



August 28, 2019

The Honorable Nicholas A. Mattiello  
Speaker of the House  
State of Rhode Island General Assembly  
82 Smith Street  
Providence, RI 02903

The Honorable Dominick J. Ruggerio  
President of the Senate  
State of Rhode Island General Assembly  
82 Smith Street  
Providence, RI 02903

Dear Honorable Sirs:

I am writing in response to your letter of August 13, 2019 to Governor Raimondo requesting certain information regarding IGT's employees in Rhode Island. Because such information is not in the possession of the State of Rhode Island, the Governor has requested that IGT provide the information directly to you.

Accordingly, enclosed is a listing of the titles of IGT's employees in Rhode Island and the number of employees with each such title as of August 1, 2019. IGT has a total of 1007 employees in Rhode Island as of that date, each of which is paid base compensation that satisfies the compensation requirement set forth in the Master Contract.

As a matter of policy and to protect personal information, IGT does not disclose individual employee compensation information that could easily be identified with employee titles or names. Nevertheless, for you to have a better understanding of the compensation of IGT's employees in Rhode Island, enclosed is a summary setting forth the average annual base compensation and short-term incentive (STI) compensation received by the employees employed by IGT by major organizational units with the number of employees in each organizational unit and sub-organizational units.

In addition, please note that IGT is currently recruiting for the 20 separately listed positions in Rhode Island which are not included in the 1007 headcount. The base compensation rate for each such position will satisfy the compensation requirement set forth in the Master Contract.

Finally, IGT offers its Rhode Island employees the comprehensive benefit package that is described in the enclosed "2019 Benefits of Choice Guide".

I hope this information is useful to you and your members. Please let me know if you require any additional information.

Sincerely,

Robert K. Vincent, Chairman  
IGT Global Solutions Corporation

Copy: Governor Gina M. Raimondo  
Enclosures

IGT Rhode Island Headcount by Job Title - August 2019

<b>Job Title</b>	<b>Headcount</b>	<b>Job Title</b>	<b>Headcount</b>	<b>Job Title</b>	<b>Headcount</b>
Account Manager III	1	Computer Operator II	9	Dir Resource Deploy I	1
Account Manager V	1	Computer Operator III	4	Dir Rev Recog Acct I	2
Account Rep I	1	Config Release Eng I	1	Dir Rev Recog Acct II	1
Accountant II	1	Config Release Eng III	2	Dir Risk Management I	1
Accountant III	6	Config Release Eng IV	1	Dir Security Architect I	1
Accountant IV	2	Cook II	2	Dir Software Eng (Dev)	1
Accountant V	4	Customer Insight Anly V	1	Dir Sys Engineering I	1
Accountant VI	1	Data Informatics Anly III	1	Dir Sys Integration I	1
ADM II	1	Data Ops Analyst I	2	Dir Sys Integration II	3
ADM III	1	Data Ops Analyst II	2	Dir Talent Managemen	1
Admin Assistant II	2	Data Scientist I	5	Dir Technical Support I	1
Admin Assistant III	8	Data Scientist II	4	Dir Technical Training I	1
Admin Assistant IV	2	Data Scientist III	2	Dir Telecomm II	1
Admin Assistant V	1	Data Scientist IV	1	Director Accounting I	1
Assistant to CEO III	1	Data Scientist V	4	Director Audit I	1
Benefits Analyst II	1	Data Scientist VI	1	Director Benefits I	1
Bid Manager I	1	Database Admin II	1	Director BU Finance I	2
Bid Manager II	3	Desktop Sys Spec I	1	Director BU Finance II	3
Bid Manager III	2	Desktop Sys Spec II	1	Director Call Center II	1
Billing Analyst III	1	Dir Business Process I	1	Director Compensation	1
BU Finance Analyst III	1	Dir Business Process II	1	Director Compliance I	1
BU Finance Analyst IV	1	Dir Business Proposals I	1	Director Field Service I	1
Business Intel Anly III	1	Dir Comm Eng I	1	Director Finance I	5
Business Intel Anly VI	1	Dir Comm Eng II	1	Director Finance II	4
Business Pro Analyst I	1	Dir Commod Purch I	1	Director FP&A I	1
Business Pro Analyst II	1	Dir EHS I	1	Director HR Strategy II	1
Business Pro Analyst III	7	Dir Employee Comm I	1	Director Learning I	1
Business Pro Analyst V	1	Dir Enterprisewide Sys II	1	Director Legal Counsel	1
Business Sys Analyst II	2	Dir Financial Report II	2	Director Legal Counsel	5
Business Sys Analyst III	1	Dir Firmware I	1	Director Marketing I	4
Business Sys Analyst IV	1	Dir HRBP II	1	Director Marketing II	4
Business Sys Analyst V	1	Dir Info Sys Eng II	1	Director Payroll I	1
Business Sys Analyst VI	1	Dir Manufacturing Ops I	1	Director Procurement I	1
Buyer / Planner III	1	Dir Mktg Comm II	1	Director Production I	1
CAD Engineer II	1	Dir Network Planning I	1	Director Real Estate I	1
Cafeteria Assistant II	2	Dir Product Management I	2	Director Security II	1
Call Center Associate I	106	Dir Product Mgmt Eng I	3	Director SQA II	1
Call Center Associate II	11	Dir Product Mktg I	1	Director Sys Design I	2
Call Center Associate III	9	Dir Product Mktg II	2	Director Sys Design II	1
Call Center Associate IV	6	Dir Product Trainer II	1	Director Tax I	2
Commodity Purch Spec II	2	Dir Prof Services Cons I	2	Director Tax II	2
Commodity Purch Spec III	1	Dir Proj Mgmt (Design) I	1	Director Treasury II	2
Commodity Purch Spec VI	1	Dir Proj Mgmt (Design) II	1	Editor III	1
Compensation Analyst II	1	Dir Proj Mgr (Tech IS) I	1	Editor IV	3
Compensation Analyst III	1	Dir Public Relations I	1	EHS Rep III	1
Computer Operator I	10	Dir Research Science I	2	Electrical Engineer III	2

