



Massachusetts Gaming Commission Meeting Minutes

Date/Time: December 28, 2023, 11:00 a.m.
Place: Massachusetts Gaming Commission
VIA CONFERENCE CALL NUMBER: 1-646-741-5292
PARTICIPANT CODE: 111 699 3822

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 7th 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.

Commissioner Hill requested that the meeting minutes be presented later in the meeting, and Committee Chair Skinner agreed to review the interview process before the minutes.

2. [Review of Interview Process](#) (01:20)

Committee Chair Skinner stated that thirteen preliminary interviews were set up with applicants identified as moving forward. She stated that three additional resumes were received for the Committee to review. She stated that the job posting had been pulled down on December 20, 2023, and that the Committee did not expect to receive more resumes at this point.

Attorney Mina Makarious, outside counsel from the law firm Anderson and Krieger, explained that preliminary interviews would happen in an executive session. He stated that the Committee would have to advance at least two finalists for review by the full Commission. He stated that the

finalists' names would become public once they are recommended to the Commission. He recommended that the Committee schedule ten to fifteen minutes before each interview in the executive session to discuss applicant-specific questions.

Mr. Makarios stated that it was acceptable to schedule multiple interviews for the same meeting. He noted that minutes would have to be taken for the preliminary interviews in executive session.

Committee Chair Skinner stated that the screening committee chose to review all applicants blindly and did not presently have the applicants' names. She asked when it would be appropriate for the Committee to obtain an unredacted copy of the applicants' resumes.

Mr. Makarios stated that prior to each interview a staff member from HR could circulate unredacted resumes to the members of the Committee. Commissioner Hill recommended that once the candidates' interviews were scheduled by HR the unredacted resumes could be sent to the Committee. Committee Chair Skinner stated that the unredacted resumes for the thirteen candidates identified for preliminary interviews could be circulated to the Committee in advance of the first interview.

Committee Chair Skinner sought clarification regarding what point the candidates' names would have to be publicly identified. Mr. Makarios stated that the names would be identified publicly when the finalists were advanced to the full Commission.

Committee Chair Skinner stated that it would be beneficial to give candidates an overview of the Committee's process and gauge the candidate's interest in continuing in the public process. Mr. Makarios stated that this information could be shared during the interview, and that the interview could conclude with explaining the next steps. He stated that explaining the public process might allow candidates to share any experience they have with public meetings.

Chief Muldrew expressed an interest in discussing the public process at the beginning of the interview. He stated that some candidates may select themselves out due to the public process. Committee Chair Skinner stated that presenting this information at the beginning of an interview could cause a candidate to freeze up or be preoccupied thinking about the public process. She recommended that the information regarding the public process be discussed at the end of the interview. Chief Muldrew stated that presenting the information sooner would allow the Committee to identify which applicants are fully on-board with the process. Committee Chair Skinner stated that presenting the information at the end of the preliminary interview would allow the candidates the opportunity to fully consider the public process.

Committee Chair Skinner stated that fifteen minutes of time would be built in before and after the preliminary interviews to discuss candidate-specific inquiries and evaluate the initial interview. She stated that she did not have a predetermined number of finalists the Committee wanted to advance to the Commission, other than the minimum requirement of two finalists.

Mr. Makarios inquired as to whether the Committee wanted legal counsel to be present for the interviews. Committee Chair Skinner stated that legal counsel was not necessary, but that a

phone call could be made should an issue arise. Commissioner Hill stated that he trusted Chief Muldrew's experience when it came to interviews.

3. [Meeting Minutes](#) (22:06)

a. December 20, 2023

Commissioner Hill moved that the Committee for the hiring of the Director of the IEB approve the meeting minutes from the December 20, 2023, meeting that are included in our packet subject to any necessary corrections for typographical errors or other non-material matters. Chief Muldrew seconded the motion.

Roll call vote:

Commissioner Hill: Aye.

Chief Muldrew: Aye.

Committee Chair Skinner: Aye.

4. [Executive Session](#) (22:52)

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 would have a detrimental effect on obtaining qualified applicants for the position. She stated that the Committee did not anticipate reconvening the public meeting at the conclusion of the executive session.

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

Roll call vote:

Commissioner Hill: Aye.

Chief Muldrew: Aye.

Committee Chair Skinner: Aye.

The motion passed unanimously 3-0.

b. [Executive Session Meeting Minutes](#) (24:43)

i. December 20, 2023

Committee Chair Skinner stated that the Committee anticipated that it would meet in executive session, in accordance with G.L. c. 30A, § 21(a)(7), to review minutes from previous executive sessions, as their discussion at an open meeting may frustrate the intended purpose for which the

executive sessions were convened. She stated that the Committee did not anticipate reconvening the public session at the end of the executive session.

Commissioner Hill moved that the Committee go into executive session for the reasons stated by the Chair, and that the Committee would not come back to 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 reconvene the public meeting.

List of Documents and Other Items Used

1. [Notice of Meeting and Agenda](#) dated December 26, 2023