

MASSACHUSETTS GAMING COMMISSION
MEETING
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P R O C E E D I N G S

>> CHAIRWOMAN CAMERON: Good morning, everyone.

>> COMMISSIONER STEBBINS: Good morning.

>> CHAIRWOMAN CAMERON: This is public meeting 255 that I am calling to order. First up will be approval of the minutes. Commissioner Stebbins.

>> COMMISSIONER STEBBINS: Sure, thank you, Madam Chair. In your packet you have the minutes from the October 25th, 2018, meeting. I move the Commission approve those minutes subject to any corrections for typographical errors or any other nonmaterial matters.

>> COMMISSIONER O'BRIEN: Second.

>> CHAIRWOMAN CAMERON: Any further discussion on the minutes? All in favor?

[Vote taken]

4-0. Okay. Typically now we'll have an administrative update, but Executive Director Bedrosian is working on a matter, and he will be here a little later to give that review. General Counsel is here, though.

>> MS. BLUE: I am, and Mr. Bedrosian will join us later in the meeting so he advised we proceed with the agenda as it stands.

>> CHAIRWOMAN CAMERON: Very good. Will do. Thank you. Ombudsman John Ziemba is up next with the Plainridge Park casino quarterly report. Welcome to the team from Plainridge.

>> MR. ZIEMBA: Good morning, Commissioners. Today we hear from Plainridge Park regarding their third quarter report ending September 30th of this year. So what I'm going to do is I'm going to turn it over to Lance George, General Manager for Plainridge Park, Michele Collins, Vice President of Marketing for Plainridge Park, and Kim Rego, Vice President of Human Resources.

>> MR. GEORGE: Morning, Commissioners. It's been a few months, I think. I tend to work quickly, so please feel free to stop me. But I'll go fairly rapidly through this. Gaming revenues and taxes for Q3, actually we've got some numbers up there, a lot of numbers. We've got it broken down by quarter for '17 and again for '18. So revenue

and tax all in for the third quarter of 2018, a combination of taxes paid and fees paid to the horsemen at 49% totaled approximately \$22 million, just under \$21,976,000. Gaming revenues just under \$45 million. Successful quarter with net win per unit at 397 in the month of August. So all in, good story for us.

>> COMMISSIONER ZUNIGA: Lance, is it fair to say that there's a bit of an upward trend to finish the year a little higher than last? I mean, of course, there's third quarter -- fourth quarter still missing, but is there anything that you can talk about that?

>> MR. GEORGE: Yeah. So, of course, as you guys well now, competition opened around us at Tiverton which is I think 150 yards over the border, which MGM is farther away, an hour and a half from us. And so as that relates to the impact on revenue, I think it's a bit of a wait and see. Public numbers show that we were down about 4% year over year in September. Public numbers in October will come out -- or for October will come out on the 14th. And so it's a bit of a wait and see. We did see a bit of a decline in September. And so we're certainly curious to see what happens in the last three months of this year.

>> COMMISSIONER ZUNIGA: Thank you.

>> CHAIRWOMAN CAMERON: 150 yards, is that right?

>> MR. GEORGE: I think it's 150 yards, yes.

>> CHAIRWOMAN CAMERON: Wow.

>> COMMISSIONER ZUNIGA: Actually if you're coming from Rhode Island to get to the casino, you enter Massachusetts for just a little bit on the exit to get back into Rhode Island.

>> MR. GEORGE: Very close.

>> COMMISSIONER ZUNIGA: It's that close.

>> CHAIRWOMAN CAMERON: Is it?

>> MR. GEORGE: Lottery sales, again, similar format to the previous slide. Details by quarter for '17 and '18. Encouraging year-over-year trends, sales up by just over 5%. For Q3, 5.24%. Increase is largely organic. No material change to our relationship or in the approach. Spending by state on the procurement side. 78% of the eligible spend for Q3 was spent in Massachusetts. Remainder was split amongst several other states. Purchasing team continues to produce positive results. We're certainly encouraged by these numbers, and we have been all along. Local spend -- let's back up a little bit -- so digging a little deeper into procurement for Q3 provided a breakdown of local spending. Approximately \$110,000 of our procurement spend occurred with local businesses with the majority occurring in the town of Plainville followed by Mansfield and North Attleborough. Good story on the vendor diversity side. Overall encouraging results. With that said, the property continues to pursue opportunities in each of these areas. Across the board for WBEs, VBEs and MBEs, Plainridge is above target, and we continue to be pleased with these results. No significant red flags to report, continued assistance by Jill Griffin and commissioner Stebbins including earlier this week to discuss procurement in veteran diversity, greatly appreciated and certainly valuable for the property.

Compliance. Good work by the team in the area of compliance. Property continues to be diligent, and you can see from the number of ID checks and turnaways. One individual who did make it onto the gaming floor was identified within minutes and properly escorted from the facility. Continued coordination and cooperation between

the property, Commission agents and MSP continues to be a big positive for the property.

>> CHAIRWOMAN CAMERON: Good to hear.

>> COMMISSIONER ZUNIGA: Lance, you know, similar question. I think these numbers are very positive, as you say. But any reason to think that some of the people trying to enter, that there's any kind of trends or repeat instances or any other intelligence, if you will?

>> MR. GEORGE: Yeah, it's -- there's certainly a percentage on each side of people who just truly didn't know because in Rhode Island, it is 18 and above. And then the other half of that is folks who did know who are trying to skirt around the rules. I don't know if that's 50/50, but you do have a mix of both.

>> COMMISSIONER ZUNIGA: Okay.

>> MR. GEORGE: I'll turn it over to Kim.

>> MS. REGO: Thank you, Lance. Good morning.

>> CHAIRWOMAN CAMERON: Good morning.

>> MS. REGO: So at the end of the quarter, our total employees was 467. We were down 10 people over Q2. Our turnover went up just slightly during Q3, again, with a little bit of competition, we lost a few employees. Our full-time employees are 305. Our part-time is 162. The percentage, 65% full-time and 34.7% part-time. Diversity, so our numbers remain largely the same here. Diversity is down 1 percentage point. Veterans is 5%. Massachusetts at 64%. Local hires for our host and surrounding communities are at 34%. And our male/female breakdown is 51% and 49%. This is the highest female percentage that we've had. It's up 2 percentage points over Q2.

We continue to focus on our in-state hiring. During the quarter, we attended Attleboro Career Fair as well as an August Veterans Fair. We did have a meeting last week with Jill Griffin and commissioner Stebbins, thank you for all attending. So we renewed our relationship with Mass Hire. So great ideas came out of this meeting that we look forward to implementing. We also have already heard from Norwood and Taunton. So we're excited about that.

Next just to give you an update about women leading at Penn. So we had our Women's Expo on September 28th. Thank you again, Gayle, for being our keynote speaker. The feedback has been wonderful. It was a huge success. We're looking forward to planning another one in year two, so next year. We had 20 vendors that had tables from the local communities. Some of them included Attleboro Kitchen and Bath, Isogenics and Subaru. We had 100 attendees all from the local community. We were very excited that we had that attendee amount. Another topic that we did in Q3 for women leading at Penn was navigating the workplace and gender bias. So we talked about four different types of patterns of behavior. We talked about strategies as to how to deal with them and help give this group of women the skills to be able to handle that. Pictured on the slide to the bottom left is the group of our Women Leading At Penn at Plainridge. So we were excited that they were mostly all able to attend.

In Q4, we're looking forward to doing a leadership courage session. It will be a virtual session facilitated by Ann Simmons who is a board member and secretary for Global Gaming Women. And she's also the CEO and President of Simmons Group. And we'll also have a negotiations skills session, and that's still to be determined.

>> CHAIRWOMAN CAMERON: If I could jump in here.

>> MS. REGO: Sure.

>> CHAIRWOMAN CAMERON: This group was outstanding. I did have a chance to chat with this group of aspiring women leaders. And to hear their stories and hear where they started and how they now are acquiring the skills and the confidence, which was a really important piece, the confidence to try to achieve more than where they are now. So that was the best part of the day for me was not hearing my own stories but listening to these women and how encouraged they are by the program, how pleased they are to be in this program and part of it and really their ideas about wanting to be leaders in the company. So I just think that this is a really good program. And to hear some of their stories was really a nice thing. And it's a win-win, right?

>> MS. REGO: Yes, absolutely.

>> CHAIRWOMAN CAMERON: We'd like to have more women leaders, and they are aspiring to be those women leaders.

>> MS. REGO: Thank you. I'm going to turn it over to Michele.

>> COMMISSIONER ZUNIGA: Actually, I have a question that actually connects the last two slides. You know, the point that Commissioner Cameron is making with the prior one. You did mention turnover a little bit. I know that's, you know, something that happens in every industry, certainly for a 24/7 operation. Is there -- do you know if there's any trends relative to whether more people are turning over on a particular group like, let's say, women or minority or local, which could then make the occasion of having programs like this one even that much more relevant?

>> MS. REGO: During the quarter, I would say that definitely didn't affect females because our females are actually up 2 percentage points over Q2. In terms of the trending turnover, most of the turnover that we had in Q3 was related to competition. So having the skills in the gaming industry were very attractive to Tiverton and to MGM and we did lose 2% to those two facilities. So I think that's where most of the turnover was in Q3.

>> COMMISSIONER ZUNIGA: Right. And I was not necessarily -- thank you for that answer but I wasn't necessarily talking about just the quarter, to the extent that you, you know, continue looking at your hiring and your turnover, I would just encourage you to look at, you know, yellow flags relative to whether you're losing more on one particular group or not.

