



## 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:

**Monday | June 3, 2024 | 10:00 a.m.**  
**VIA REMOTE ACCESS: 1-646-741-5292**  
**MEETING ID/ PARTICIPANT CODE: 112 160 8506**  
**All meetings are streamed live at [www.massgaming.com](http://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](http://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 - #519**

1. Call to Order – Jordan Maynard, Interim Chair
  
2. Sports Wagering Division – Bruce Band, Director of Sports Wagering
  - a. Presentation of Sports Wagering Operators Q1 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; Greg Shinbur, Director of Diversity, Equity and Inclusion; Heather Rapp, SVP of Corporate Social
    - III. DraftKings - Jake List, Sr. Director of Regulatory Operations
    - IV. FanDuel - Richard Cooper, VP, Regulatory; Keita Young, Sr. Director, DE&I ; Jill Watkins, Sr. Director, Responsible Gaming Strategy and Operations
    - V. Penn Sports Interactive - Adam Kates, Senior Director of Compliance
    - VI. Fanatics Betting and Gaming - Michael Levine, Senior Regulatory Counsel; Stephanie Althouse, HR Director; Anthony D'Angelo, Responsible Gaming Sr. Manager



Massachusetts Gaming Commission

3. Commissioner Updates

4. 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](http://www.massgaming.com) and emailed to [regs@sec.state.ma.us](mailto:regs@sec.state.ma.us). Posted to Website: May 30, 2024 | 10:00 a.m. EST

May 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](mailto:Grace.Robinson@massgaming.gov).*



Massachusetts Gaming Commission



# Sports Wagering Quarterly Report Q1 2024

Presented to:  
Massachusetts Gaming Commission



# REVENUE

Q1 2024

## REVENUE & TAXES\*

Month	Revenue	Taxes Collected	Handle
October	\$ 4,275,414	\$ 855,083	2.4%
November	\$ 2,992,596	\$ 598,519	1.5%
December	\$ 3,079,941	\$ 615,988	1.6%
<b>Totals</b>	<b>\$ 10,347,951</b>	<b>\$ 2,069,590</b>	
January	\$ 3,872,763	\$ 774,553	2.1%
February	\$ 3,305,278	\$ 661,056	1.9%
March	\$ 2,949,091	\$ 589,818	1.3%
<b>Totals</b>	<b>\$ 10,127,132</b>	<b>\$ 2,025,426</b>	

\* Online wagering only



**BETMGM**

# HUMAN RESOURCES

Q1 2024

# RESOURCE DIVERSITY

2023 Q4									
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	294	89	30%	4	2%	101	32%	2	0%
Non-Manager	1,020	544	57%	14	1%	354	34%	9	1%
<b>Total</b>	<b>1,332</b>	<b>635</b>	<b>48%</b>	<b>19</b>	<b>1%</b>	<b>458</b>	<b>34%</b>	<b>11</b>	<b>1%</b>

2024 Q1									
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	298	77	26%	3	1%	101	34%	3	1%
Non-Manager	1,033	478	46%	12	1%	362	35%	6	1%
<b>Total</b>	<b>1,349</b>	<b>557</b>	<b>41%</b>	<b>16</b>	<b>1%</b>	<b>466</b>	<b>35%</b>	<b>9</b>	<b>1%</b>

\* Non-Binary included in this total



# VENDOR UTILITY

Q1 2024



## GLOBAL VENDOR UTILITY

Spend Type	2023 Q4		2024 Q1	
	Dollars	% *	Dollars	% *
<b>Total Vendor Spend</b>	<b>\$ 173,553,485</b>	<b>100.0%</b>	<b>\$ 209,782,911</b>	<b>100.0%</b>
Diverse Vendor Spend	\$ 1,779,729	1.0%	\$ 1,140,836	0.5%

Diversity Type	2023 Q4		2024 Q1	
	Dollars	% **	Dollars	% **
Diverse & Small	\$ 693,396	39.0%	\$ 527,773	37.6%
Small Only	\$ 1,049,343	59.0%	\$ 608,052	43.3%
Diverse Only	\$ 36,990	2.1%	\$ 5,011	0.4%
Minority Business Enterprise	\$ 468,749	26.3%	\$ 310,218	22.1%
Veteran Business Enterprise	\$ 31,818	1.8%	\$ 32,178	2.3%
Women Business Enterprise	\$ 353,976	19.9%	\$ 155,427	11.1%

\* Of Total Vendor Spend

\*\* Of Diverse Vendor Spend

## LOCAL VENDOR UTILITY

Quarter	Spend
2023 Q4	\$ 767,672
2024 Q1	\$ 1,005,033
<b>All Quarters</b>	<b>\$ 1,772,704</b>

Type	Spend	Quarter(s)
MBE	\$ 39,706	23Q4 , 24Q1
Small	\$ 12,674	23Q4 , 24Q1
<b>All Types</b>	<b>\$ 52,380</b>	



**BETMGM**

# COMPLIANCE

Q1 2024

## **DIGITAL UNDERAGE USE\***

<b>Timeframe</b>	<b>Underage Patrons</b>
2023 Q4	1
2024 Q1	1
<b>TOTALS</b>	<b>2</b>

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



**BETMGM**

# RESPONSIBLE GAMING

Q1 2024

## SELF-REGULATION

Timeframe	Patrons			Cool-Off Days			
	Time-Out Tool (Cool-Off)	Tool Usage (of Customers)	Voluntary Self Exclusion	Total Days	Average	Median	Maximum
2023 Q4	1,089	0.6%	187	186,293	107	30	365
2024 Q1	1,147	0.5%	187	204,408	131	31	366



## PROBLEM GAMBLING AWARENESS MONTH

→ **EVERY STORY MATTERS**

Increase Awareness

Show Support

Take Action



# PGAM Highlights

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Press Release

Website Banner

Customer Emails

EPIC Global Solution  
Sessions

Employee Facing Activities

Social Media



## MGM RESORTS & BETMGM STRENGTHEN RELATIONSHIP WITH KINDBRIDGE, FURTHERING SUPPORT FOR PROBLEM GAMBLING RESEARCH & TREATMENT

NEWS PROVIDED BY  
**MGM Resorts International** →  
Mar 01, 2024, 06:00 ET



BetMGM expands its groundbreaking collaboration with Kindbridge



Kindbridge referrals now being sent to players in 8 jurisdictions (CO, MA, MI, NJ, OH, ON, PA, WV)



## Raise awareness about PGAM and GameSense tools



**PROBLEM GAMBLING  
AWARENESS MONTH**

It's Problem Gambling Awareness Month, and BetMGM is a proud supporter of the National Council on Problem Gambling's (NCPG) campaign to raise awareness and drive action to address problem gambling.

As part of our commitment to responsible gambling and problem gambling prevention, we are proud to offer the innovative responsible gambling program GameSense® at BetMGM. We encourage you to visit our GameSense® website to learn about how you can get the most out of your BetMGM experience.

To learn more about GameSense®, visit the link below.

[LEARN MORE](#)

How can we help?  
Customer Care Team

FOLLOW US   

Must be 21 or older. We provide self-exclusion controls, time and deposit limits - we encourage our customers to know their limits. We strictly prohibit gaming by individuals under 21 years old and do not market to individuals under 21 years old.

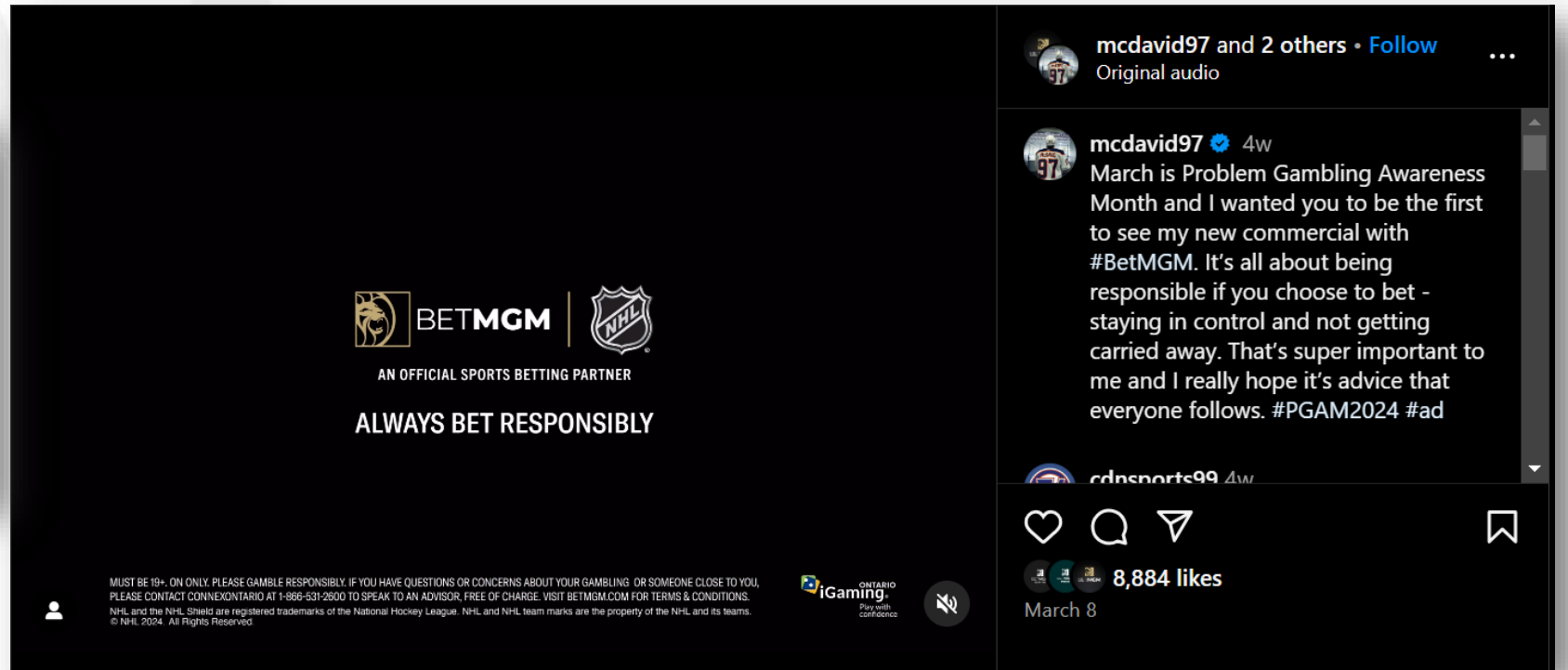
# Social Media Posts

- Posts on X and Instagram throughout the month promoting:
  - PGAM
  - GameSense
  - Problem gambling screening and resources



