



Massachusetts Gaming Commission Meeting Minutes

Date/Time: June 03, 2024, 10:00 a.m.

Place: Massachusetts Gaming Commission

VIA CONFERENCE CALL NUMBER: 1-646-741-5292

PARTICIPANT CODE: 112 160 8506

The Commission 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 Commission's deliberations for any interested member of the public.

Committee Members Present:

Interim Chair Jordan Maynard
Commissioner Eileen O'Brien
Commissioner Bradford R Hill
Commissioner Nakisha Skinner

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

Interim Chair Maynard called to order the 519th Public Meeting of the Massachusetts Gaming Commission ("Commission"). Roll call attendance was conducted, and all four Commission members were present for the meeting.

2. Sports Wagering Division ([1:34](#))

a. Presentation of Sports Wagering Operators Q1 Quarterly Reports

i. BetMGM ([2:14](#))

BetMGM's Senior Director of Compliance Sarah Brennan, Director of Licensing Josh Wyseman, DE&I Program Manager Jahleel Morton, and Responsible Gambling Program Manager Alana Sacerdote presented BetMGM's Sports Wagering Quarterly Report for Q1 2024 with the following topics: Revenue and Taxes, Resource Diversity, Global and Local Vendor Utility, Digital Underage Use, Self-Regulation, Purpose, PGAM Highlights, Lottery, and DEI:

Strategy and Initiatives. *BetMGM's quarterly report presentation was included in the Commissioners' Packet on pages 3 through 34.*

Commissioner Skinner asked when BetMGM rolled out their collaboration with Kindbridge in Massachusetts. Manager Sacerdote stated that the rollout started in March and noted that they would be prepared to present some preliminary data in the following quarter. Commissioner Skinner indicated that she would be interested in seeing data from other jurisdictions for comparison purposes.

Commissioner Hill stated that BetMGM's first responsible gaming commercial had made its way to Boston televisions.

Commissioner Skinner commented that she continued to want to see goals attached to BetMGM's workforce diversity efforts. She reaffirmed the importance that the Commission places on diversity and noted that such goals would provide the opportunity to measure the effectiveness of their recruitment and retention initiatives.

ii. Caesars Sportsbook ([29:15](#))

Caesars Sportsbook's Digital Compliance Manager Curtis Lane Jr., VP of Compliance and Licensing Lisa Rankin, Director of Diversity, Equity and Inclusion Greg Shinbur, VP of Procurement David Schulte, and Responsible Gaming Program Director Carolene Layugan presented Caesars Sportsbook's Sports Wagering Quarterly Report for Q1 2024 with the following topics: Revenue, Workforce/Workforce Diversity, Vendor/Supplier Spend/Supplier Diversity, Compliance, Responsible Gaming, Lottery Engagement, and Community/Outreach/Charitable Contributions. *Caesars Sportsbook's quarterly report presentation was included in the Commissioners' Packet on pages 35 through 45.*

Commissioner O'Brien questioned the efforts taken by Caesars Sportsbook to raise the number of women in executive positions. Mr. Shinbur pointed out they have a number of programs in place to raise the low number of executive women but also admitted they could use some work. He further stated that they are working with various other programs to bring in mid-level employees in an effort to improve their succession planning. He also stated that they did not have specific goals on digital gaming with respect to workforce diversity but that they will consider that as part of their proactive approach.

Interim Chair Maynard commends Caesars Sportsbook's spending within the Commonwealth and thanks them for making that a highlight.

Following up from last quarter's presentation, Commissioner Skinner requested that, if they had not already, they send their diversity playbook and diversity 101 document as she was interested in seeing those documents.

iii. DraftKings ([52:41](#))

Senior Director of Regulatory Operations Jake List, Vice President of Human Resources Christina Ackas, Director of Communications Jared Hess, and Senior Manager of Responsible Gaming Julie Hynes presented DraftKings' Sports Wagering Quarterly Report for Q1 2024 with the following topics: Revenue, Workforce/Workforce Diversity, Breakout of Workforce Diversity Data, Supplier Diversity Efforts, Total Vendor/Supplier Spend Overall, Underage/Minor Access, Voluntary Self Exclusion, Account Limits, Problem Gambling Awareness Month 2024 Efforts, Lottery, and Community/Outreach/Charitable Impacts. *DraftKings' quarterly report presentation was included in the Commissioners' Packet on pages 46 through 71.*

Commissioner O'Brien pointed out that DraftKings is one of the few organizations that has an employee presence in the Commonwealth. She asked for a breakdown of and goals for Massachusetts employees in regard to workforce diversity efforts. Ms. Ackas explained the breakdown of workforce diversity data in Massachusetts on the following slide. She noted that they did not have specific state goals but that it was something they could provide.

