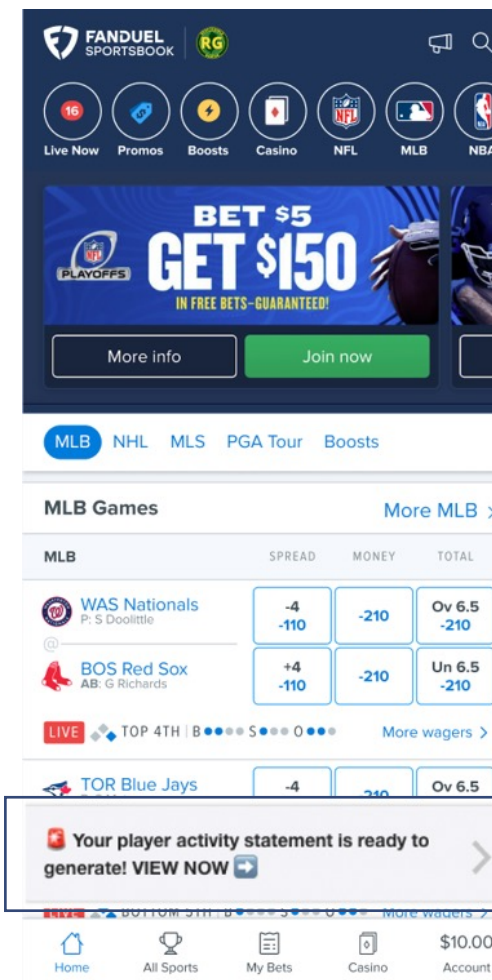
- System Go Live
- SD Program Goals defined
- Procurement procedure updated and circulated across organisation

- Implement quarterly reporting to ensure transparency

- Online registration portal
- Actively connecting with diverse suppliers

RESPONSIBLE GAMING: RG TOOL USAGE IN MA

Tool Type	% Active Tool Users ⁴
Deposit Limit	1.6%
Max Play Time	0.1%
Wager Limit	0.3%
Max Wager Size	0.3%
Player Activity Statement	31.7%



1 Typical active tool user age defined as average age of quarterly active tool users. Age is at the time of the report generation (10/31/2023).

2 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.

3 Quarterly Active Tool users only includes registered MA accounts with paid activity in Q3.

4 Quarterly Active Tool as a percentage of registered MA accounts with paid activity in Q3.

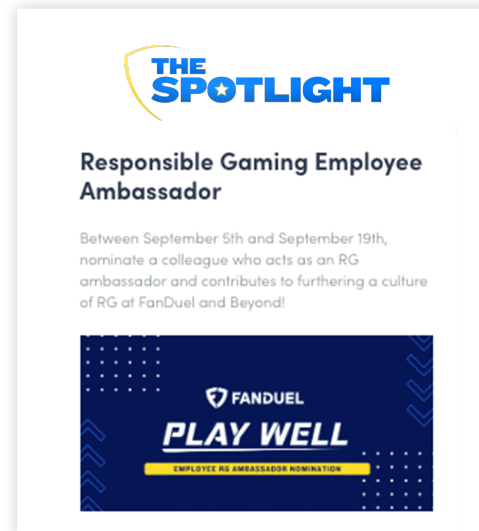
RESPONSIBLE GAMING: RG TOOL USAGE IN MA



- **0.1%** registered MA accounts elected to take a timeout in Q3 with an average length of **70 days**.²
- Within the FanDuel product we direct customers to the GameSense website to learn more about the VSE program.

RESPONSIBLE GAMING EDUCATION MONTH RECAP

- Engaged colleagues through a range of initiatives during **Responsible Gaming Education Month**
- FanDuel's 2nd annual **Play Well Day** was held on Sep. 26th, a day dedicated to reaffirming our commitments to RG, educating and engaging on how RG is a part of everyone's role
- Held 3 **lived experience webinars** for employees in partnership with EPIC Risk Management – 788 employees participated
- Launched a new **employee recognition program** highlighting colleagues serving as RG champions
- Debuted a new series of **RG Creative spots**, featuring Craig Carton, Gronk and Kay Adams, shared across FanDuel and partner social throughout Sept. and Oct.
- Announced **new RG course** for professionals across the sports industry, in partnership with Front Office Sports, launching Jan 2024



OPERATION HOPE FINANCIAL LITERACY PROGRAM LAUNCH

- **\$1M donation** to Operation Hope to bring the organization's community uplift model, HOPE Inside, as part of a 2-year partnership to Massachusetts.
- HOPE Inside model delivers **financial literacy** and **economic empowerment programming** to underserved communities.
- Program coaches provide services relating to Credit & Money Management, Homeownership and Small Business Development.
- FanDuel also supporting promotion of the program throughout the state through local media spend – paid social, radio and digital OOH
- **Program launch date:** January 2024 (coach hiring in progress)