>> MR. GEORGE: Yeah, I think that's a fair point. I think typically for us, maybe my optically, we look at it by department and where we're experiencing challenges by department. I don't think we've ever gone the extra mile to look at it by gender, by age, but your point's well taken, yeah.

>> COMMISSIONER STEBBINS: I want to take a minute because I do want to compliment Kim. She had -- she played a great host to not only ourselves but folks from the skills cabinet, folks from the new kind of rebranded Mass Hire career centers from around the region. One of the interesting statistics that you pulled up that Jill and I had a chance of talking about is you've had -- since you've opened, you've had over 40 transfers?

>> MS. REGO: To other properties.

>> COMMISSIONER STEBBINS: To other Penn properties, which is --

>> MS. REGO: Nearly 300 promotions and internal transfers within Plainridge since opening.

>> COMMISSIONER STEBBINS: Which is great. And one of the community college people was, like, they ought to talk up the transfers, talk about the ability to land locally but still have an opportunity to pursue a career at your various other locations around the country. I think what was also great about the discussion I think highlights a problem John and I have had a conversation about is the region is looking for help. You guys have positions available, Patriot Place has positions available, and trying to find the transit connections or the transportation connections to get people either to come south or to come north from the Fall River, New Bedford or Attleboro area to take advantage of the job openings that are available. Good discussion around those topics the other day, too and something I know John is keeping an eye on as well.

>> MS. REGO: Thank you.

>> MS. COLLINS: All right, moving into local community. As always, we continued to support various areas. Specifically what we were excited about this past quarter was Relay For Life. We picked a perfect season to support the Red Sox Winning Wednesdays. We had 17 wins. So for every Wednesday Win, we gave \$777 to Relay For Life, which we were excited about. In addition to that, we did a school supply drive which we had over 400 customers participating. In the picture you can see in that slide shows all of the donations that the community brought in. Q3 sponsorships. We kept many of our sponsorships. We typically do such as NESN and the Red Sox. Two that we are excited that we added include Patriots. We were able to partner with them, and one of the pieces that we're very excited about is they are at Flutie's every Monday night for Monday Night Patriots, so they do that show live from the restaurant, which is an exciting addition to something we haven't been able to do in the past. We're also going to be able to send a guest to their flyaway trip in Pittsburgh, which is another great opportunity that we've never been able to take part in before.

>> CHAIRWOMAN CAMERON: Is this tickets to the game or something?

>> MS. COLLINS: Yeah, so it's a Pittsburgh game. It's a flyaway. They go on the team plane.

>> CHAIRWOMAN CAMERON: Oh.

>> MS. COLLINS: Team hotel, everything. So it's a great experience that's once in a lifetime, and it's something we're excited to be able to offer one of our guests.

>> CHAIRWOMAN CAMERON: Terrific.

>> MS. COLLINS: In addition to that, we partnered with TPC Boston. So it's a golf package that allows us to take our players to the golf course or any other TPC PGA golf course across the country. So it's another great opportunity to utilize our partnerships with the community and to, you know, create more benefits for our players that they may not be able to get other places.

And for Q3 highlights, we partnered with the Lottery, again, on our Winning Wednesday promotion. So customers that came in would receive a free lottery ticket. We typically see about 600 responders per Wednesday. We had Responsible Gaming Education Week in August. Dinner With Doug with Doug Flutie was at Flutie's and we did a contest over the quarter with a customer won the opportunity to have dinner with Doug and five other of their friends. And then Murphy's Boxing Event, we had another event in September in the racing area. So those are the Q3 highlights.

>> COMMISSIONER ZUNIGA: What was the contest that gave way to the dinner with Doug?

>> MS. COLLINS: So if you dined at Flutie's, you would receive a ballot. And you'd just put it in the drum. So over the course of 2 1/2 months, any time you dined, you could put the ballot in, and then we just did the drawing.

>> COMMISSIONER ZUNIGA: Uh-huh.

>> CHAIRWOMAN CAMERON: So that's the group there that had dinner with Doug?

>> MS. COLLINS: Mm-hmm.

>> CHAIRWOMAN CAMERON: It looks like he has his Boston College hat on, I see.

>> MS. COLLINS: Yeah, he always wears that. Oftentimes he has us replay that game in Flutie's as well.

>> CHAIRWOMAN CAMERON: Oh, he does. So we get to see the hail Mary pass again? Okay.

[Laughter]

Very nice. Looks good. We were down for a racing event last week, and then we had a hearing, and there were so many Red Sox and Patriots jerseys both on the gaming and racing side of the house.

>> COMMISSIONER ZUNIGA: Yeah.

>> CHAIRWOMAN CAMERON: A good time for these events.

>> MS. COLLINS: Absolutely.

>> CHAIRWOMAN CAMERON: All set? Any --

>> MR. GEORGE: I think we're good.

[Laughter]

>> CHAIRWOMAN CAMERON: We're not sure yet. Do we have any more questions?

>> COMMISSIONER STEBBINS: Can you go back to slide 3?

>> CHAIRWOMAN CAMERON: No.

>> COMMISSIONER STEBBINS: Good work.

>> CHAIRWOMAN CAMERON: Short but very good. Obviously everything looks great. The numbers, the work you're doing, the leadership program. So keep up the good work, and it's nice to see you all.

>> MR. GEORGE: Good to see you. Thank you.

>> MR. ZIEMBA: That concludes my report.

>> CHAIRWOMAN CAMERON: Thanks. Okay, next we'll have Director Griffin with the Workforce, Supplier and Diversity Development and the Western Mass folks. Good morning.

>> COMMISSIONER ZUNIGA: Good morning.

>> MS. GRIFFIN: Good morning. Everyone -- oops -- everyone ready? Yep? Okay. At the Commission's request, some weeks ago, we have Jeffrey Hayden, Vice President of Business & Community Services from Holyoke Community College to my far right. And next to him we have Matt Szetela -- Szetela -- Matt Szetela who is a student in the Massachusetts -- the MCCTI line cook training program and is a current employee of MGM, so we thank them both for coming all this way, and we're looking forward to getting an update regarding all the workforce training programs including the gaming school, the line cook training, adult basic education and accelerated high school credentialing and career readiness. So I'm going to turn it over to Jeff.

>> MR. HAYDEN: Good morning, Commissioners.

>> COMMISSIONER ZUNIGA: Your microphone.

>> MS. GRIFFIN: There you go.

>> MR. HAYDEN: I do have a college degree.

[Laughter]

Good morning to everyone, and it's a pleasure to be before you again. And to give you an update on what we're doing in terms of workforce development training in Western Massachusetts. As you know, when we say workforce training, Western Massachusetts, it is a partnership of thousands. We have not only the regional employment boards, the Mass Hire Hampden County, the Franklin Hampshire Workforce Board, the career centers at all three locations, the three community colleges are engaged as well as numerous employers. And so the network that many of you dreamed about when this endeavor began in 2011 actually has transpired. And we're excited about that. And through the mitigation funding that was made available last year, we actually took programs that were separate and then began to work together. And I think that has also yielded significant results for us because in addition to knowing what we do in terms of line cook training or dealer training, we now know what some of the challenges are with the Springfield Public Schools and with high set training and college readiness, workplace readiness as well, the same thing with the Hampden prep partnership that the community college is leading. So that integration has fostered different types of discussions. And so things like contextualized culinary in ESOL, smooth pathways from Springfield public schools to workforce training programs at the community colleges or to credit programs at the colleges has taken place. And so it's moving along in a way that many of you envisioned, and I think moving in such a way that there's more and more creativity, more and more activity happening on a regular basis.

So Mike, if I could have the next slide. Oh, is this it here?

>> MS. GRIFFIN: Yeah.

>> MR. HAYDEN: There we go. So just very quickly, as you all know, this collective that's been formed, it's these four programs. Ahead Of the Game which is led by Springfield public schools helping get a high school credential and career readiness preparation. It's aimed at adults. The Gaming School Scholarships, which is helping folks that are looking for employment, primarily folks who are unemployed or underemployed have been in that program, and we've had great success with those numbers, and I'll share those in a little bit. And then with Hampden Prep, which is a partnership with Springfield Technical Community College, it's a high school credential but also college readiness and trying to broaden that net of creating that funnel of people who need basic education and get them toward workplace skills and eventually towards more education or the education that they're looking for. And then lastly, the Line Cook Training, which has a different slice. It's looking at folks who have experience in the culinary field and trying to advance those skills. And soon Matt will tell his story, which I think is a great example of doing exactly that.

And then in terms of the impact that we've been having, Ahead of the Game has enrolled 196 people, and you can see on the far right that there are numerous outcomes. You know, most of those folks have received some kind of case management which includes career counseling. They have done a Skill Smart Profile

which many of you are familiar with. They've been enrolled in Achieve 3000 and have obtained a certificate there. They're involved in ESOL or HISET classes. And so far we have eight who have reached their high school equivalency, and 64 folks who have passed at least one exam of the HISET process. The HISET has five exams. And so, you know, over 70 people have progressed in terms of their high school equivalency with the program from Ahead of the Game. And most of those successes are related to the first year of funding. And so the second-year numbers we'll start to see more of. The enrollment includes this year but it doesn't really have any outcomes yet because students are in the midst of classes.

For the gaming scholarship program, in the gaming school we've enrolled 272 people, 174 have completed. Again, there's 70 who are currently in the program, so that's why in terms of completion it's a little bit off in terms of the total enrollment. Through the scholarship program, we've awarded 111 scholarships. And in terms of job placement, for those who complete the program, we've got 81% job placement. And every day we hear a story of one more that gets added. So that's probably about 83% at this point. We're happy about that. And as I mentioned before, most of the folks receiving the gaming school scholarships are coming from the unemployment rolls. It's certainly creating new opportunities for people who have not been in the labor force.