# Launch of Responsible Gambling Commercial

- BetMGM aired its first responsible gambling commercial on March 8, 2024.
- Featuring BetMGM ambassador and NHL player Connor McDavid.
- Purpose of the ad is to promote awareness about BetMGM's RG tools.



# Launch of Responsible Gambling Commercial

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Highdive US  
BetMGM

"Carried Away\_30\_US\_16x9\_TV"  
:30  
BETM1233000H

03.03.2024  
#2032  
©2024 BetMGM

THE  
COLONIE

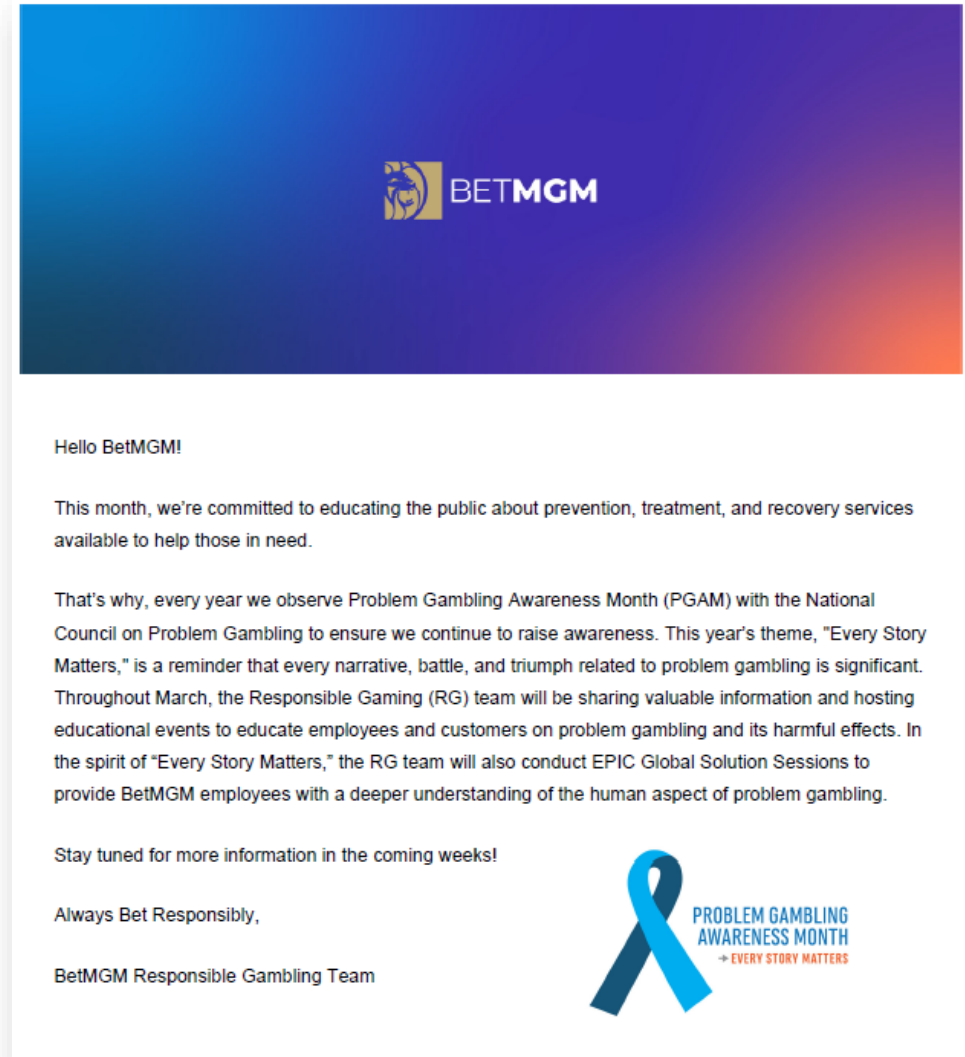
312.255.1234  
thecolonie.com

# Weekly Employee Emails

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## Topics covered in weekly emails:

- Importance of PGAM
- Understanding problem gambling
- Highlighting EPIC Global Solutions
- GameSense



# Daily Dose Sessions

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5 segments held  
throughout March



Bring awareness and  
educate employees about  
PGAM



Trivia to test employee  
knowledge about problem  
gambling



(4) EPIC Global Solution Sessions were conducted to share firsthand experiences from individuals affected by problem gambling, providing insight into the impact it had on their lives and their strategies for recovery.



## **New Trade Association Launches Unprecedented Effort to Strengthen Responsible Online Gaming, Promote Best Practices**

4 min read



Responsible Online Gaming Association



# LOTTERY

Q1 2024

# Lottery

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- 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 analysis of a strategic partnership are ongoing.
- MGM Springfield offers on-property lottery engagement



**BETMGM**

**DEI:**  
**Strategy & Initiatives**

Q1 2024

## **Integrate and Assess DEI Throughout Human Resources**

- To ensure our business' processes and ways of working incorporate DEI-based decision making.

## **Optimize Our Employee Resource Groups**

- Iterate on ERG strategy to drive EE, Psychological Safety, and Inclusion.

## **Empower Mentorship Program**

- To provide high potential talent with underrepresented backgrounds ample opportunities to grow their careers.

# 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

# Community and ERG Initiatives

## ERG and Organizational Community Engagement Efforts:

### Black History Month Representation Panel

Black Employee Network ERG hosted a business-wide panel discussion tackling representation in leadership within our business, what it means, and how we can achieve representational diversity at scale.

### Black Employee Network Mixer

- Our Black Employee Network ERG hosted a networking mixer – providing employees an opportunity to connect, recharge, and engage.

### SOAR into Joy Fireside Chat and Workshop powered by Women’s ERG and Bet on Vets ERG

- Our Women@BetMGM and Bet on Vets ERG joined forces to host an empowering fireside chat with former Navy pilot Loree Draude.
- An intimate leadership workshop took place as part of the event specifically for our women and veteran ERG members.

### Women’s History Month Employee Panel

- Women’s ERG members came together to converse on work-life balance, career trajectory, importance of allies, and more in a business-wide conversation.

### Cherry Blossom Festival powered by Impact ERG

- Members of BetMGM’s ERGs participated in a parade to commemorate the new season and celebrate with the DMV community.



# Empower Mentorship Program

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**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 approved
- 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



**EMPOWER**  
@  
**BETMGM**



# BetMGM Internship Program

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BetMGM will be launching its 2nd annual internship program to help aspiring professionals:

- Gain exposure to the sports wagering industry
- Drive their career interests in sports, technology, iGaming, and sports wagering

We will be hiring 9 interns across different areas of the business including:

- Product
- Finance
- Human Resources
- Compliance
- Brand Marketing
- Public Relations
- Customer Service Operations





**BETMGM**  
**BELIEVE IN YOUR GAME**



Caesars Sportsbook  
06/03/24 Meeting – Massachusetts Gaming  
Commission

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*Q1 2024 Sports Wagering Quarterly  
Report*



# Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

## ➤ Revenue:

Q4 2023				Q1 2024			
Month	Total SW Revenue	MA SW Taxes Collected	Handle	Month	Total SW Revenue	MA SW Taxes Collected	Handle
October	1,311,092.89	1,265,197.89	7%	January	1,088,507.79	1,032,845.79	5%
November	403,366.90	335,536.90	2%	February	688,719.09	643,526.09	4%
December	1,072,083.88	1,012,162.88	4%	March	1,352,696.41	1,290,366.41	5%
<b>TOTALS</b>	<b>2,786,543.67</b>	<b>2,612,897.67</b>	<b>4%</b>	<b>TOTALS</b>	<b>3,129,923.29</b>	<b>2,966,738.29</b>	<b>5%</b>

CAESARS ENTERTAINMENT™ | PROPRIETARY AND CONFIDENTIAL





## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

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### ➤ **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 – Q1 2024

### ➤ Workforce / Workforce Diversity

# of Team Members in each Category	Minority		Women		Veteran*		MA Resident		Total Team Members
	#	%	#	%	#	%	#	%	
Executive	91	26%	34	10%	0	0%	0	0%	352
Manager & Supervisor	157	39%	108	27%	12	3%	6	1%	407
Entry Level	352	45%	209	27%	20	3%	0	0%	775
<b>Totals</b>	<b>600</b>	<b>39%</b>	<b>351</b>	<b>23%</b>	<b>32</b>	<b>2%</b>	<b>6</b>	<b>0%</b>	<b>1,534</b>

\*Team Members are not required to disclose Veteran status

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## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

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- Caesars over the past year has taken a very detailed look at how we as a company identify, capture and calculate our overall Diversity spend. With that in mind we have developed a new methodology that we feel tightens up the overall process we use. With this new methodology we are taking a much more critical look at what categories of spend we scrub from our total spend numbers to arrive at our final Diversity spend percentages. With any change in methodology will come growing pains and this change is no different. We do however feel that our new methodology will create greater visibility into how we calculate these percentages and provide us with a consistent methodology going forward. Although the intent of this presentation is to discuss Caesars Diversity spend, we would also like to point out that based on our addressable spend data we have spent over \$38.5 million with Mass. Based suppliers in Q1 of 2024.