Interim Chair Maynard reaffirmed how important goal setting is to the Commission, especially in regard to workforce diversity efforts.

Commissioner O'Brien asked how DraftKings identifies underage users on their platform. Mr. List explained the multiple ways they might be able to detect an underage user. Upon request from Commissioner O'Brien, he indicated that he could look into whether there is one method that is most effective at identifying underage users and provide that information to the Commission.

Commissioner O'Brien asked if DraftKings had a plan in the works with the Massachusetts State Lottery or if there was a lack of communication. Mr. List clarified that they recently acquired Jackpocket, which may impact work with the Lottery. He stated that aside from that, there were no further conversations with the Lottery.

iv. FanDuel ([1:17:50](#))

FanDuel's Vice President of Regulatory Richard Cooper, Senior Director of DE&I Keita Young, and Director of Responsible Gaming and Community Impact Ashley Cahill presented FanDuel's quarterly report for Q1 2024 with the following topics: Revenue, Compliance, Workforce/Workforce Diversity, Vendor/Supplier Spend/Supplier Diversity, Responsible Gaming, Q1 Community Impact Initiatives, and Charitable Impact. *FanDuel's quarterly report presentation was included in the Commissioners' Packet on pages 72 through 88.*

Commissioner Hill asked if FanDuel could clarify how the one underage user noted in their presentation was detected. Mr. Cooper stated that they did file a detailed report with the

Commissioner but raised concern on discussing such detail in a public session. Commissioner O'Brien suggested that in the future there be an executive session for a briefing on this subject.

Commissioner O'Brien asked if they have goals for workforce diversity. Ms. Young clarified that FanDuel's parent organization, Flutter, has a 40% female leadership goal by 2026. Commissioner O'Brien asked if they have internal initiatives to raise the number of women in leadership to which Ms. Young referenced their women's leadership development program.

Commissioner Skinner thanked FanDuel for their Operation Hope initiative to promote financial literacy. She also thanked them for agreeing to provide their workforce diversity goals in future presentations and that she was looking forward to hearing more about their efforts on their supplier diversity project plan. Commissioner Skinner then suggested that FanDuel work with the Massachusetts Supplier Diversity Office.

v. Penn Sports Interactive ([1:47:22](#))

Penn Sports Interactive's Senior Director of Compliance Adam Kates presented Penn Sports Interactive's quarterly report for Q1 2024 with the following topics: Revenue, Workforce Diversity, Vendor/Supplier Diversity, Underage Activity, Responsible Gaming, Lottery, and Community/Outreach/Charity. *Penn Sports Interactive's quarterly report presentation was included in the Commissioners' Packet on pages 89 through 104.*

Commissioner O'Brien noted her curiosity about Penn Sports Interactive's procedures for detecting underage activity but suggested it should be discussed in a future executive session.

vi. Fanatics Betting and Gaming ([1:59:17](#))

Fanatics Betting and Gaming's Senior Regulatory Counsel Michael Levine, HR Director Stephanie Althouse, and Responsible Gaming Senior Manager Anthony D'Angelo presented Fanatics Betting & Gaming's quarterly report for Q1 2024 with the following topics: Revenue, Workforce/Workforce Diversity, Diverse & Massachusetts Vendor Spend, Compliance, Responsible Gaming, Lottery, and Community/Outreach/Charitable Impacts. *Fanatics Betting and Gaming's quarterly report presentation was included in the Commissioners' Packet on pages 105 through 119.*

Commissioner Skinner reiterated interest in having someone speak to Fanatics' workforce diversity goals in a future meeting.

Interim Chair Maynard and Commissioner O'Brien agreed there should be an executive session in the future to discuss the underage reports in further detail.

3. Commissioner Update ([2:15:33](#))

Interim Chair Maynard acknowledged that FanDuel reached out to him to set up a time to follow up regarding the roundtable that was held last month on limiting wagers. He noted that a public meeting was scheduled on June 20th to follow up. He will ensure that every operator is aware that each Commissioner must be updated in a way that is transparent and fully compliant with the Open Meeting Law.

4. Other Business ([2:16:37](#))

Hearing no other business, Interim Chair Maynard requested a motion to adjourn.

Commissioner O'Brien moved to adjourn. The motion was seconded by Commissioner Hill.

Roll call vote:

Commissioner O'Brien: Aye.

Commissioner Hill: Aye.

Commissioner Skinner: Aye.

Interim Chair Maynard: Aye.

The motion passed unanimously, 4-0.

List of Documents and Other Items Used

1. [Notice of Meeting and Agenda](#) dated May 30, 2024
2. [Commissioners' Packet](#) from the June 3, 2024 Meeting (posted on massgaming.com)