And then Hampden Prep has enrolled 55 folks, 49 have completed, 7 that are HISET and a very similar story to Ahead of the Game. Many of the students are still enrolled and still trying to get that HISET completion. At the same time, there's been a number of unique career-related activities that they've done, which is the whole connection to college readiness.

And lastly, with Line Cook, as you know, we started it at Holyoke Community College as a pilot. We ran two cohorts with 30 people. The first cohort we had eight complete and the second cohort we had 14 complete. We learned a little bit about what success takes for an incumbent worker, and we're happy to say that, you know, of the 22 who completed the program, all are in active either employment or search for employment. And so we're hoping that that number of 22 will be 22 hired. And, you know, it's been a very successful process for us.

So the totals, 553 enrolled, 339 completed, 193 placed in a job or advancing in a job, and so that reflects some of the income that workers. And then 176 currently enrolled. I'm happy to say that that job placement or advancement number actually should be somewhere around 215 at this point. It just -- we just got the word yesterday of an additional 20-plus who have been offered positions. And so that number continues to grow for us. And, you know, in terms of a job placement rate, with that new 210 number, we're at about 65% job placement. And I would tell you that in reality, you know, we're looking at somewhere probably at the end of the day of a placement rate between 80% and 85%. And so, you know, in terms of those who have either not completed or who have dropped out or haven't been able to complete a particular program, it's a relatively small percentage given the circumstances that life throws at them in terms of coming to us and looking for work.

So with all that said, I think, you know, the important thing to do is to really start to tell the story. And the story is not from the colleges. It's not from the regional employment boards or any of the -- it's from the people who participate. And so there's a very short video clip that -- about 58 seconds -- that has some of the students talking,

and then I'll let Matt take it from there.

>> It's a six-week course, but the hours are very flexible. They have time all the way from early morning. I take the later evening one.

>> It's fun. You get to meet a lot of people. I see how all the pit bosses are living and stuff, and that's where I want to be. I was in the Army. I came back home. I worked labor a little bit. And once this casino opened, I wanted to get in here. This is a great opportunity for everyone.

>> I wanted to be part of this movement that MGM is bringing to Springfield.

>> You know, I walked in, and from the minute they put this up downstairs, the minute I walked up here, they made it very comfortable.

>> MGM, like it's not only a job. I could rise with it.

>> MR. HAYDEN: So that's a couple snippets of folks who participated in the various training programs. And I tell you, the best part of having a two-hour drive in this morning was that --

[Laughter]

-- was that Matt Szetela was in the passenger seat. And hearing him talk about his life story and the things that these types of training programs are helping to do for him is really inspiring. And it reminds me of why we do what we do. So with that, Matt, you're on.

>> MR. SZETELA: Good morning.

>> COMMISSIONERS: Good morning.

>> MR. SZETELA: Again, my name is Matthew Szetela. I'm 32 years old and I just recently completed the MGM ATC culinary arts program about three months ago, a little under three months. This program has brought forth a great opportunity for my family and I. One that just about a year ago I didn't think would be possible again. Even though as a child I had certain passion for cooking, I chose a different path for a long time and worked in the construction field. Working big jobs such as rebuilding the Monson Police Station after the microburst a few years ago. At the time that it was -- I thought my lifelong career would be, I even started my own company called MC Hammers, Matt and my friend, Chris, we started MC Hammers Construction, it was our own LLC. Basically overnight, a lot of things in my life changed. About a year ago I had a heart attack. Although the doctors couldn't really pinpoint the cause of it, they told me that working in construction wouldn't be best for my future any longer. And they said I should think about something else.

I was the sole person working in my household which consists of a now 2-year-old daughter and my girlfriend of ten years. This was a shock to our household, obviously, and my shining star of a girlfriend stood strong and took a running start to jump in and help take care of our family. She enrolled in the pharmacy tech program which is also at HCC that they have there and recently got nationally accredited and is now working in a growing field. While attending class, she came across a pamphlet for a line cook training program offered by MGM and HCC. And knowing that I had a passion for cooking, she mentioned it and told me to give it a try. After speaking with someone about the program, I finally started having hope again. And I knew that if I tried my hardest and used all my resources to the fullest, that this program provided, I could be back on track with my life and provide for them like I should.

Little did I know it would, like, totally supersede any of my expectations. Chef

Warren Lee, my MGM HCC culinary instructor, gave me the tools and knowledge needed to not only be the very best line cook I could be but also taught me skills that resparked my passion for cooking. While in the program, we went to make many sauces from scratch, you know, Espanol and tomato sauces, things that I've never learned working, you know, before in culinary. Also various methods of cooking, you know, different proteins and precision knife cuts which takes, you know, certain finesse.

Not only did that program provide a hands-on experience, we also had academics, and it pushed me to learn chef's math which is a whole new world of mathematics, really. It's got its own little world to it which consists of different ways of converting gallons to pint ratios and also methods that break down the pricing of food and all the, you know, each ingredient that it takes to create a recipe.

The wealth of information which is truly endless and I use it all to enter a new chapter of success for myself. Prior to the graduation of my course, Chef Lee helped me to attain a job in the fine dining establishment, as well made connections for me to acquire a position at the marvelous new MGM Springfield. Which I now have been at for just under three months. And due to the training that I received, when I had my two-month evaluation, they revealed to me that I am one of MGM's most valuable assets, and I'm versatile and can work any of the seven restaurants that make up the South End Market at MGM. And I really feel that I would never have rocketed off in such a fashion if it wasn't for this program. And now because that I'm being considered -- and now because of that, I'm being considered for management. This program has been nothing shy of remarkable. I intend to save up and continue my schooling with the program at MGM and HCC culinary arts institute in one of their two-year programs that they have as well. The possibilities that this has brought forth are truly endless. And from the bottom of my heart, I would like to thank everyone who had part in making this program possible. I got another chance at life and basically me and my family couldn't be happier. Thank you.

[Applause]

>> COMMISSIONER ZUNIGA: That's a great story.

>> CHAIRWOMAN CAMERON: Great story, Matt. Really great story.

>> MR. SZETELA: Thank you.

>> CHAIRWOMAN CAMERON: So you're working at all the restaurants?

>> MR. SZETELA: Yeah. Oh, yeah. Every week it seems like they put me in a new place. And like I said, after my two-month evaluation, they said that because of my versatility, that I've become such, like, a great asset to them.

>> CHAIRWOMAN CAMERON: Wow. And what will you study when you go back?

>> MR. SZETELA: I'm going to go for the accreditation program and hopefully become a certified chef. I'll have my certification.

>> CHAIRWOMAN CAMERON: Wow. And you'll have opportunities to move up.

>> MR. SZETELA: Yes, absolutely. And then with that becomes greater responsibilities and as well more financial stability as well.

>> CHAIRWOMAN CAMERON: Mm-hmm. Great. Excellent. Great story.

>> MR. SZETELA: Thank you.

>> COMMISSIONER ZUNIGA: Can I also ask a couple of questions? So Matt, some of the things that we deal with are things like the cost of the training. We've awarded scholarships, but there's also a number of things that go into, you know, the

mix of making sure that people are committed. Do you or have you seen others which, you know, either the cause or time acts as a barrier in some way? Can you tell us a little bit about those things?

>> MR. SZETELA: Not that I've experienced myself or -- I do work with about five of the other candidates from the MGM HCC program. And from what I know, that hasn't been any kind of an issue for them.

>> COMMISSIONER ZUNIGA: Okay. And you also -- go ahead, Jeff.

>> If I may, this particular program, the line cook program, is at no cost to the participants.

>> COMMISSIONER ZUNIGA: Okay.

>> MR. HAYDEN: And so yes in terms of time and schedule, managing their current employment, that's on their end. But there is no cost to it. And frankly, for the rest of the coming year, we planned four more cohorts at the same model.

>> COMMISSIONER ZUNIGA: Great. Great. Thank you for that clarification. And the other thing is, you know, cook is also -- or the restaurant business is also a physical job.

>> MR. SZETELA: Yeah.

>> COMMISSIONER ZUNIGA: That obviously was not an issue for you, you know, with what you mentioned?

>> MR. SZETELA: No. I have a cardiac therapist and, you know, I told her that I used to cook. And she gave me the green light to go ahead and cook. And I actually got a job at one of the franchises, Uno's -- I'm not sure if they have Uno's around the area here.

>> COMMISSIONER ZUNIGA: They do.

>> MR. SZETELA: I worked at Uno's just making minimum wage. And that's where my girlfriend -- knowing that I do like to cook -- had saw a pamphlet and saw the culinary program that I could get into for free as well, as he was mentioning. You know, now I'm well above minimum wage, and I'm on the fast track to a promotion, which is, you know, shooting me up to, you know, they said anywhere between 50 -- \$55,000 a year for my salary annually. So it's great, you know. It's really been a blessing.

>> COMMISSIONER ZUNIGA: And finally, how would you describe the culture, the atmosphere at MGM?

>> MR. SZETELA: It's very diverse. It's very diverse. We get all kinds of crowds. We get a lot of people coming in from down and out from even a couple people from the West Coast I've seen come in from California. It's great. It's a great experience to meet new people and make contacts from not only the customers but as well as the other employees that work there. Because a lot of people came from MGM Las Vegas. And they're over training and doing different am practices with us. So I was granted the opportunity also to be trained by a few of the chefs that, you know, have been masters in their trade for so many years that I can only, you know, just wish to sponge up all of that from them, and I was given more free lessons that I can use and utilize in my life in the future as well.