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



## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

### ➤ Vendor / Supplier Spend / Supplier Diversity

#### Q1 2024 Overview of Total Spend, including any MA Spend/Impacts

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

2023	Total Spend	Diverse Spend	Diversity %
23Q2	\$1,254,528,026	\$35,963,687	11.60%
23Q3	\$1,291,324,046	\$30,547,983	10.05%
23Q4	\$1,425,762,756	\$36,349,051	11.38%
24Q1	\$1,285,482,124	\$22,749,234	8.10%

- As you see above, we had a dip in our overall company Diversity spend from Q4 2023 to Q1 2024. This can be attributed to a large decrease in our companies Capex Construction spend. This decrease amounts to a loss of \$15.5 million in Diverse spend when comparing Q4 2023 to Q1 2024. On a more positive note, we are trending at approximately 12.1% Diverse spend for Q2 2024.

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

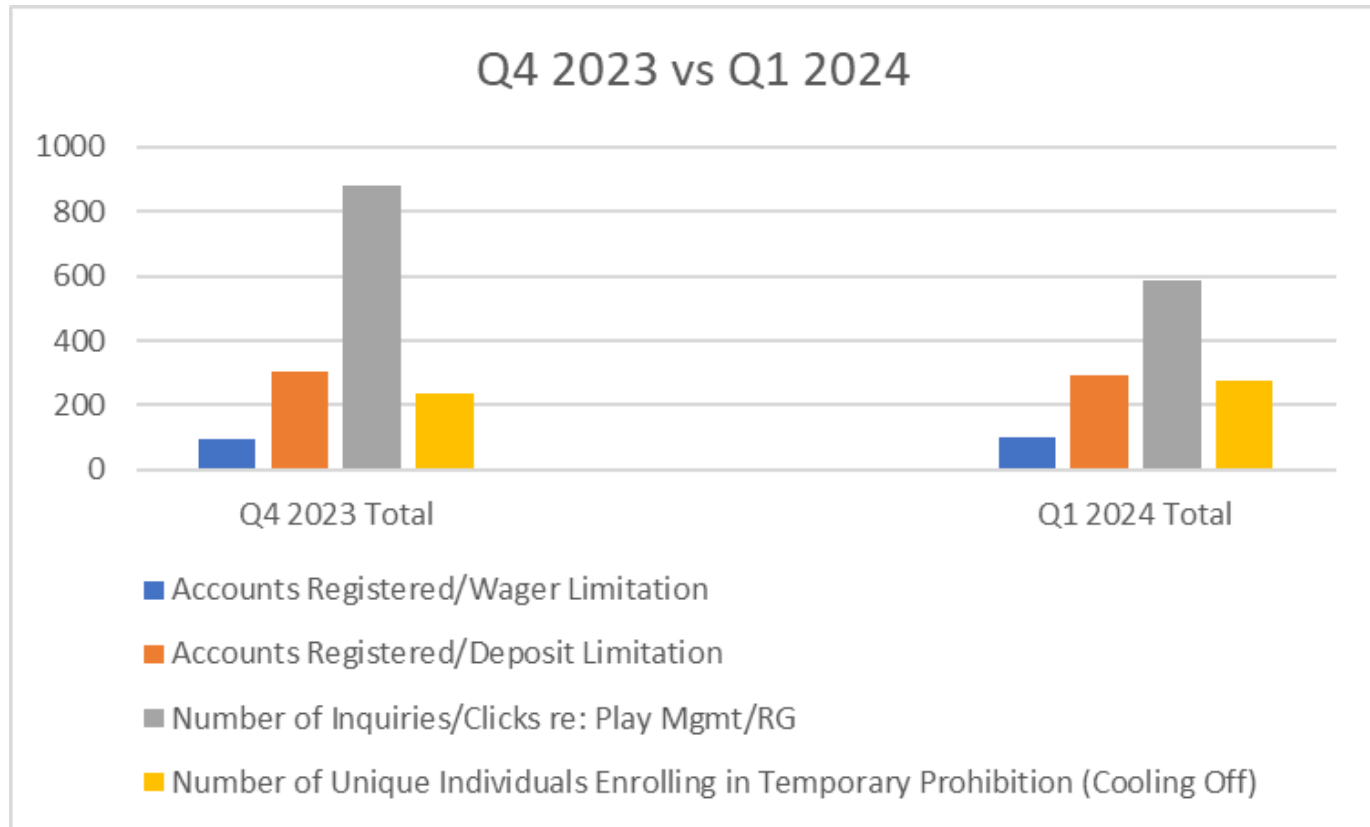






## ➤ Compliance

### Play Management Responsible Gaming Reporting





## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

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### ➤ **Responsible Gaming Q1 2024**

- Q1 2024 VSE Enrollees:
  - 97 Massachusetts State VSE enrollees were added for the quarter
  - As of 03/31/24, there were 97 MA State VSEs suppressed at Caesars
  
- Caesars participated in the following problem gaming activities in Q1 2024:
  - 2024 Mandatory Annual Responsible Gaming Refresher Training roll out on January 23-for front of house/customer facing, Corporate, and Caesars Digital team members;
  - Caesars Responsible Gaming Ambassador training during PGAM -March 6, 19, 20, 26, and 27;
  - Press Release dated March 28: Caesars Sportsbook Recognized for Responsible Gaming Practices with Top Accreditation by Responsible Gambling Council's RG Check Program
  - March 2024 - Caesars Foundation Grant Award of \$250,000 to the International Center of Problem Gambling



### ➤ **Lottery Engagement**

**Caesars is undergoing changes in our initial marketing strategy with the Massachusetts Lottery. We will continue to work with the Massachusetts Lottery on a marketing strategy and implementation plan for potential promotional opportunities.**





## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

### ➤ **Community / Outreach / Charitable Contribution**



**BOYS & GIRLS CLUBS  
OF AMERICA**

Caesars Foundation National partnership with Boys and Girls Club of America has been instrumental to scaling important resources:

- **Safety and Trauma-Informed Practice:** Implement rigorous safety policies and trauma-informed practices, ensuring the emotional and mental well-being of the youth served. To date, 721 (71%) Clubs have engaged in trauma-informed improvements, as measured by the Trauma-Informed Diagnostic.
- **Scaling Impact with Technology:** Through innovative technology solutions facilitated by Caesars, such as the MyFuture web platform and MyClubHub, they've been able to efficiently deliver high-quality programs and track outcomes, ultimately scaling impact beyond Club walls.
- **Research, Evaluation, and Advocacy:** Caesars' support has enabled them to conduct research, evaluate program effectiveness, and advocate for policies that support the success of young people at local, state, and federal levels.





## Caesars Sportsbook Sports Wagering Quarterly Report – Q1 2024

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Questions and comments can be sent to:

- Heather Rapp, SVP of Corporate Social Responsibility, [hrapp@caesars.com](mailto:hrapp@caesars.com)
- Lisa Rankin, VP of Compliance & Licensing, [lraink@caesars.com](mailto:lraink@caesars.com)
- David Schulte, VP of Procurement, [DSchulte@caesars.com](mailto:DSchulte@caesars.com)
- Carolene Layugan, Responsible Gaming Program Director, [CLAYUGAN@Caesars.com](mailto:CLAYUGAN@Caesars.com)
- Greg Shinbur, Dir of Diversity, Equity and Inclusion, [GEShinbur@caesars.com](mailto:GEShinbur@caesars.com)
- Curtis Lane Jr., Digital Compliance Manager, [curtis.lane@caesars.com](mailto:curtis.lane@caesars.com)





June 3rd, 2024

# Crown MA Gaming - DraftKings

Q1 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

01

Revenue



# 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%
<b>TOTALS</b>	<b>\$91,855,541</b>	<b>\$17,931,533</b>	<b>10.2%</b>

# Q4 2023 Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Hold %
October	\$34,253,687	\$6,704,468	11.2%
November	\$27,190,108	\$5,282,468	8.5%
December	\$30,716,429	\$5,989,645	9.7%
<b>TOTALS</b>	<b>\$92,160,224</b>	<b>\$17,976,581</b>	<b>9.8%</b>

