



Massachusetts Gaming Commission Meeting Minutes

Date/Time: January 17, 2024, 10:00 a.m.
Place: Massachusetts Gaming Commission
VIA CONFERENCE CALL NUMBER: 1-646-741-5292
PARTICIPANT CODE: 112 335 7574

The Committee conducted this public meeting remotely utilizing collaboration technology. The use of this technology was intended to ensure an adequate, alternative means of public access to the Committee's deliberations for any interested member of the public.

Committee Members Present:

Committee Chair Nakisha Skinner
Commissioner Bradford Hill
Chief People and Diversity Officer David Muldrew

1. [Call to Order](#) (00:00)

Committee Chair Skinner called to order the 13th Public Meeting of the Screening Committee ("Committee") for the Director of the Investigations and Enforcement Bureau ("IEB"). Roll call attendance was conducted, and all committee members were present for the meeting.

2. [Meeting Minutes](#) (00:40)

Committee Chair Skinner stated that it was ambitious to schedule votes for the minutes from each Committee meeting from December 28, 2023, to January 12, 2024, for this meeting. She stated that the staff needed additional time to complete the minutes, and that the minutes would be voted on at the January 24, 2024, Committee meeting. She stated that the same was true for the executive session minutes scheduled to be voted on at this meeting.

3. [Evaluation and Selection of Candidates for Advancement to the Full Commission](#) (01:28)

Committee Chair Skinner stated that originally the Committee had planned to reveal the name of the finalist candidates at the public meeting on January 18, 2024. She stated that this was no longer realistic as there were remaining scheduled interviews. She stated that time was required to notify candidates whether or not they would be advanced for final interviews.

Committee Chair Skinner asked what the typical HR process was for notifying candidates that they were not selected to move forward. Chief Muldrew stated that he would like to speak with legal counsel to determine the verbiage for reaching out to candidates who were not moving forward. He stated that he wanted to address them directly and acknowledge them. Committee Chair Skinner asked if it would be appropriate to make a phone call in his HR capacity. She noted that phone calls are quick and personal.

Commissioner Hill asked if the applicants who were not selected for preliminary interviews had received letters that they would not be moving forward. Chief Muldrew stated that HR had not sent those applicants further communication. Commissioner Hill stated that those applicants should receive some form of correspondence.

Committee Chair Skinner stated that the best practice was to not message the candidates that were not moving forward until after a finalist accepts the job position. She stated that if a chosen candidate did not accept the position, then the Committee would have to return to the candidate pool.

Chief Muldrew stated that HR's normal practice was not notify anybody interviewed until a verbal offer had been accepted and background checks were performed. He stated that in this case finalists moving forward were going to be publicly identified, and those not moving forward would be notified by the public announcement. He stated that there was the option of sending the candidates not moving forward a notification that they are not a finalist.

Attorney Mina Makarious, outside counsel from the law firm Anderson and Krieger, stated that the Committee could discuss in executive session who would be advanced as a finalist, and before leaving the executive session could possibly discuss what message should be shared with the candidates at this point. He stated that the public announcement of the finalists could be used to notify other candidates that they were not moving forward. He stated that HR could call the candidates to inform them that they were not moving forward for public interviews. He stated that if the Committee chooses to call the candidates, then HR could gauge the candidates' continued interest should a finalist drop out or whether they would be interested in open positions with the Commission that they are more suited for.

Mr. Makarious stated that there is no set formula for how to announce the finalists. He stated that after deliberations the Committee could return to the public meeting session and make the announcement. He stated that the Committee could announce the finalists at the beginning of the next public Committee meeting. He stated that the finalists could be presented as an update at the next public Commission meeting.

Commissioner Hill asked if a letter could be sent to the applicants that were not interviewed. Mr. Makarious stated that a letter can be sent out stating that the applicant was not selected for an interview. Chief Muldrew stated that the applicants were notified upon receipt of their resume that if the Commission chose to follow up with them it would. He stated that it was not standard practice to write a letter saying that an applicant is not being considered for a position.

Committee Chair Skinner sought clarification regarding what communications the candidates have received. Chief Muldrew stated that upon receipt of a resume a notification is sent to the applicant that the Commission is receipt of their resume, and that the Commission would follow up if their skills match what the Commission is looking for. Commissioner Hill asked if this notice was sent out for the IEB Director applicants. Chief Muldrew stated that was correct. Commissioner Hill stated that he misunderstood and that there was no need to send a further letter.

Chief Muldrew stated that he would confirm to HR that the notification was sent once the applicant's resumes were received. Committee Chair Skinner stated that he could provide that information in the public session of the Committee's meeting on January 19, 2024. Chief Muldrew asked if a letter should be sent out even if it is not required. Committee Chair Skinner suggested that should Chief Muldrew explore this idea further that he should reach out to Mr. Makarious.

Committee Chair Skinner asked if a phone call would be appropriate to reach out to candidates who were selected for preliminary interviews but were not finalists. Mr. Makarious stated that a phone call was an option. Commissioner Hill stated that he would prefer to send the letter to those who were preliminarily interviewed after the Commission had selected the Director.

Committee Chair Skinner stated that she was concerned those who were interviewed and not selected to advance as finalists would lose interest without receiving communication. She stated that the Committee would be going back to those candidates if the selected finalists did not work out. She noted that the candidates who did preliminary interviews would also be informed that they were not selected as finalists once the finalists were announced publicly. She reiterated her support for a phone call explaining the process and gauging the candidates' interest should a finalist not be selected this round.

Commissioner Hill stated that he would not be interested in continuing further if he got a call that he was not among the finalists. He noted that two or three candidates had risen to the top, and that he did not foresee those candidates choosing to not accept the offer if they were selected. Chief Muldrew stated that receiving a call from HR could create confusion if a candidate believes the call is for the purpose of advancing them to the next stage. He stated that the candidates will know that they were not advanced once the names of the finalists were publicly announced.

Commissioner Hill stated that it was standard to not find out that a candidate did not get the job until after the position is filled. He stated that he had no qualms with that process. Committee Chair Skinner stated that there seemed to be a consensus, but that the topic could be revisited during the public meeting on January 19, 2024. Commissioner Hill asked if there was a cap on the number of finalists the Committee could refer to the Commission. Mr. Makarious stated that there was no upper maximum of finalists to be referred to the Commission. Committee Chair Skinner stated that the Committee needed to advance a minimum of two finalists.

4. [Executive Session](#) (34:38)

a. Discussion of IEB Director Candidate Pool

Committee Chair Skinner stated that the Committee anticipated that it would meet in executive session, in accordance with G.L. c. 30A, § 21(a)(8), in conjunction with the initial screening process to consider specific applicants for Director of the Investigations and Enforcement Bureau as the Chairwoman had declared that an open meeting will have a detrimental effect on obtaining qualified applicants for the position.

Commissioner Hill moved that the Committee go into executive session for the reasons stated by the Chair, and that the Committee anticipated that it would not come back into the public session. Chief Muldrew seconded the motion.

Roll call vote:

Commissioner Hill: Aye.

Chief Muldrew: Aye.

Committee Chair Skinner: Aye.

The motion passed unanimously 3-0.

Transcriber's Note: The Committee entered executive session and did not return to the public meeting.

List of Documents and Other Items Used

1. [Notice of Meeting and Agenda dated January 11, 2024](#)