>> COMMISSIONER ZUNIGA: That's great. Congratulations.

>> MR. SZETELA: Thank you.

>> CHAIRWOMAN CAMERON: Jeff, you mentioned a few lessons learned. You've

tweaked some things. Could you have a couple of examples?

>> MR. HAYDEN: Yes, I do. So where do we go? There's one more slide.

>> MS. GRIFFIN: You want to talk to it?

>> MR. HAYDEN: In terms of the lessons learned -- oh. Okay. I'm sorry. One thing that we're, you know, very keenly aware of is the intake process. And so working with individuals who have been unemployed or underemployed, individuals who have perhaps low educational attainment and those types of things, we need to make sure that we have them working with the right program and the right people. And so having four partners or four programs that are options for folks helps us make sure that we're directing people in that area. And so, you know, if someone is looking for a HISET, then we know how to connect them. And so that integration in the intake process is important. We do have folks who are doing intake specifically, and they do that -- also they do the job placement. So it's the full continuum is what their role is. And so that makes a huge difference. So for the culinary program, specifically for folks coaching and helping and then also working on the back end in terms of placement. They also are the same ones who are integrated with the employers. And so although, you know, this particular line cook program is addressing the very real and specific need that MGM Springfield has, it also is a need that exists in the Pioneer Valley. And so we're working with other employers as well.

The second piece -- and it's a little bit off of that first piece of the intake process -- is to make sure that there's career counseling components as well as case management components. Life gets in the way. And, you know, in Matt's case, life got in the way before he came to the program. But for many of our participants, it actually happens while they're in the program. And, you know, in things that we might not routinely think are issues. Why aren't you here today? I had a flat tire. Okay. Well, I don't have the money to fix the flat tire. I don't have the money to buy a new tire. When I had the flat tire, my registration was expired, and therefore that became an issue. All those types of things of life that hit folks who, you know, are really struggling to get on a pathway towards success and stability.

The third thing I think that was really important for us is the orientation. To make sure that we're talking about issues, to make sure that we're talking about the employer expectations of what they're looking for, you know. Matt and I were sharing on the way that, you know, in terms of, you know, attendance and what that means to be at work every day, you know. And I can remember an employer of mine saying, you know, no call, no show? You don't get any, you know. You do it once, bye. Don't even bother coming in. And so although, you know, that's not the environment that many employers have today and not the environment that MGM has, it certainly is something that we need to make sure that folks seeking employment are aware of.

We also need to make sure that there are expectations about compensation, about benefits and all of those types of things are realistic. You know, I take this training. It means that I start as the head of the company tomorrow? No. It doesn't. And so really having a thorough orientation.

The other piece I think that we've learned is the whole guided pathway piece. And the gaming school actually has been the best example of that. We know that, you know, in terms of entry-level positions and first positions, you know, so individuals who do not have experience, that pairing the classes, blackjack and, say, carnival games

together and saying that's what you're going to take. So it's not me walking in and saying oh, I can take one of six games. No. You know, for you as an entry-level person, your best option is this. It helps us in terms of the timing and scheduling of it. It helps us in terms of having a cohort that goes all the way through. And so that guided pathway of coaching folks. Yes, you want to be a dealer? Okay. So here's where you start. You know, not the typical thing that we think of, you know, we're a college and we have 95 degree and certificate programs. We don't want folks' heads to spin. And so having that guided approach. It also enables us to -- with a guided pathway approach to make sure that they're getting hands-on experience either in the training classroom or with employers while the training programs are going on. So it's a precursor to folks getting employed and being offered jobs.

And lastly, especially in terms of incumbent workers, experience matters. And in trying to coach individuals and say, you know, you might not have had the greatest experience at a previous employer or, you know, it might have been a long time ago. You might not remember, all kinds of things. But, you know, to get them to treasure and value their experience because that's what employers build on. And so to be able to, as Matt was describing, an interest in culinary, some work experience at various places, you know, in the Valley, and then going away from it and then coming back. The fact that he had that experience was the right platform for us to use for him to get the skills training he needed. So those are some of the things that we've learned from this process, and we're hopeful that, you know, as we work with more individuals, that we'll continue to refine and develop the model. Our model's not static. It changes often with the needs of the people that are enrolled. And with that, you know, that's our presentation.

>> MS. GRIFFIN: Any last questions?

>> COMMISSIONER STEBBINS: Just one quick one. Gaming school, a lot of people pay for it on their own. We also, I think, stepped up with your -- or HCC's foundation to offer some scholarships. Do you see a difference in the completion rate between scholarship recipients and paying for the class themselves?

>> MR. HAYDEN: So 81% on total have been hired and placed into jobs. 86% of those that got scholarships have been placed into jobs, which in some senses is counterintuitive, right? If I spend my own money, then I'm going to see it through to the end. But in the case of the scholarships, there's actually more individuals who are getting the scholarships are getting employed. And so it's a tremendous benefit. I mean, I had hoped it would go that way. I didn't have the crystal ball to predict that. But, you know, it is working, and it's meaning more folks are getting jobs.

>> COMMISSIONER ZUNIGA: It also seems like you have a role in it with the pathway, guided pathway, that you talk about in the orientation. If we're targeting the right people and helping them along the way, that's probably a big factor is my --

>> MR. HAYDEN: Yeah, and we know from a college point of view that the more student support that's available, the more success there is. And the scholarship connection piece, making -- or improving the access for individuals has made a huge difference. We're an open-access institution. And so the ability to offer these scholarships through the Community Mitigation Fund has really been significant.

>> COMMISSIONER O'BRIEN: Just following up on one of the points Commissioner Stebbins paid, while they don't have to pay tuition for this program, you talked about

some of the real-life financial and time costs getting in the way. Is there any access to or thought of giving access to stipends for short-term needs for someone if they have to dial back their other job or they run into some sort of mechanical issue or other transportation issue?

>> MR. HAYDEN: Yeah, we have not been able to develop that mechanism yet. We are working on it. You know, it also, you know, requires the employers to be connected to us on that. And so, you know, I think as we start to, you know, now after a year, we start to look at, you know, what our -- where the gaps are for folks, that stipends is one of those. There are several state training programs that have tried to do that mechanism, and it becomes tricky in terms of do they -- with a stipend, do they become a community college employee, all those kinds of legal bureaucratic things that, you know, my friends, the lawyers, think of in the back room. You know, it's that kind of stuff that we're working through, but it makes ultimate sense to be able to say to someone, you're spending 30, 40 hours a week on training, you know, there's a stipend to help you get through that.

You know, as Matt said, you know, he started to get a part-time job at a local restaurant, was going to school full time and then searching for employment with MGM. So, you know, all of that going on at once.

>> CHAIRWOMAN CAMERON: That's -- that's -- the best thing is you are learning from, you know, and trying to improve. Your numbers are getting better. So that's the work you're doing on, you know, lessons learned incorporating that, and it's always nice to hear stories from folks like Matt. You know, your enthusiasm is apparent, too. That would impress any employer, to be honest. Really positive attitude. So thank you for coming and sharing with us.

>> MR. SZETELA: Thank you for having me.

>> COMMISSIONER ZUNIGA: Thank you.

>> MS. GRIFFIN: Thank you both.

>> COMMISSIONER STEBBINS: Thank you.

>> CHAIRWOMAN CAMERON: So we'll take a five-minute break before we get into racing. Thanks.

>> COMMISSIONER STEBBINS: Jill's got something.

>> CHAIRWOMAN CAMERON: Jill, we have one more. We'll finish you and then we'll take a break. Thank you.

>> MS. GRIFFIN: So I'm here again to talk about an RFP that we have -- that the Commission has released, and it's called the Hospitality Sector Pipeline Workforce Grant Program. Catchy, huh? So the grant program is designed to support and place unemployed and underemployed Massachusetts residents into quality jobs in the hospitality sector, designed to establish career ladders leading to living wages. So by investing in the development of and the expansion and the quality of well-defined career pathways that match training, education, and the supportive services needs to youth and adults. And we talk about the wraparound supports that enable the individual to thrive as they pursue career advancement. So I'm here because we really want to let folks know about this RFP so that we get maximum interest. But we have \$100,000, and we anticipate giving individual awards of up to \$50,000. So on November 13th, very soon, we're having an information session here at the Commission. That's at 2:00 at 101 Federal Street. So anyone who's interested can come in and ask questions

about the RFP.

We will take questions in writing. And the deadline for those questions is November 14th. And we'll post the responses. And finally, the deadline for submission is November 28th at 3:00. So I would just add further that the goal of this grant program is for collaborative -- not individual responses but collaborations to come in together. We're not asking for match funding to be provided, but we're asking the individual programs to provide services. So we're excited about the potential to be able to support the hospitality sector in the state.

The other thing I would mention is a portion of the funding could be used to support disconnected youth. So young people who are neither in school or employed, so.. Any questions?

>> COMMISSIONER ZUNIGA: Yeah, Jill, about the schedule, are we making this grant known today, or has it been posted with some anticipation?

>> MS. GRIFFIN: Actually, it has been posted previously, but we didn't -- we obviously wanted to use another mechanism to let folks know. So the RFP is posted in COMMBUYS, and so those registered would have been alerted.

>> COMMISSIONER ZUNIGA: Great, because I always like to have plenty of time for people to respond, and the response time here is short, and it goes through Thanksgiving. But to the extent that people know that this was coming or it has already been posted, and I know you have a number of groups and vendors, vendor advisory groups and whatnot -- alert.