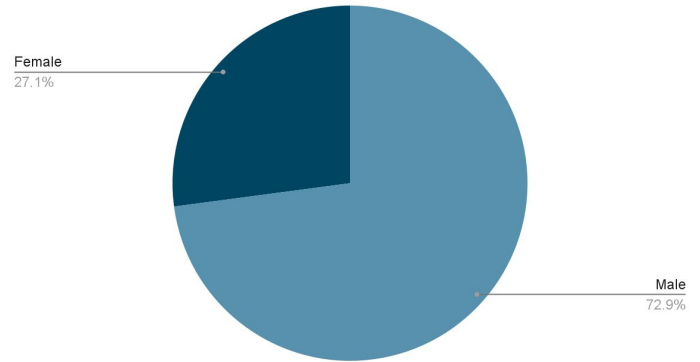
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# Workforce/ Workforce Diversity

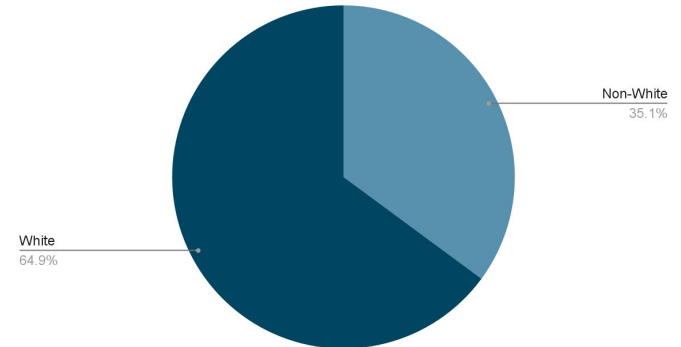
# Workforce / Workforce Diversity

- YOY we have increased global female representation from 26.5% to 27.1% and Non-White representation in the US from 21% to 35.1%.
- Greater partnerships with women based industry organizations, expanded programming with HBCU's campuses and intentional diversity-based recruitment efforts have contributed to the growth in diversity.
- 2024 will incorporate our redesigned BRGs (Women and SHADES) to also drive attraction and recruitment efforts. We are anticipating launching our Veterans BRG in Q3 2024 to assist in recruitment of Vets as well.

Gender



Race/Ethnicity



# Breakout of Workforce Diversity Data

	GLOBAL				US				MA			
	Non-White	Women	Veteran	Total	Non-White	Women	Veteran	Total	Non-White	Women	Veteran	Total
<b>Senior Leaders</b>		34 (21.1%)	3 (1.9%)	161	21 (15.4%)	34 (25.0%)	3 (2.2%)	136	8 (9.9%)	25 (30.9%)	2 (2.5%)	81
<b>Managers</b>		249 (24.7%)	13 (1.3%)	1009	152 (21.8%)	193 (27.7%)	8 (1.1%)	698	58 (20.4%)	88 (30.9%)	4 (1.4%)	285
<b>Professionals</b>		912 (28.2%)	32 (1.0%)	3238	909 (40.4%)	686 (30.5%)	24 (1.1%)	2250	144 (23.5%)	165 (26.9%)	2 (0.3%)	613
<b>Total</b>		<b>1195</b> <b>(27.1%)</b>	<b>48</b> <b>(1.1%)</b>	<b>4408</b>	<b>1082</b> <b>(35.1%)</b>	<b>913</b> <b>(29.6%)</b>	<b>35</b> <b>(1.1%)</b>	<b>3084</b>	<b>210</b> <b>(21.5%)</b>	<b>278</b> <b>(28.4%)</b>	<b>8</b> <b>(0.8%)</b>	<b>979</b>

*Data as of Q1 2024 for all regular employees  
Non-white data is US employees only*

03

**Vendor/Supplier Spend/ Supplier  
Diversity**

# Supplier Diversity Efforts

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

- 1) Supplier Diversity integrated into monthly in-office social hours
- 2) Supplier Diversity Directory developed by our BRGs (*PRIDE, SHADES and Women - Vets launching in Q4*)
- 3) SLT Comms to drive usage of Diverse Suppliers based on annual spending trends
- 4) Supplier Diversity Committee with Executive Sponsorship in development



*In the Community...*

BOSTON MAIN STREETS  
FOUNDATION

# Total Vendor/Supplier Spend Overall

- By 2023 year end we allocated 0.6% of US vendor spend towards diverse suppliers, short of our 5% National Goal, but through Q1 we have reached 1.27% of total spend.
- Local MA spending 2023 year end reached 10% of towards diverse suppliers, and we have tracked an increase for Q1 2024

Q1 2024	US	MA
<b>Total Vendor Spending</b>	<b>598,046,336</b>	<b>22,698,240</b>
MBE	3,513,965	3,508,456
VBE	-	-
WBE	4,100,317	-
<b>Total Diversity Spend</b>	<b>7,614,282 (1.27%)</b>	<b>3,508,456 (15.45%)</b>

**10**

**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
January	7*	7*
February	7*	7*
March	1*	1*

Q3 2023

Month	User Accounts Suspended due to claims of underage activity*
October	5*
November	3*
December	*2

\* 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.

**05**

# **Responsible Gaming**

# Voluntary Self Exclusion

All DraftKings users are routed to the Massachusetts state self-exclusion list from our 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.

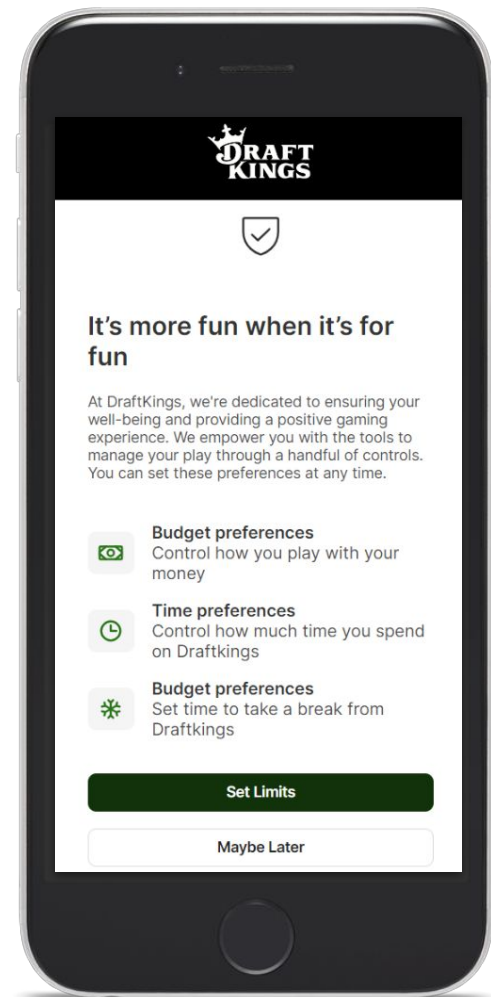


**MGC VSE App Exclusions  
Q1 2024 (January - March)**

**112**

# Account Limits

Account Limit Tools	Percentage of MA Users enrolled (Q1 2024)
TIME LIMIT	0.3%
DEPOSIT LIMIT	2.8%
SPEND LIMIT	0.3%
WAGER LIMIT	0.3%
COOL OFF	0.15%

