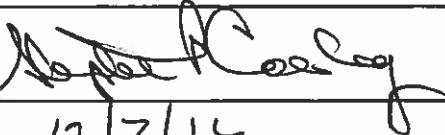


**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 5 COMMISSION**

STATE EMPLOYEE INFORMATION		2016 DEC - 9 AM 11:19
Name:	Edward R. Bedrosian Jr.	
Title or Position:	Executive Director	
State Agency:	Massachusetts Gaming Commission	
Agency Address:	101 Federal Street, Boston, Ma. 02110	
Office Phone:	617-979-8400	
Office E-mail:	edward.bedrosian@state.ma.us	
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.	
PARTICULAR MATTER		
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	<p>Please describe the particular matter.</p> <p>As the Executive Director of the Gaming Commission, I determine compensation, including salaries and yearly increases, if any, and merit awards for all employees except the actual Commissioners who salary is set by statute. After my yearly performance review, the Commission, decided my compensation adjustment, if any, should be consistent with what other employees are receiving. Previous to the Commission's decision on my compensation, at my direction, the Gaming Commission's Human Resource Department has developed a plan of compensation adjustments that includes both salary increases and merit awards for all eligible employees. Consistent with the method used to develop suggestions for other employee's compensation, the human resources department, has a suggested amount of compensation for me also.</p> <p>With the Commission's decision to have my compensation treated similarly to other employees and the work of the human resources department, I am in the position of appearing to approve my own compensation adjustment.</p>	
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	<p>Please describe the task you are required to perform with respect to the particular matter.</p> <p>As the Executive Director, I am charged with all administrative matters within the Commission's jurisdiction, including the Particular Matter described above.</p>	
FINANCIAL INTEREST IN THE PARTICULAR MATTER		
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter. <input type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter. <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter.	

	<p><input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.</p>
Financial interest in the matter	<p>Please explain the financial interest and include a dollar amount if you know it.</p> <p>Within the scope of my Required Participation in the Particular Matter described above, I will be required to decide employee compensation adjustments that will or may affect my financial interests. Specifically, consistent with the compensation plan the Commission's human resources department developed for all eligible employees, I would receive a merit award of \$2,683.</p>
Employee signature:	
Date:	11/25/16

DETERMINATION BY APPOINTING OFFICIAL

APPOINTING AUTHORITY INFORMATION	
Name of Appointing Authority:	Massachusetts Gaming Commission
Title or Position:	
Agency/Department:	Massachusetts Gaming Commission
Agency Address:	101 Federal Street, Boston, Ma. 02110
Office Phone:	617-979-8400
Office E-mail	mgccomments@state.ma.us
DETERMINATION	
Determination by appointing authority: Write an X by your selection.	<p>As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee.</p> <p><input type="checkbox"/> I am assigning the particular matter to another employee, or</p> <p><input checked="" type="checkbox"/> I am assuming responsibility for the particular matter, or</p> <p><input type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.</p>
Appointing Authority signature:	
Date:	12/7/16
Comment:	

Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108