>> MS. GRIFFIN: I've been doing a little speaking tour. So we had a meeting the day before yesterday, and there were, you know, 25 or 30 individuals, workforce training providers.

>> COMMISSIONER ZUNIGA: Okay.

>> MS. GRIFFIN: And we've been talking this up for a while.

>> COMMISSIONER ZUNIGA: Great.

>> CHAIRWOMAN CAMERON: So you think you'll have an abundance of applications?

>> COMMISSIONER ZUNIGA: Or at least interest.

>> MS. GRIFFIN: Or at least hopefully a handful of really good ones.

>> CHAIRWOMAN CAMERON: Okay.

[Laughter]

Great. Yeah, it sounds terrific. Another way of reaching people and providing that training. Right?

>> MS. GRIFFIN: So we encourage folks to reach out to us via e-mail or on our website and come to the information session.

>> COMMISSIONER ZUNIGA: We could also, you know, post it on our website, and to the extent that we have not yet.

>> MS. GRIFFIN: Actually, it has been posted on our website.

>> COMMISSIONER ZUNIGA: Okay.

>> MS. GRIFFIN: It's been thanks to Mike, it's been on social media.

>> COMMISSIONER ZUNIGA: Great.

>> MS. GRIFFIN: So.

>> COMMISSIONER ZUNIGA: Great.

>> MS. GRIFFIN: Thank you.

>> CHAIRWOMAN CAMERON: Thanks for letting us know about it.

>> MS. GRIFFIN: No problem. Thank you very much.

>> CHAIRWOMAN CAMERON: Any questions?

>> COMMISSIONER ZUNIGA: No. This is great. This is now -- it's not the first time we're doing something similar, right? Remind us.

>> MS. GRIFFIN: You will soon see in the annual report we've had great results in small grant programs like these. And I'll just add that we -- the Commission puts out a large number of dollars through the Community Mitigation Fund. And we found that by putting out smaller dollars, that often we have maybe more grass-roots or smaller programs that respond. And given the great need in both regions for workforce training, we find that this works really well and collaboratively.

>> COMMISSIONER ZUNIGA: Great.

>> MS. GRIFFIN: Thank you so much.

>> CHAIRWOMAN CAMERON: Thank you.

>> COMMISSIONER STEBBINS: Thanks, Jill.

>> CHAIRWOMAN CAMERON: I think now we'll take that five-minute break.

Thanks.

(A break was taken)

>> CHAIRWOMAN CAMERON: Okay, we'll reconvene the meeting at this time. Dr. Lightbown.

>> MS. LIGHTBOWN: Good morning, Commissioners.

>> CHAIRWOMAN CAMERON: Good morning.

>> MS. LIGHTBOWN: Microphone. Good morning. So today our first item on the agenda is the racing applications for the 2019 racing season. Today with me is Jason Savastano, manager for Plainridge. Steve O'Toole had a previous engagement. And then Bruce Barnett with Suffolk Downs, legal counsel, and Chip Tuttle had a previous engagement also.

So the Commission received two applications for racing in 2019. The Plainridge Race Course one was for 108 days beginning April 8th and going to the end of November. And the Suffolk Downs one for May 18th and 19th and June 15th and 16th, with the possibility of coming back and adding days.

There's criteria spelled out in Chapter 128A. I won't read through the criteria. Most of you have seen it before. And it's in the memo. And in order to make their decision on these applications, the Commission determines if that criteria has been met. They consider the materials that the applicants have submitted to you already. And then we also had testimony at open meetings in each town for these licenses.

Plainville meets the requirements of Chapter 128A Section 3I, and they're the only facility that applied for harness racing. And with the 108 days of racing, they will also satisfy the requirements for simulcasting. I outlined some of the -- the amount of days they had raced in the past. For three years that was legislated through the Gaming Act, and they did meet those requirements. As you know, last year the number of days came in front of the Commission, and they are on track to complete their 110 days of racing.

They do have some changes to their schedule this year. They're going to try some different things out, in agreement with the horsemen. The horsemen have asked to have some weekend racing days to allow owners who are busy during the week

working to be able to see their horses racing, so they're going to try that. I'm a little nervous about the Sundays going against football, but, you know, it's good to see them trying some new things. So we'll see how it goes.

They're also going to do some more extensive Friday racing. So we'll see how that goes also.

>> CHAIRWOMAN CAMERON: Dr. Lightbown, when you say you're nervous, I think you mean trafficwise?

>> MS. LIGHTBOWN: Yes, trafficwise and also historically it's been difficult to -- we usually see a little bit of a tail-off when the football season starts, and there's a big interest in football.

>> CHAIRWOMAN CAMERON: I see.

>> MS. LIGHTBOWN: But on the other hand, it will give the owners, the local owners, a chance to see their horses race.

>> CHAIRWOMAN CAMERON: Right.

>> MS. LIGHTBOWN: And we'll see what other incentives they come up with to entice fans to come.

>> COMMISSIONER ZUNIGA: Are the Sundays going to be throughout the year or at a particular time?

>> MS. LIGHTBOWN: There's a couple that are in different places, and then most of them are in September.

>> COMMISSIONER ZUNIGA: And that's why it would compete with football.

>> MS. LIGHTBOWN: Right. Yeah.

>> CHAIRWOMAN CAMERON: Yeah, head to head with the Patriots, that might be tough, right?

>> MS. LIGHTBOWN: Exactly.

>> COMMISSIONER ZUNIGA: It's only every other week because they do also --

>> CHAIRWOMAN CAMERON: Right, and it could be a Monday night game, a Sunday night game, so.

>> MS. LIGHTBOWN: Right, the schedule's not out yet.

>> CHAIRWOMAN CAMERON: Right, right.

>> MS. LIGHTBOWN: So there's a couple of recommendations that they'll have an independent expert review, the track surface. We've been doing this for the past several years, and it has proved valuable to have somebody from the outside come in. They've always gotten good reviews, and sometimes these experts have a few little different things for them to try or do.

And then they will need to provide their purse agreement. It's up at the end of the year, and they are currently in negotiations with their horsemen. So I don't anticipate any problem obtaining that.

>> CHAIRWOMAN CAMERON: Okay.

>> MS. LIGHTBOWN: This does require a vote of the Commission.

>> CHAIRWOMAN CAMERON: Do we have any questions here before we move ahead?

>> COMMISSIONER ZUNIGA: We'll take the application separately, right?

>> CHAIRWOMAN CAMERON: Yeah, we'll do one vote at a time. Okay.

Questions of either? You came all the way here. Anything to say or --

>> MR. SAVASTANO: No, I'm good.

>> CHAIRWOMAN CAMERON: You're good?

>> MR. SAVASTANO: Yeah, I think we're good.

>> CHAIRWOMAN CAMERON: Okay.

>> COMMISSIONER ZUNIGA: Yeah, we were -- I guess three Commissioners were at the hearing in Plainville a couple of weeks ago. As you say, things have been going well for the past few years, very much in accordance with what was anticipated. The police chief testified, the fire chief testified and, you know, there's nothing but support over there. So I think -- I think it's great. It sounds like the horsemen and the track are in agreement with the number of days, at least -- at least in the number and they will figure out the purse agreement going forward. So I think it's a great application. I will move that the Commission approve the application for racing at Plainridge Park as presented and discussed here today.

>> COMMISSIONER O'BRIEN: Second.

>> CHAIRWOMAN CAMERON: Further discussion? All in favor?

[Vote taken]

Okay. 4-0, passes. Have another good racing season. Thank you for coming in.

>> Thank you very much.

>> CHAIRWOMAN CAMERON: Okay, we'll move on to the application from Suffolk Downs.

>> MS. LIGHTBOWN: So Suffolk meets the requirements of 128A, Section 3I. It's the only facility that is approved for racing for thoroughbred racing for next year. They've outlined a general plan to ensure compliance with our regulations as the property is developed. And I just want to say that's going to be an ongoing procedure with Chip Tuttle and others that we may deem necessary to bring in to make sure that everything is -- the requirements are still met.

Our Executive Director, Ed Bedrosian, had a great idea, when Chip and I met to discuss this for the first time, we had Joe Delaney, Our Project Manager, Construction Project Manager, come also. And he had some interesting comments which was good to have that as well. So that's an ongoing discussion that we'll be having going forward.

With the change in the legislation, they will also meet their number of days required for simulcasting with the four days of racing. It's 1 to 50 now, and that falls in that general vicinity. Again, the recommendations, the conditions we have are similar to what we've done in the past, have an independent expert review the track surface before racing. And again, we've done that without any problem the last several years.

We'll have them request, before each weekend, how much money they want from the racehorse development fund for the purse money. And then if they're going to add more days to the program, we ask that they notify us 30 days ahead of time so that we can schedule staff and be sure we're prepared for that.

And also, they're in the middle of their purse agreement negotiations with their horsemen. So once that's done, we'll get that from them.

>> COMMISSIONER STEBBINS: Alex, I would just pick -- you know, I know when we were having a hearing on the application, as I think about the conditions, obviously there might be an opportunity, Bruce, to raise out in Great Barrington this year, or are we still a year away from that? Is there any prospect for that in 2019?

>> Mr. Barnett: I don't think there's a plan for that for 2019.

>> COMMISSIONER STEBBINS: Okay. Obviously if there is, we know you'd be back in front of us. I would just --

>> COMMISSIONER ZUNIGA: It would also require a change in the legislation because that would be off-track betting situation if they want to raise in Great Barrington and simulcast in Suffolk County.