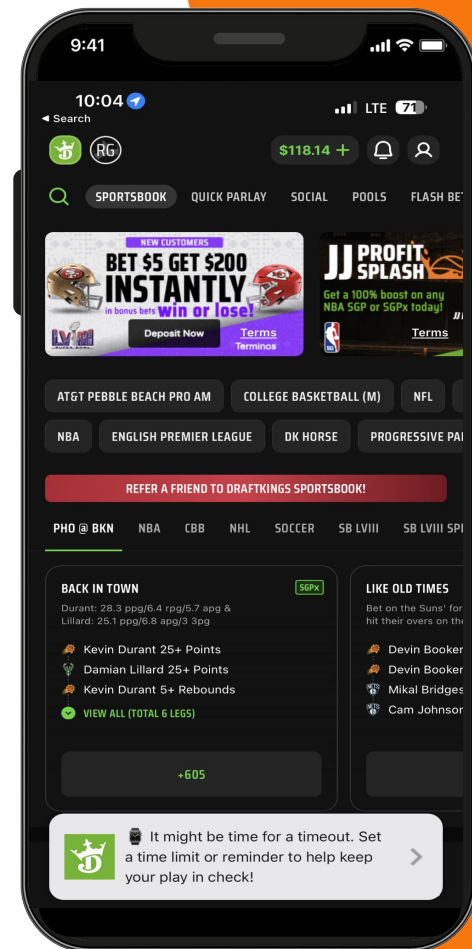


# MY STAT SHEET

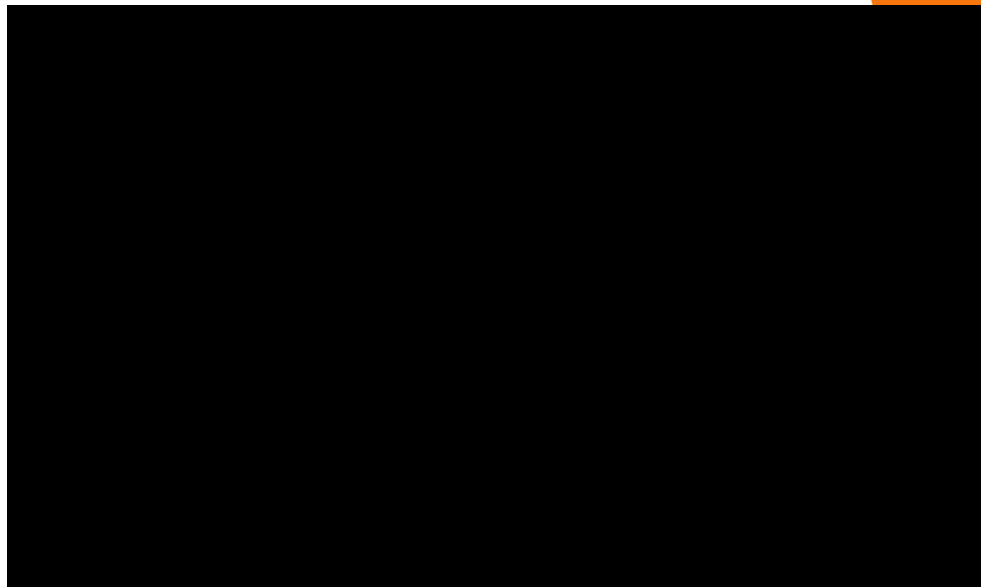
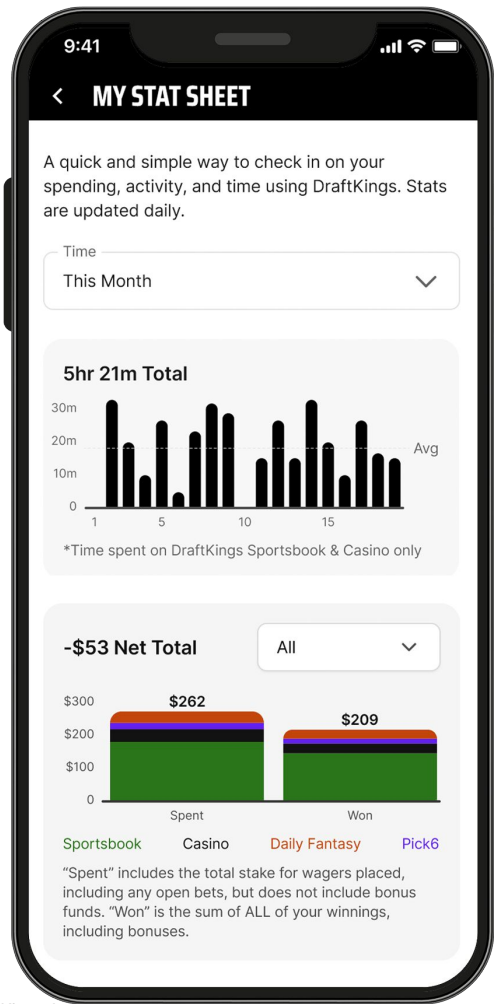
In February, DraftKings is proud to have unveiled **My Stat Sheet**, a gaming tool that gives players the ability to assess, track and interact with their personal stats through intuitive charts and information that will help empower players to make data-driven decisions on their own play and therefore promote responsible gaming. 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.

Additionally, in February, DraftKings launched **in-app messages** to players that are triggered by alerts built by Analytics related to their play behavior.

DraftKings also placed an **RG banner** on our main promotions carousel that encouraged players to “Stay Safe. Set a budget.” and included a call to action link to our limit setting pages.



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



# PROBLEM GAMBLING AWARENESS MONTH 2024 EFFORTS

In addition to regular messaging that goes out to increase awareness about self-exclusion and Massachusetts / GameSense resources, we engaged in several efforts to promote awareness of problem gambling and resources for help:

- Raising awareness via [DKsaferplay.com](https://DKsaferplay.com), a site for information and facts on responsible gaming, DraftKings safer play resources, and links for getting help for problem gambling.
- Digital screens featured PGAM at all retail access partners with QR to [DKSaferPlay.com](https://DKSaferPlay.com) PGAM resources
- Resources and PGAM quiz featured on [DKSaferPlay.com](https://DKSaferPlay.com)
- Responsible Gaming Quiz Free to Play Pool on platform with over 51,000 entrants. Quiz questions focused around RG practices.
- Featured Gambling Disorder Screening Day (Mar 12)
- Media outreach and press releases on various topics, including new RG tooling, expanded partnership with Kindbridge Behavioral Health and public education about underage gaming
- LinkedIn thought pieces and posts through DKLife talent acquisition channel
- Dedicated CRM message send to total of 2.5 million players (see asset on next slide)
- Links across our platform pages for players



## SOMETIMES STEPPING AWAY IS THE RIGHT **PLAY**



Breaks are important, even when you're winning.



Setting limits on your deposits, spending, and time can keep you in check.



Want a longer break? We've got your back with our self-exclusion option.

[VIEW RG TOOLS](#)



PROBLEM GAMBLING  
AWARENESS MONTH



**90**

**Lottery**

# Massachusetts State Lottery

There are no updates for Q1 2024.

07

# Community/Outreach/Charitable Impacts



**SERVE WITH  
S.E.R.V.E.S.**

**Volunteer to Support Women in Our Communities**

In honor of International Women's Day, DK S.E.R.V.E.S. hosted employee volunteer events across all 11 of our global office locations. 500 employee volunteers came together across the company to assemble 4,500 care packages for women in their communities and DraftKings donated over \$150K for this initiative. Care packages were delivered to women escaping domestic violence, homelessness, and other traumatic situations.

In Boston, DraftKings employees assembled 1,000 care packages in coordination with United Way of Massachusetts Bay with care packages distributed Women's Lunch Place, Rosie's Place and Project Hope, among others.



# A Day in the Life - Dr. Jen Welter

During Super Bowl week, DraftKings S.E.R.V.E.S. was the primary sponsor for “A Day in the Life” hosted by Dr Jen Welter, the first female coach in NFL history. The event served to empower women through the game of football by providing attendees with a unique opportunity to step onto the field and learn the fundamentals of football from former athletes. DraftKings is committed to bringing fans closer to the games they love while supporting the A Day in the Life experience, encouraging women to embrace football both on and off the field.



# DraftKings Tech For Heroes

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. Over 75 additional veterans have graduated through the Tech for Heroes program this year, with several classes held in January and February. DraftKings is on its way to training its 1,000th veteran through the program in 2024. Since 2018, DraftKings has donated over \$2.5M to VetsinTech in support of this program.





**THANK YOU**



# Q1 2024 Sports Wagering Report

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June 2024

CONFIDENTIAL TREATMENT REQUESTED



# Who you will hear from today

---

**RICH COOPER**

VP, Regulatory

**KEITA YOUNG**

VP, Diversity, Equity, & Inclusion

**ASHLEY CAHILL**

Director, Responsible Gaming

# 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 %
January 2024	\$25,122,261.10	\$5,024,452.22	13.19%
February 2024	\$14,035,652.09	\$2,807,130.40	9.08%
March 2024	\$15,193,097.28	\$3,038,619.45	8.22%
<b>TOTALS</b>	<b>\$54,351,010.47</b>	<b>\$10,870,202.07</b>	<b>10.25%</b>

# Compliance

## Minors and Underage Report

Q1 2024	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
January 2024	0	0	0
February 2024	1	0	1
March 2024	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>1</b>

# 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

# 1st Quarter DE&I Projects/Initiatives



## Diverse Sourcing & Hiring

- ✓ Developing guidelines for diverse slates for L5+ Roles
- ✓ New Partnership with Global Gaming Women



## Talent & Development

- ✓ Completion of Asian McKinsey Leadership Academies
- ✓ Launch Hispanic McKinsey Leadership Academy
- ✓ ERG leadership & Developmental outside coaching firm



## Community & Culture

- ✓ Development of DEI Toolkits
- ✓ Extensive ERG activations (WIN, BOLD, FAME)



## Employee Engagement & Communications

- ✓ Self-Id Campaign

# Workforce Diversity

# of Employees in each Category	Minority	Women	Veteran	MA Resident	Total Number of employees
Executive VP+	11   12.1%	23   35.2%	Unknown	1   1.1%	91
Sr. Director Director Sr. Manager Manager Supervisor	391   27.1%	350   24.3%	Unknown	8   0.5%	1,442
Non-Manager Entry Level	920   47.3%	685   35.2%	Unknown	14   0.7%	1,946
<b>Totals</b>	<b>1,322   38%</b>	<b>1,090   30.5%</b>	<b>Unknown</b>	<b>23   0.6%</b>	<b>3,479</b>

## Data Information

- Employees as of 3/31/2024
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment







## Black History Month

- **All Month Long:** Created our first ever **Black History Month commercial** that aired on FDTV and various social media accounts such as LinkedIn and Twitter!
- **February 13- 15:** Hosted company-wide **Mixology Event** which took FanDuel employees in all US office locations on a flavorful journey, delving into culturally relevant traditional Mardi Gras cocktails and indulging in the delight of celebratory King Cakes.
- **February 22:** Hosting FanDuel TV personality and former NBA star, **Lou Williams** for an insightful panel discussion and a lively happy hour at our ATL office.



## Women's History Month

- **Friday, March 8** - WIN x FAME International **Women's Day Webinar**
  - **Friday, March 8** - Women Inspired **Charity Gala** hosted by Street Soccer Scotland in Edinburgh
  - **Tuesday, March 19** - WIN x BOLD **Quiz Bowl Trivia** (EDI, ATL, NYC and LA offices)
  - **Thursday, March 28** - WIN x ELT Sponsor Carolyn Renzin, General Counsel (discussion about her career and journey to FanDuel)
- All Month Long:**
- Women's History Month **Spotlight Program** – honoring/celebrating FanDuel female colleagues
  - **Period Supply Drive**



## FAME Events

### Lunar New Year (15 Feb)

- Lion Dancing, LNY food, Red Envelopes
- The Outfield x SPEAK x FAME

### International Women's Day (8 Mar)

- Virtual Panel & IWD Gala Night
- WIN x FAME x **Street Soccer Scotland**

### Black History Month (19 Mar)

- Bob Marley Movie & Chat
- BOLD x FAME

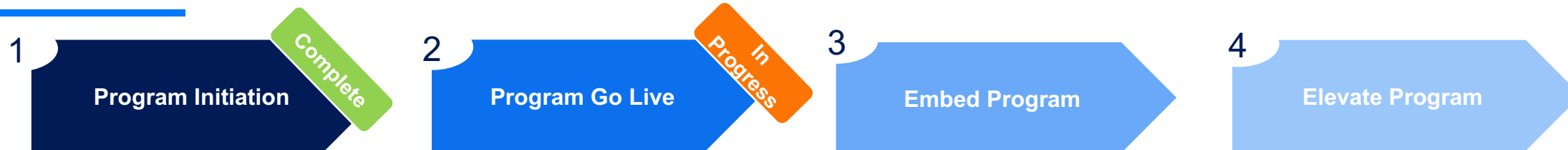
### Neurodiversity Visibility Week (21 Mar)

- Everything Everywhere All at Once - Movie & Chat
- Neurodiversity IG x FAME



# Supplier Diversity (“SD”) Project Plan

Key Deliverables



- Post RFP, Supplier.io identified as preferred solution to support supplier diversity program
- Contract signed Feb'24
- Kick Off Implementation of Tier 1 Analytics

- 2023 Diverse Tier 1 Spend Identified
- Finalizing Successful implementation of Supplier io platform to baseline diverse spend and assess current state.
- Implement a reporting and tracking mechanism to monitor progress towards supplier diversity goals with yearly Tier 1 Supplier Diversity reporting.

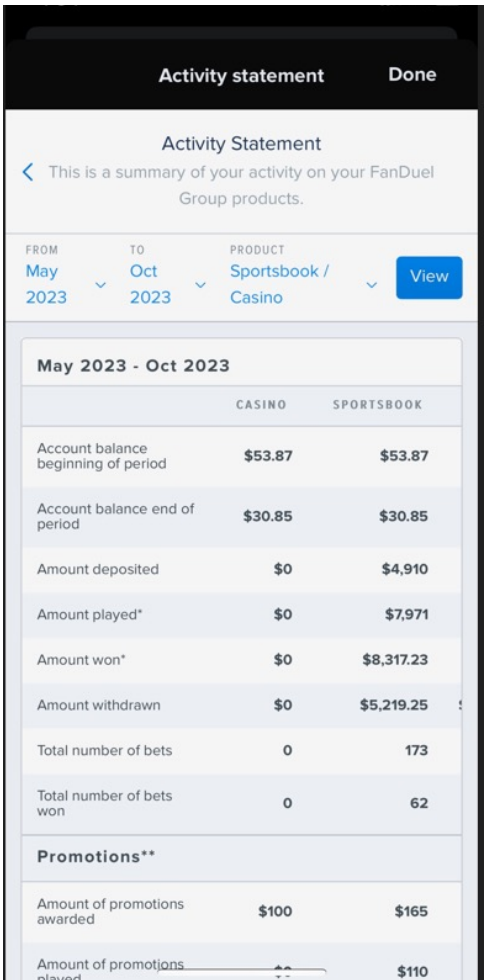
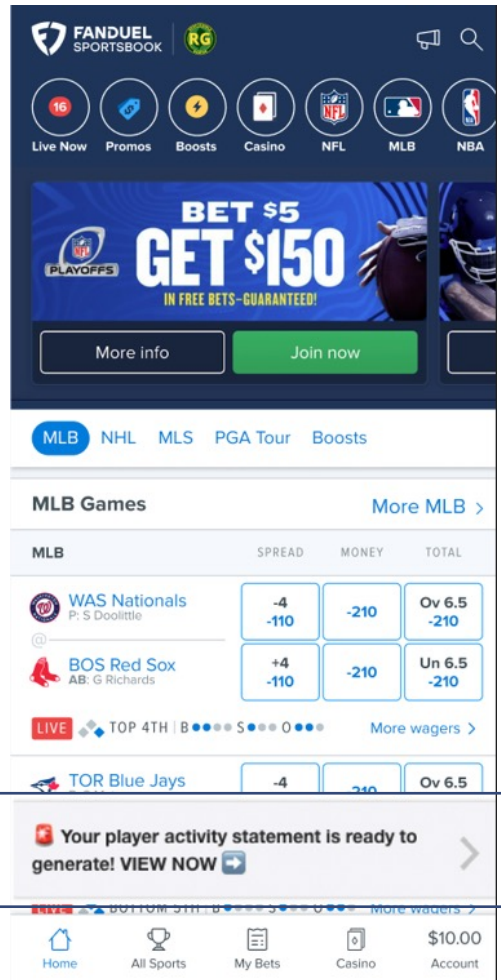
- Invest in and dedicate the resources required to develop, implement and continually evolve our Supplier Diversity Program and Partnerships year over year. Update Procurement Policy and Procedures to incorporate Supplier Diversity Program Goals
- Integrate supplier diversity criteria into the supplier selection processes, ensuring that, where available, a diverse supplier is considered, and that supplier diversity is a factor in supplier evaluations across FDG's sourcing and procurement led Request for Quote (“RFQ”), Request for Proposal (“RFP”), and/or Direct Sourcing activities.
- Incorporate supplier diversity provisions into supplier contracts sourced, negotiated and contracted through FDG Sourcing.

- 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 with a focus on underrepresented groups such as minority-owned, women-owned, veteran-owned, LGBTQ+-owned, disabled-owned, and small and disadvantaged businesses.
- Employ outreach efforts to identify and engage with diverse suppliers, aiming to establish relationships with new diverse suppliers annually through targeted outreach, networking events, and partnerships with diversity organizations.
- Foster collaboration and knowledge sharing with industry peers and diversity organizations to exchange best practices, leverage resources, and drive collective action towards advancing supplier diversity goals.

2023	Spend (\$)	
<b>Total Diverse Spend</b>	\$16,520,094	<ul style="list-style-type: none"> <li>• 2023 MA Diverse Spend was driven by a Certified WBENC (Women-Owned Business) supporting Corporate Facilities, and a SAM Certified SMALL Business providing Development/Engineering software</li> <li>• Ongoing work includes Environmental Graphics, Office Furniture, Remediation – Electrical, Labor Buildout of Office Spaces</li> </ul>
<b>MA Diverse Spend</b>	\$ 37,673	

# RESPONSIBLE GAMING: RG TOOL USAGE IN MA

Tool Type	% Active Tool Users <sup>1</sup>
Deposit Limit	2.3%
Max Play Time	0.1%
Wager Limit	0.5%
Max Wager Size	0.4%
PAS	43.9%



<sup>1</sup> % 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 Q1 with an average length of **83 days**.<sup>1</sup>
- Within the FanDuel product we direct customers to the GameSense website to learn more about the VSE program.

<sup>1</sup> 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.



# Q1 Community Impact Initiatives

- During National Volunteer Week in April, FanDuel launched a new employee volunteerism digital platform to support employee efforts to give back in their communities and remotely (employees have 2 days PTO/annually for volunteerism).
- FanDuel launched the new tool with a series of volunteerism activities across offices.
- As part of the Operation HOPE partnership, FanDuel employees are supporting the **1 Million Black Businesses** initiative through skills-based volunteering and mentorship.
- FanDuel continues to support a range of non-profit organizational partners and announced two \$150k donations to the **National Council on Problem Gambling** and the **International Center for Responsible Gaming** in March during Problem Gambling Awareness Month.

Welcome to  **OPERATION HOPE**  
*Greetings Volunteers!*

Thank you for your interest in Operation HOPE's volunteer engagement strategy. Operation HOPE is a nonprofit-for-purpose organization working to disrupt poverty and empower inclusion for low-to-moderate income youth and adults. Our Mission is to expand economic opportunity, making free enterprise work for everyone. We do this by equipping young people and adults with the financial tools and education necessary to secure a better future, coaching them through their personal aspirations, their life challenges, and facilitating their journey to financial independence.

**Ways to Volunteer!**  
*We are recruiting volunteers!*

**1MBB**  
powered by  **OPERATION HOPE** +  **shopify**

Operation HOPE is working to impact 1 million black businesses by 2030. These businesses will create new economic opportunities across America, result in new jobs, and most importantly, develop the pathway to financial independence for many.

To reach this ambitious goal, we need your help. We are actively looking for volunteers who can help entrepreneurs transform their ideas into viable businesses that can change the economic landscape of the communities they serve.

"It's a privilege to have a front row seat to people fulfilling their purpose in life by starting a company. Their excitement is contagious. They're pouring hours and hours of time into refining their product or service, and yet they remain enthusiastic to learn and soak up all the information I can give them about operating their business. There's nothing more gratifying than guiding my clients to "think bigger" to expand their perspective on what's possible when it comes to the success of their company" - 1MBB Subject Matter Specialist/Mentor



 **On Hand** 

**READY, STEADY, VOLUNTEER!**

  Download our iOS or Android app to start! 