>> COMMISSIONER STEBBINS: The condition I would attach to this, Alex, and I think you talked about it is, you know, there is some plans for construction, maybe some demolition, maybe some reconstruction in the back of house area. I would, you know, suggest we add a condition saying once those plans are finalized, that they be shared with the Commission. Obviously somebody like Joe would be great to look those over. But also, Bruce, if there could be some sign-off by the local building inspector depending on kind of which side of the property line it's on, that they also provide a report or review that, you know, the work that's ongoing won't be of any risk to racing or any risk to the other use of the other facilities in that area, and obviously important to us is any impact on our space in the back, whether it's the test barn or what have you. But kind of building that in as a condition.

>> Mr. Barnett: Commissioner, my only hesitation with the way you phrased that is I'm not sure if the Revere Building, the work that's being done in the barn area is the demolition there. The building inspector will provide a demolition permit, as required by law, before that happens. I'm not sure the building inspector would be in a position to opine that the work that they're doing wouldn't affect the animals, for example. It's just not the bailiwick.

>> COMMISSIONER STEBBINS: Well -- okay.

>> Mr. Barnett: Certainly we're anticipating already, you know, sharing the plans with the Commission, with Alex, with Joe, if that makes sense, and it sounds like it does.

>> COMMISSIONER STEBBINS: Okay.

>> MR. BARNETT: To make sure -- I don't know exactly how you managed it when Plainridge did all the work. They had much more extensive construction going on throughout their whole racing meet. We've got a couple of weekends going on.

>> COMMISSIONER STEBBINS: Right.

>> COMMISSIONER ZUNIGA: Let me bring up a larger issue or larger comment of which this would be perhaps a subset. I am generally not in favor of this application. I think it doesn't quite meet the criteria that's stipulated here. There's -- there was a time when it first came before us, you know, there was a special legislation about conducting between 1 and 50 days of live racing in order to grant the simulcasting license. And I always thought that was perhaps -- and at that time -- reasonable to assume that there would be, you know, a good number of race days. The bargain between the number of race days and the simulcasting was always to the tune and historically around 100 days. In fact, when the Gaming Act was passed, their requirement to increase those days was what you just talked about written into law. Plainridge was required to increase to 115, 125 and so on.

The number of race days at Suffolk Downs for the past few years has been really minimal. We've had -- and I think -- and I voted for approving those applications because there was a sense that something could be in the works, and maybe a sense that there will be more people coming back, perhaps increase race days. This is clearly not the sense that I get with this application which only goes to half the year. I

don't see where there's maximization of the revenues to the Commonwealth, which is a key criteria here.

I also, because of all the construction -- and commissioner, you weren't here for the hearing -- but there is a lot of construction that's happening. We saw the lease amendments, meaning demolition that will happen. There's people that are going to be using port-o-johnnies who are going to come in for those race days. There's a question in our mind as to how our own people are going to be, you know, being able to regulate and whatnot.

And additionally, in all the communications in the last few years, Mr. Barnett and Mr. Tuttle seem to imply that they really don't need our approval because they have the ability to simulcast by simply conducting one day of racing, which may be technically okay, but I know that has not been our interpretation. So I say, you know, if they want to go ahead and simulcast, conduct the one day of racing, try that. I would rather -- and I know we're not voting on this today -- not voting on the request for purse money that is going to come with this application. Because while they might think that they don't need our approval for the application, they certainly need our disbursement of the monies from the Racehorse Development Fund in order to conduct those races.

Those monies, it is my view that they have been of some benefit mostly to Suffolk Downs to a few people who have raced at Suffolk Downs historically, but have not, in my view, have the intention of the legislation of having the benefit go to the jobs of the people that groom and train and, you know, and see the horses because those horses come in for just a little bit and then they shuttle away.

So this one year is also a partial year. I think it's getting, in my opinion, to the point of is it really worth it? And if we -- if I'm at least able to convince one of our Commissioners here, maybe this doesn't pass, and it would be a great message hopefully to the legislature, something that we've been trying to send, and for many reasons, it hasn't -- it hasn't gotten any traction, to try to work on a fix for this sooner rather than later. I would rather not -- and I know they're not in session currently, but I'd rather not be in the same situation that we have been in before, July, waiting for the expiration of this and not knowing whether there will be any certainty here.

We seem to have now some real certainty -- it's not absolute -- that the track will be closed after July or so, July 1st, as per the amended lease. They tell us they could amend it further, but the reality is that the owners have other plans, and this sublease is only getting to the last few months of, you know, what they could do there. So if at least with this vote, which I will be voting against, we could at least signal to the legislature that there's much better use perhaps for the money for purses that we will be requesting from this application. The racing industry, don't get me wrong, it could be, you know, accrued so that if diversion that we've advanced with the legislature of the racing statute that we submitted, 128D, that would give us the flexibility to really help this industry. There would have to be a commercially feasible plan, but in my view, some of the purse money that could be going to live races this half year perhaps would be better used to a feasibility study. One that we have been asking for for a while now and have not been able to fund because we have felt that we don't have the authority, and other people don't have the money either. Some of the horsemen's groups. So that's the reason I will be voting against this. Certainly when the purse money request comes, if this passes, I will make the same argument essentially. I think there's better

uses for the money that will go towards merely for days of racing. I don't think that brings the economic impact that the legislation envisioned. Look at how, for the same number of purses, other tracks, you know, are able to run a number of many, many more days. The traditional bargain in the horse racing industry was that the track gets to simulcast, which is the profitable piece of the operation, but in return, they have to conduct a number of races, you know, because that's what really brings economic development.

This has been really, in my view, not worth it. They continue to simulcast year round, and that's fine for them. But the economic impact is marginal, at best. And this year is even more so.

>> CHAIRWOMAN CAMERON: Thank you, commissioner. Other comments? Well, I would agree with you that this is not an ideal operation, that I think we were all hopeful that there would be a move or a group or someone that could have the wherewithal and the right -- the ability to build a new track so that thoroughbred racing could be sustained. And the reason we have agreed to this less-than-ideal plan every year is really for the benefit of those in the racing community, and there are a number of folks in the racing community, you know, that are trying to hang on breeding and the folks that work at the track, the folks that train and the grooms and the jockeys. So there are a number of people, and I think for those reasons, we have been, in my mind, this was very limited and not ideal, but it kept it going a little bit here. So I am still hopeful that, you know, we hear about a number of groups. And I know there are a number of groups still working to have a better thoroughbred racing program in the Commonwealth. So, you know, I'm hopeful that that can happen, and we continue to work with all of those groups and listen and take meetings. But I still think that this is although not ideal, better than not having any racing. So I think that -- and we know that there's certainty that the track will be closing, so, again, I remain hopeful that some other opportunity which is a better opportunity will come to fruition. But I am concerned about -- we have the track inspection every year, and that's really important for the jockeys, for the horses. But the health and welfare of patrons and employees is important as well. So I would be interested and I think you were trying to get to this, commissioner Stebbins, some kind of a condition where during construction we make sure everybody is safe at that property. And, you know, I go out every year. I was out there with our Executive Director this year one of the days for racing. And, you know, the property is in -- is -- continues to age, and I don't think it's the care that it would if it was utilized more often than a few days a year. So I am concerned about that and making sure everyone is safe. I know there's barns being removed. There's soil in the parking lot. There's different things that are planned for these four days, and I'm just -- I want us to make sure that we are fulfilling our responsibility to make sure everybody is safe out there. The horses, of course, but also all of the folks. So however we can incorporate not only a safety check for the track but, you know, just assurances. And I know you're each having meetings to understand this plan as it evolves. But that would be important to me that everyone out there is in a position where they are safe for those four days.

>> MR. BEDROSIAN: Yeah. First let me apologize for not being here on time. Secondly, on this issue of sort of safety, I would think about sort of two categories. One is obviously tremendously important, public safety, Suffolk employee safety, our

employees' safety, you know, the jockeys and all the folks who would be at the track. So I would want that to be a condition precedent, which I think is a combination of, you know, building inspector saying the building is still safe, sort of also common sense of looking at the place and saying, you know, geez, if there's tractors and big construction vehicles all over the place, we'd want to consider that.

The second thing I would suggest is I'd want to hear, you know, a week ahead of time from Director Lightbown that she is confident that our staff can fulfill their regulatory duties, which go above and beyond just actual safety. I mean, if they have to test horses and do all those things, there's got to be sufficient place for that to happen, and staff's got to be capable of doing that. So I think there are sort of two preconditions. One is this general overall safety, and the other is our regulatory capabilities, that we can fulfill our regulatory capabilities in the current environment as it will exist at the time of racing, which I don't think we know right now, but, you know, if approved with those conditions, Director Lightbown could certainly -- and I think she would be involved in what's happening -- about a week ahead of time understand the environment on the ground and say yes, we're, you know, given these modifications, whatever we need, we can do it, or no, we can't do it.

>> COMMISSIONER ZUNIGA: Well, let me mention that, because I was trying to articulate essentially the opposite side of the same coin. While we could place a condition, I think there's enough uncertainty as to whether operations we have previously, you know, knew, that they're going to be present. First of all, it's half a year. It's not the same as any other year. I do understand and I did vote and I mentioned this, Commissioner, that for prior applications, to try to help the racing industry. I believe that most of those benefits have only gone to a very small handful of people. And that is really the nature of that market.