- 1 Select 'Create an account' and 'OnHand-Work'
- 2 Input your details (make sure to use your work email address!)
- 3 Pop in your postcode
- 4 Verify your email
- 5 Come back to the app and join your organisation
- 6 Find your team to join



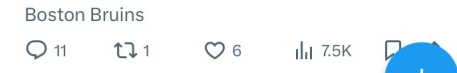
# Operation HOPE partnership: promoting financial literacy in April

- In January, FanDuel launched a new partnership with America's leading non-profit dedicated to financial literacy, Operation Hope, to bring their HOPE Inside program to Massachusetts.
- Program provides MA residents with access to Financial Wellbeing Coaches, offering virtual and in-person financial health sessions at no cost. Program coaches continue to build strategic partnerships within their communities.
- Continued local FanDuel media support to raise local awareness of the program.
- Program impact reporting beginning in late Q2
- During **Financial Literacy Month** in April, FanDuel partnered with the **Boston Bruins** to promote the program to their fan base through in-arena activities and on social.



We're proud to support @OperationHOPE's financial literacy coaching program in Massachusetts.

Interested in virtual or in-person financial health sessions at no charge? Learn more at [fanduel.com/operationhope](https://fanduel.com/operationhope)







# PENN SPORTS INTERACTIVE

Q1 2024 Report



# 1

# REVENUE

# REVENUE

Month	Total Sports Wagering Revenue	Massachusetts Sports Wagering Taxes Collected	Handle
January	\$1,936,076.20	\$387,215.24	\$45,405,487.97
February	\$2,155,762.42	\$431,152.48	\$30,620,940.89
March	\$2,493,341.94	\$498,668.39	\$34,401,733.24
<b>Q1 Total</b>	<b>\$6,585,180.56</b>	<b>\$1,317,036.11</b>	<b>\$110,428,162.10</b>

# 2

## WORKFORCE DIVERSITY

# WORKFORCE DIVERSITY

	Minority	Women	Veteran	MA Resident	Total Employees
<b>All Employees</b>					
Employees	351	299	20	29	801
%	<b>44%</b>	<b>37%</b>	<b>2%</b>	<b>4%</b>	
<b>Manager &amp; Above</b>					
Employees	39	44	2	11	167
%	<b>23%</b>	<b>26%</b>	<b>1%</b>	<b>7%</b>	
<b>Non-Manager</b>					
Employees	312	255	18	18	634
%	<b>49%</b>	<b>40%</b>	<b>3%</b>	<b>3%</b>	

# 3

## **VENDOR/SUPPLIER DIVERSITY**

# VENDOR/SUPPLIER DIVERSITY

Diversity Certification	Q1 (2023)	Q2 (2023)	Q3 (2023)	Q4 (2023)	Q1 (2024)
MBE	\$986.88	\$2,567.91	\$41,833.96	\$12,303.09	\$2,089.79
VBE	\$0	\$0	\$0	\$0	\$0
WBE	\$193,737.25	\$317,748.82	\$325,420.41	\$685,067.47	\$811,051.89
WMBE	\$0	\$0	\$1,520.00	\$0	\$14,110.00
<b>Total Diversity Spend</b>	\$194,724.13	\$320,816.73	\$368,774.37	\$697,370.56	<b>\$827,251.68</b>

# 4

# COMPLIANCE

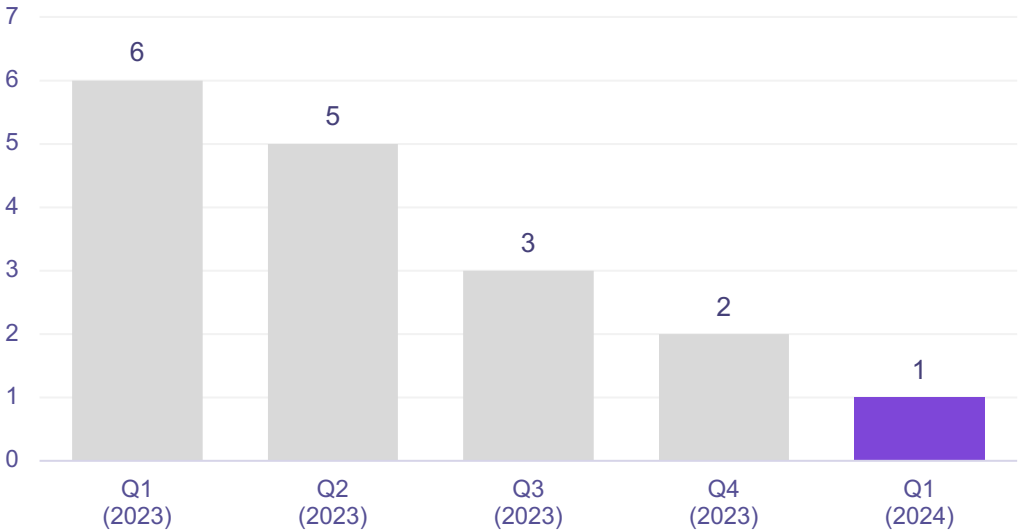


# UNDERAGE ACTIVITY

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

Previous  
Quarter **-50%** ▼

Quarterly  
Average **3**



### Detection Method

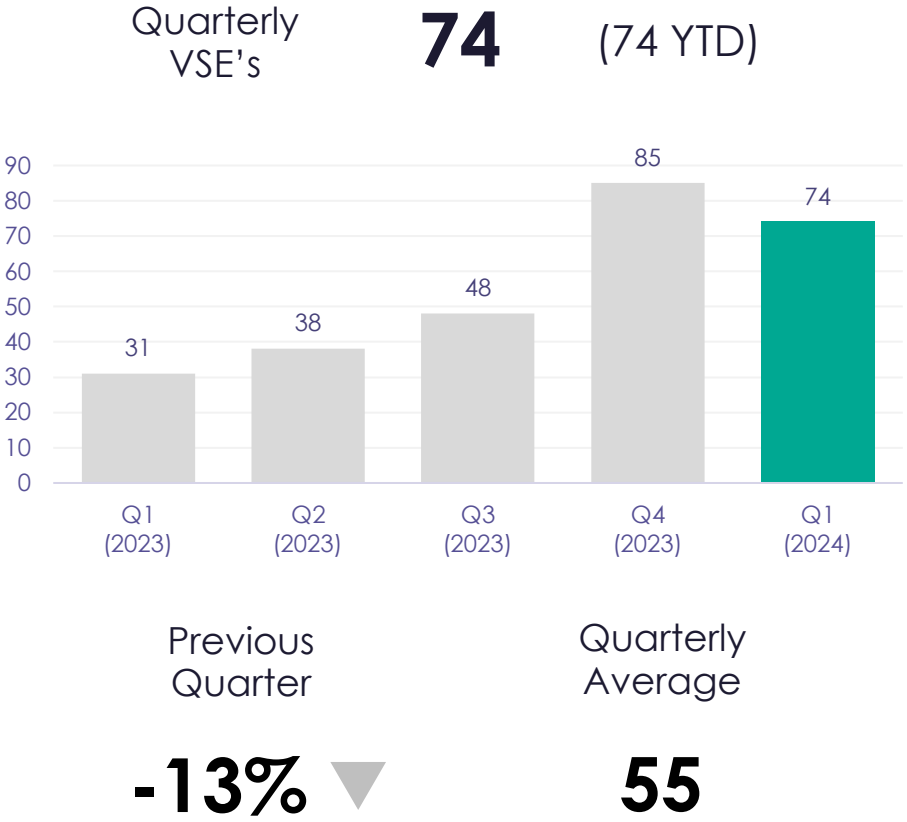


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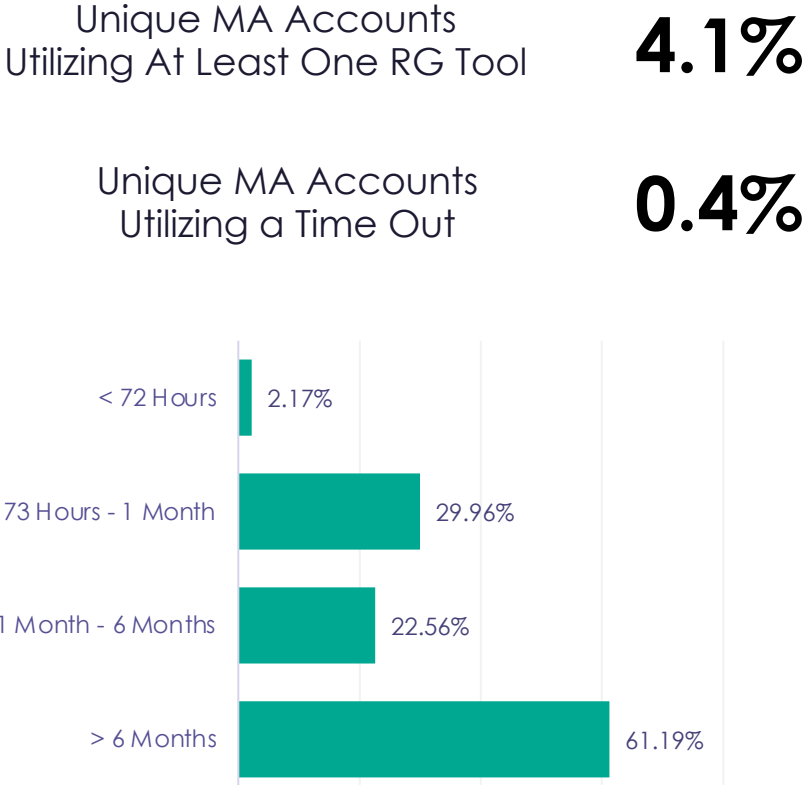
## RESPONSIBLE GAMING

# RESPONSIBLE GAMING

## Voluntary Self-Exclusions (“VSE”)



## Time Out Tools



6

**LOTTERY**

# LOTTERY

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

# 7

**COMMUNITY/ OUTREACH/  
CHARITABLE IMPACTS**

# COMMUNITY/OUTREACH/CHARITY

During the quarter, Massachusetts-based team members collected donations for Community Action Pioneer Valley, an emergency feeding program nearby the office in Greenfield.