And I really think and hope that by withholding or eventually not disbursing those purses -- this purse money, that could be yet another tool, again, provided that we are able to call attention to the need to really address the situation at the legislature for us to really help them more in the longer term. This help, in my view, is at best really very short-term at a time when we have half a year, doing race days, enough uncertainty as to the operation because there will be demolition. There is the lease, the owner, which is not Suffolk Downs, can put in a lot of dirt on the parking lot. So there's enough questions into how that operation is going to be. We could place conditions, but my point is there's enough certainty that when we add all those other factors, it might be that time for us to say not worth it. That's the position I'm advocating for. And call attention to this and let all the groups that will certainly say what do you mean, there's not even four days this year to start advocating for a real long-term solution to this legislation that has been, quite frankly, in limbo for the past for you years, 3 1/2 years.

>> CHAIRWOMAN CAMERON: Well, I, again, you know, think much has changed. I know that time is going on, and you're correct, there hasn't been movement towards something more permanent, but this is a very, very passionate group, and one of their --

>> COMMISSIONER ZUNIGA: It's also divided, by the way.

>> CHAIRWOMAN CAMERON: Which is divided. I would agree. There is not -- there's not one group in solidarity moving in one direction. I would agree with that. But I do think there are folks with jobs and local folks who do look forward to this every year and are working towards something more permanent, and we're all hopeful

that that can happen. And I believe that our team has the ability to assess, if we were to approve this conditionally. And the conditions would have to be met. And that would give us another opportunity to make sure that folks are safe before we go ahead and have the meet. I understand your point, though.

>> COMMISSIONER ZUNIGA: You know, I think our ability to change things dramatically sort of dwindles if we approve this application. I think -- and I'll remind -- I'll mention this for the benefit of Commissioner O'Brien because when we first -- when we conducted the hearing for the first time, the one that came before us for three days at the time, if I remember correctly, there were a number of people who were effectively saying a lot of what I'm saying. They were saying it's not worth it. This industry might be better off letting the monies that come from the racehorse development fund that are at least identified for the thoroughbreds accrue for what could be a longer-term solution. And, again, I did vote for those. At the time it seemed the reasonable thing to do. I am now thinking when you add all these other components, uncertainty about the site, half a year, last year for sure, to the discomfort that I have at least on the divided group of horsemen who are essentially saying I don't think it's worth it, something is better than nothing, my hope is that at least we could also signal, not just save what we will eventually disburse for these days, but seeing out for the legislature that this really now needs to be addressed. And if you don't want to address it, there might be even better uses for that money that belongs to the Commonwealth to be, you know, like there have been at least some efforts in the past. They haven't done it. There is still at least in my opinion by some, the wish to make this industry continue, and again, I think that with the flexibility that the legislation that we filed would bring this Commission, we would be -- it is my hope to be in a better position to save the industry or help the industry, not save it, necessarily. At least try to help them in a more longer term.

>> CHAIRWOMAN CAMERON: Anything else? Dr. Lightbown, do you have anything to add?

>> COMMISSIONER ZUNIGA: Commissioner O'Brien?

>> CHAIRWOMAN CAMERON: Sorry.

>> MS. LIGHTBOWN: First of all, we do get a lot of money from Suffolk Downs. You'll see it in the annual reports, handle -- I should know the figures but I don't -- probably more than Plainridge does. And, you know, so the income that we get from them is significant.

>> COMMISSIONER ZUNIGA: Yep.

>> MS. LIGHTBOWN: Even though you may say the four days or the eight days or whatever, with the simulcasting and account wagering, it's huge. It's a big impact on us.

>> COMMISSIONER ZUNIGA: I do realize that and thank you for highlighting that because I only spoke to it initially. If Suffolk Downs thinks that they only have to conduct one day of racing to continue simulcasting, the same thing accrues to the Commonwealth because they continue to simulcast.

>> MS. LIGHTBOWN: That's true. They're allowed to.

>> COMMISSIONER ZUNIGA: I'm assuming that they would do that -- why wouldn't they? And, you know, let the money that comes from simulcasting accrue to the Commonwealth and, you know, and that will be that. When we only think about how

much we're going to disburse for the live racing days, that's the cost benefit analysis that I'm trying to articulate here that is really not worth it. That's on the criteria about maximizing state revenues. I think we just -- it's costing the Commonwealth in the end. And it's costing the industry. Maybe not in the short term. I understand the argument that it's a powerful one because some people have already may have plans or whatnot. But it is a unique year, and I think we find ourselves -- I'm just at the point of it's, in my opinion, it's quite simply not worth it.

>> MS. LIGHTBOWN: I think with Suffolk Downs -- or not Suffolk Downs -- with the landlord knocking down barns I think it's going to be very clear to people that, you know, it's not going to be continuing on. And that something needs to be done for thoroughbred racing. And we've all been through this journey for several years now where it was not the intent that thoroughbred racing would be limited to, you know, at the most, eight days. And it was seen as a bridge, and I think we're getting to that point where it's not going to be at Suffolk.

From the regulatory standpoint -- and I think it's a great idea to put a requirement in that, you know, that we work with Suffolk to make sure everything's safe and that we can regulate -- the parts that are going to be taken down are on the backside at this point. So I've been assured that our office and the grandstand will still be there. There will be some inconvenience with the parking, but we're still going to have our offices there. And so that will be fully functional. The test barn area is going to be left alone, so that will also be there. So, again, we do a pre-meet inspection every year anyway to go over things, but it looks like that part of it won't be different from any other year. What will be different is the barn area and the things like the port-o-potties, things like that. And I've already had discussion with Chip on that and some of the other issues that it brings up. I think we can probably manage that for, you know, four days. And again, it's not an ideal situation. I know the horsemen that do get that purse money are really happy that they do get that purse money. And we do see quite a few locals that are getting it.

>> COMMISSIONER STEBBINS: I just want to -- I want to get back to, you know, the condition I had suggested, and there's some details there about, you know, what role a local building inspector might play. But I do want to pick up on Commissioner Zuniga's comments because I think all of us have been frustrated by the lack of movement. We've been stuck in this slow grind, you know, unfortunate conclusion, and we have not been able to find a way to bring parties together, to get the interest of the legislature, to figure this out and try to find a long-term solution. And a lot of those stakeholders need to be at the table.

So I certainly agree with your frustration. I sense your frustration. I would just not feel that the way to get the legislature's attention, if I'm listening to you correctly, would be to vote down an application that, you know, essentially to, you know, to the extent it does comply with the law. I think the bigger message is going to be sent that when Suffolk closes their doors. And then what becomes next for the Massachusetts thoroughbred industry? As Commissioner Cameron pointed out, there have been interested parties that have been poking around and looking at different proposals. You know, I would like to see that be the motivation to get all of us back to the table and think about legislation that we have filed year after year that usually gets set aside for, you know, an extension. But we're going to be back at this next year with either an

application for thoroughbred racing in front of us or not. So I'm not necessarily supportive of the idea -- and again, if I'm misreading you -- to reject the application because we know it's not ideal. It's never been ideal. But I would like to try to find a different way to send a message to the legislature that we need their attention and their partnership on this rather than to have a vote and reject the application. But I do --

>> COMMISSIONER ZUNIGA: I think the message might not come from us. The message, in my view, will come from the people who were expecting to race, although it's only four days, to say now we cannot even, you know, race the four days. And I know there's benefits. This is why it's a bit of a gray judgment call situation. It's half a year, something we've never done before. You know, there is -- there will be certainty when the track closes, that's for sure. But I don't think it will be us necessarily with this discussion, you know, knocking on -- getting the attention of the legislature. It would be people who are now saying this closure is for real to the extent -- to the point that the Commission felt uncomfortable in -- at least that's where I am -- in approving a partial, too little, to the point of not worth it application, which is what's before us.

>> COMMISSIONER O'BRIEN: I see a lot of merit in what Commissioner Zuniga has said, particularly when you look at the cost benefit analysis for the Commonwealth in maximizing the revenue. My hesitation in voting no at this juncture is the timing, is the impact it would have to the industry in having any leverage. I feel like the leverage in existing ongoing, however limited in the industry might have to go to the legislature and say, not only can we not have what we had last year, which is have it expire with no action and then have to do special session, to have things renewed, we need certainty. And to not have it at all in the context of thoroughbred racing I think cuts their legs out from underneath them. And while I hear you in wanting to, you know, ring a bell, to make the legislature understand enough is enough, I'm newer to this than you are, but my, you know, study of what's happened, you know, in the decline since the changes have gone into effect, it is not sustainable. I also think as a practical matter, this is it, to your point. With the facility undergoing the transformation that it is undergoing and the current state of the legislature in terms of what they did last year, what they say they will do this year, to me, if a condition is added to this that this approval is conditional upon further approval by this Commission in both the suitability of the track for the participants and the attendees and the employees of the Gaming Commission and that that approval be renewed 7 to 15 days prior to the racing sessions, I am comfortable voting for it in this circumstance. While I hear everything that you're saying and I think it is time to look at it, I do think it's draconian to say no to the application at this vote. So I would vote to approve it, under adding that fifth condition.

>> COMMISSIONER ZUNIGA: Sounds good. I mean, your position is your position. I think that we were always in the position of approving or not that the timeframe of the application, deadlines and the approvals was always yearly. It was always at least conceivable that any one application will not be approved for the next calendar year come November. November 15th is the deadline, right?

>> MS. BLUE: Yeah, November 15th.

>> COMMISSIONER ZUNIGA: The only other thing that I would opine is different, it's not necessarily cutting the feet from under them. This was at least legislatively always a possibility.

>> COMMISSIONER O'BRIEN: Just to clarify, I say that just in the current context of

the facilities as well.

>> COMMISSIONER ZUNIGA: Yes.

>> COMMISSIONER O'BRIEN: To say that at a time (Inaudible) versus now when the facility will be gone. That's the comment that I made. Just to clarify.