Over 400 pounds of non-perishable food items were donated.

In addition, Penn Interactive made a monetary donation to the Food Bank of Western Mass that funded 1,500 meals.

In Q1, PENN recognized and celebrated several key events that promote diversity and inclusion with internal programming aimed at building awareness and fostering ongoing conversation and learning, including two virtual panels:

- Black History Month panel with speakers from key partners at ESPN and The Culture Equity, the agency of record for U.S. Black Chambers, Inc.
- International Women's Day panel with three of PENN's female board members



# COMMUNITY/OUTREACH/CHARITY

PENN Entertainment Published its 2023 Corporate Social Responsibility Report on April 23

## Key Highlights:

- More than **\$8 million** donated to local charities
- Over **\$750,000** donated to Veteran and military-support focused nonprofit organizations
- More than **9,500** hours volunteered to help those in need.
- Implemented a new **Diverse Vendor Incubator Program** and exceeded goals for diverse vendor procurement, with a total spend of more than \$108 million.
- Launched new “**PENN Women**,” employee resource group
- Increased sustainability efforts, including first Scope 3 greenhouse gas (GHG) emissions inventory review







# Fanatics Betting & Gaming

Q1 2024 Massachusetts Sports Wagering Quarterly Report

June 3, 2024



# 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 Since Launch

FANATICS Betting & Gaming

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Month	Total MA SW Revenue	Monthly Hold %	MA SW Taxes Collected
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
October 2023	\$1,289,854.14	9.50%	\$250,675.95
November 2023	\$729,658.63	4.61%	\$138,059.69
December 2023	\$947,951.96	6.94%	\$182,918.79
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
<b>Total</b>	<b>\$7,739,629.21</b>	<b>N/A</b>	<b>\$1,494,317.30</b>



Level	Minority		Women		Veteran		MA Resident		Total Number of Employees
Executive	1	13%	2	25%	0	0%	0	0%	8
Manager, Supervisor	62	32%	66	34%	3	2%	5	3%	195
Entry Level, Non-Manager	193	43%	106	23%	2	.4%	7	2%	453
<b>Total</b>	<b>256</b>	<b>39%</b>	<b>174</b>	<b>27%</b>	<b>5</b>	<b>1%</b>	<b>12</b>	<b>2%</b>	<b>656</b>

MA Residents	Level	Minority	Women
	Executive	0	0
	Manager, Supervisor	0	2
	Entry Level, Non-Manager	4	1
	<b>Total</b>	<b>4 (33% of population)</b>	<b>4 (33% of population)</b>

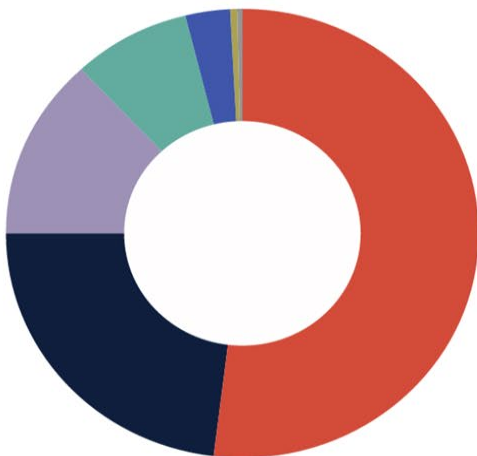


GLOBAL IMPACT  
OUR ALL-STAR TEAM

GLOBAL IMPACT REPORT 2023

33

2023 U.S. WORKFORCE DIVERSITY <sup>1</sup>



AMERICAN INDIAN/ALASKAN NATIVE	.4%
ASIAN	8%
BLACK/AFRICAN AMERICAN	13%
HISPANIC/LATINX	23%
PACIFIC ISLANDER/NATIVE HAWAIIAN	0.3%
MULTIRACIAL	3%
WHITE	52%

48% of employees identify as racially and/or ethnically diverse

49% of employees identify as female

23% of employee Directors and above identify as racially and/or ethnically diverse

32% of employee Directors and above identify as female



- 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



OUR ALL-STAR TEAM

**IDEA SUMMIT**

In 2023, we hosted our now-annual, company-wide IDEA Summit where guest speakers from across Fanatics and the broader sports community came to Fanatics' NYC headquarters to share insight into their personal and professional journeys, and speak on the importance of advocacy for self, others, and fans. Guests included, among others, Orlando Ashford, Chief People Officer, Fanatics; Lydia Jett, member of the Fanatics Board of Directors; Sandra Douglass Morgan, President, Las Vegas Raiders; and Steve L. Robbins, PhD, diversity and inclusion expert, and author.

**FANATICS ALLIANCE NETWORKS**

Our employee resource groups – Fanatics Alliance Networks (FANs) – focus on enhancing our workplace community, supporting diverse recruiting initiatives, improving retention, identifying community outreach opportunities, and unlocking innovative business ideas through cross-functional teamwork. FANs are co-chaired by dedicated employees who volunteer their time to lead their respective resource group, develop content and programming, and help advance the FANs' mission. Each FAN is sponsored by Fanatics executives who lend their support and guidance.

In 2023, FAN groups continued to drive inclusion and a sense of belonging through employee engagement by hosting memorable cultural moments and milestones, providing networking platforms, creating safe spaces, and initiating learning series that address the needs of employees across many dimensions of diversity. We now have approximately 24% of our global salaried employees participating across the FAN program and we continue to explore additional FANs that will benefit our employee population.

A few examples of FAN events in 2023 include: the Fanatics Global Black Alliance recognizing Juneteenth with a panel discussion in partnership with the NFL's Black Engagement Network, celebrating Hispanic Heritage Month with a read-along event with Major League Baseball player Jose Trevino and a cooking demonstration with Chef Kevin Fernandez, hosting a Veteran's Luncheon in support of K-9 Warriors, creating bi-monthly safe space forums for our LGBTQIA+ employees, and recognizing Transgender Awareness Month with a letter writing project.





- Game Changers Program
  - Talent Development Program and Culture Consulting Services
  - Launched in Feb 2024 for 6 months, a total of 150 participants
- Black History Month
  - Global Black Alliance held a panel discussion about the role of culture in sports and apparel with Toretha McGuire (SVP, Talent Management and DEI, Fanatics), Eli Kumeckpor (CEO, Mitchell & Ness), Kimberly Frye Alula (SVP, Merchandising, Fanatics Commerce), and Avery Jessup (CCO, Fanatics Collectibles) and special guest Academy Award-Winning Director Spike Lee.
  - GBL x NBA - Black Trivia Night
- Women's History Month
  - Women Initiative Network hosted a variety of events and activities
    - Virtual Yoga Sessions
    - WINTalk with Female Fanatics Leaders
    - Women Story Swap Conversations - celebrating the women we know
    - Women in Tech - video series



# Vendor: Diverse and Massachusetts-Specific Spend

**Q1 Total Vendor Spend Overall: \$70,997,914**

**Q1 Total Diverse Vendor Spend %: 1.58%**

**Q1 Massachusetts Vendor Spend: \$506,696**

**Q1 Massachusetts Vendor Spend %: 0.71%**

FANATICS Betting & Gaming

Diversity Certification	Q1 2023 \$ Amount	Q1 2023 Percent	Q2 2023 \$ Amount	Q2 2023 Percent	Q3 2023 \$ Amount	Q3 2023 Percent	Q4 2023 \$ Amount	Q4 2023 Percent	Q1 2024 \$ Amount	Q1 2024 Percent
<b>MBE</b>	\$0	0%	\$0	0%	\$0	0%	\$426,450	0.43%	\$131,160	0.18%
<b>WBE</b>	\$0	0%	\$0	0%	\$0	0%	\$140,154	0.14%	\$0	0%
<b>MWBE</b>	\$674,850	1.51%	\$170,968	0.38%	\$269,794	0.33%	\$1,184,090	1.19%	\$993,663	1.40%
<b>VBE</b>	\$0	0%	\$0	0%	\$0	0%	\$0	0%	\$0	0%
<b>Total Diverse Spend</b>	<b>\$674,850</b>	<b>1.51%</b>	<b>\$170,968</b>	<b>0.38%</b>	<b>\$269,794</b>	<b>0.33%</b>	<b>\$1,750,694</b>	<b>1.76%</b>	<b>\$1,124,823</b>	<b>1.58%</b>

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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
May 2023	0	0	0
June 2023	2	0	0
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
<b>Total</b>	<b>70</b>	<b>0</b>	<b>0</b>



Month	VSE Enrollees
May 2023	0
June 2023	2
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
<b>Total</b>	<b>32</b>



As of March 31, FBG had **55,710 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	592	1%
Deposit Limit	1734	3.1%
Overall Spend Limit	1426	2.6%
Single Wager (Max Stake) Limit	820	1.5%
Cooldown Period (Timeout)	60	.11%

Cooldown Periods	
72 hours	0%
73 hours to 1 month	12%
1 month to 6 months	45%
> 6 months	43%



+





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.