>> COMMISSIONER ZUNIGA: No, I understand. I think, again, we're taking the same factor and just interpreting it differently. The fact that there's now all these certain demolition to come, questions about the safety and accessibility and really purpose of the property in my view is, again, goes in the column of not worth it. Let's -- let's just save some of the money that will be requested, you know, for this application. See, this application comes with a very important provision, which is those requests for purse monies. Again, I'm going to be voting, you know, how when it comes to that. It's just too little, too, in my opinion and not worth it.

>> CHAIRWOMAN CAMERON: Are we ready for a motion?

>> COMMISSIONER STEBBINS: Sure. I would move that the Commission approve the application for racing in 2019 by sterling Suffolk Race Course LLC with the conditions as outlined in the packet and hopefully if I can word this correctly, the addition of a fifth condition, which is any construction, development or demolition plans be shared with the Commission and a review by a local building inspector. Obviously they're the person issuing any demolition or work permits, and subject to review by the Commission, again, with the ultimate ability or authority resting with us to decide whether racing is allowed or not, depending on those conditions.

>> COMMISSIONER O'BRIEN: I would move to further amend that recommendation to just make it clear that that would be subject to further Commission approval based on the criterion you set forth in condition five. Based on that, and then I would second that motion.

>> CHAIRWOMAN CAMERON: Further discussion? All in favor?

[Vote taken]

>> MS. BLUE: Did you have a second?

>> CHAIRWOMAN CAMERON: We did. We had a second. Those opposed?

>> COMMISSIONER ZUNIGA: Ney.

>> CHAIRWOMAN CAMERON: So a 3-1 vote to approve this license with the conditions as outlined. Thank you.

>> Mr. Barnett: Thank you very much.

>> CHAIRWOMAN CAMERON: Approval?

>> MS. LIGHTBOWN: Yes, next on our approval is Suffolk Downs request for capital improvement fund. Today I have with us Chad Bourque, our Senior Financial Analyst. I want to thank Doug O'Donnell who was our financial analyst for years. He's been great in sharing his expertise with Chad, and Chad's jumped right in and hopefully relieve some of the work that Doug's been doing. So I'll leave it to Chad now.

>> MR. BOURQUE: Good morning. Good morning, Commissioners.

>> CHAIRWOMAN CAMERON: Good morning and welcome.

>> MR. BOURQUE: Thank you very much. So throughout the billing cycle, we collect funds for -- to be held in the capital improvement trust fund. Monies from the trust fund are paid out upon the Commissioners' approval of both a request for consideration, which will allow them to move forward with a project, and then also a request for reimbursement, which will provide payment for the work or purchase

completed.

This item we have today is a request for consideration from Suffolk Downs in the amount of \$94,046.17. This amount reflects project numbers 2017 01 through 16, and we are asking for the Commission's vote on this item.

>> CHAIRWOMAN CAMERON: Questions?

>> COMMISSIONER STEBBINS: I'll refrain from making my usual comments about the capital improvement trust fund. But Chad, is there any reason that there's no 2017-15 project?

>> MR. BOURQUE: Yes, that is they do not have the backup work for that yet. And they said it is in the pipeline.

>> COMMISSIONER STEBBINS: Okay.

>> CHAIRWOMAN CAMERON: It appears to me that all the appropriate approvals are accompanying each of these requests.

>> MR. BOURQUE: Yes.

>> CHAIRWOMAN CAMERON: You've had a chance to review all of those documents?

>> MR. BOURQUE: Yes, I went through all the documents and calculated the numbers for each item.

>> CHAIRWOMAN CAMERON: Great.

>> COMMISSIONER STEBBINS: Madam Chair, I move the Commission approve the request for consideration of the Suffolk Downs Capital Improvement Trust Fund Projects as outlined in the packet.

>> COMMISSIONER O'BRIEN: Second.

>> CHAIRWOMAN CAMERON: Further discussion? All in favor?

[Vote taken]

I think I heard everyone say aye, so it's a 4-0 vote here for the capital improvement. Moving on to the quarterly local aid payments.

>> MR. BOURQUE: Yes. In accordance with Section 18D of Chapter 58, local aid is payable to each city and town within which racing activities are conducted. The amounts are computed at .35% times the amount wagered during the quarter and at six months prior to payment. The total amount for local aid for this quarter is in the amount of \$175,321.72. And this amount reflects the total handle for January, February and March of 2018.

On the second page, you will see a breakdown of the handles for the quarter as well as the distributions to each city and town. We are asking for the Commission's vote on this item.

>> CHAIRWOMAN CAMERON: Questions? Do we have a motion?

>> COMMISSIONER STEBBINS: Madam Chair, I move the Commission approve the local aid quarterly payments through September 30th, 2018, as included in the packet.

>> COMMISSIONER O'BRIEN: Second.

>> CHAIRWOMAN CAMERON: Further discussion? All in favor?

[Vote taken]

4-0. Thank you very much.

>> MR. BOURQUE: Thank you.

>> MS. LIGHTBOWN: Thank you.

>> MR. BARNETT thank you, Commissioners. We missed our Executive Director's update, his administrative update, because he was tied up with an important matter. But our Executive Director is here now, and I believe ready to give us an update.

>> MR. BEDROSIAN: I am. Since it's close to noon, I'm just going to go with good afternoon. I do want to update you on a recent development in our investigation. Late yesterday our outside counsel learned that Steve Wynn filed a lawsuit in Nevada against the director of the investigations and enforcement bureau, the Commission, and Wynn Resorts. This new lawsuit, among other things, seeks to prevent the release of the investigation and enforcement bureau's investigate to our report. Our legal counsel is reviewing the complaint. We were not surprised by this development. In fact, we had already retained local counsel in Nevada to help us litigate these issues as quickly as possible so we don't delay finishing the report and then having an appropriate adjudicatory hearing. I know this is sort of a thing, but it's a brief update, and all I can tell you is when I have more information on this, I will update you.

>> COMMISSIONER ZUNIGA: What does this mean towards our ability to see the report? At this juncture?

>> MR. BEDROSIAN: You will not be able to see the report until these issues are resolved. We need to resolve these issues to make sure that the report that is given the Commission is the report that you will use in the adjudicatory hearing. That's my best guess at this point.

>> CHAIRWOMAN CAMERON: And the complaint was filed in Nevada?

>> MR. BEDROSIAN: In Nevada, in Las Vegas, yes.

>> CHAIRWOMAN CAMERON: And we have outside counsel assisting us there.

>> MR. BEDROSIAN: We do. We do.

>> CHAIRWOMAN CAMERON: And it's too soon to know how long any process would take there?

>> MR. BEDROSIAN: When I say this report just got filed, I literally mean, like, 4:30 Las Vegas time yesterday. So an old term, hot off the presses would be appropriate.

>> CHAIRWOMAN CAMERON: And are you as well as our legal counsel reviewing the complaint as we speak, I suspect?

>> MR. BEDROSIAN: One of the reasons I was not here right on time this morning.

>> CHAIRWOMAN CAMERON: Okay. Thank you. Other questions?

>> COMMISSIONER ZUNIGA: No. It's clearly something that you'll have to look into with the good help of General Counsel Blue and our outside counsel. You mentioned that the company is also party to this lawsuit.

>> MR. BEDROSIAN: The company is.

>> COMMISSIONER ZUNIGA: The company, Wynn Resorts.

>> MR. BEDROSIAN: Yeah.

>> COMMISSIONER ZUNIGA: You obviously have not had an opportunity to talk to them?

>> MR. BEDROSIAN: Only to both acknowledge that the complaint exists.

>> COMMISSIONER ZUNIGA: Mm-hmm.

>> MR. BEDROSIAN: That's it.

>> COMMISSIONER ZUNIGA: Yeah.

>> CHAIRWOMAN CAMERON: Well, we appreciate the update, and we will look

forward to further updates here and, you know, our recommendation as to how to proceed.

>> MR. BEDROSIAN: Thank you.

>> CHAIRWOMAN CAMERON: Anything else with your update?

>> MR. BEDROSIAN: No, that's it.

>> CHAIRWOMAN CAMERON: Thank you. We'll move on to commissioner updates. Are there any Commissioner updates today?

>> COMMISSIONER STEBBINS: I just have one. I want to thank Director Griffin and Crystal Howard for a great event that they organized and put on here in our Commission space on Monday. They invited all of our licensees, a number of different associated veterans groups and organizations that support veterans to try to gin up interest for veterans to have an opportunity to do business with one of our licensees. So we had a number of kind of exhibit booths from various organizations. We had over 40 people easily filling the room. And we were happy to be joined by the Secretary of Veterans Services, Secretary Arena who not only spoke about veterans of Massachusetts but the good partnership we have forged with his office. But, you know, the feedback from everybody that came was excellent networking opportunity and certainly want to do the best we can. This is actually national small veteran business awareness week, so the event was timely and, again, as we saw with Plainridge's report, you know, the goals were kind of based not on a lot of information, but we certainly want to work with our licensees to make sure that their goals are of the floor and not the ceiling and that they can surpass those numbers. Great thank you to all of our licensees for showing up.

>> CHAIRWOMAN CAMERON: Thank you for your leadership in this area, Commissioner. This is important, important and good work. Thanks. Anything else? Do we have a motion?

>> COMMISSIONER ZUNIGA: Move to adjourn.

>> COMMISSIONER O'BRIEN: Second.

>> CHAIRWOMAN CAMERON: All in favor?

[Vote taken]

Meeting is adjourned. Thank you.

(The meeting concluded at 12:05 p.m.)