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<u>Job Title</u>	<u>Headcount</u>	<u>Job Title</u>	<u>Headcount</u>	<u>Job Title</u>	<u>Headcount</u>
Electrical Engineer IV	1	Intern Technical	6	Manager Treasury II	2
Employee Comm Specialis	2	Internal Auditor I	1	Manager Vehicle Fleet	1
Engagement Program Spei	1	Internal Auditor III	3	Market Research Anly I	1
Engineering Tech III	2	Internal Auditor IV	1	Market Research Anly I	2
Enterprise Pro Anly I	2	Inventory Contr Coord II	1	Market Research Anly I	4
Enterprise Pro Anly II	2	Inventory Contr Coord III	1	Market Research Anly I	2
Enterprise Pro Anly III	1	Investor Relat Anly I	1	Marketing Comm Spec	1
Enterprise Pro Anly IV	5	IT Asset Mgmt Anly II	1	Marketing Comm Spec	1
Events Planner III	1	IT Asset Mgmt Spec II	1	Marketing Specialist I	1
EVP and CFO	1	IT Asset Mgmt Spec III	1	Marketing Specialist II	2
EVP People & Transformat	1	IT Auditor III	1	Marketing Specialist III	2
Executive Assistant I	5	IT Auditor IV	1	Marketing Specialist IV	1
Executive Assistant II	9	IT Support Specialist III	1	Material Handler I	1
Field Service Tech I	29	Legal Counsel IV	1	Material Handler II	2
Field Service Tech II	11	Legal Counsel VI	2	Material Handler III	1
Field Service Tech III	9	Legal Secretary III	1	Mechanical Engineer I	1
Field Service Tech IV	1	Logistics Coord IV	1	Mechanical Engineer III	2
Financial Analyst I	6	Maintenance Mechanic IV	3	Mechanical Engineer IV	2
Financial Analyst II	5	Maintenance Mechanic V	2	Mgr Bus Sys Anly I	1
Financial Analyst III	4	Manager Accounting I	1	Mgr Business Ops II	1
Financial Analyst IV	6	Manager Accounting II	4	Mgr Business Process II	1
Financial Analyst Rotation	5	Manager BU Finance I	3	Mgr Business Proposal:	2
Financial Analyst Rotation	1	Manager Call Center I	2	Mgr Config Release Eng	1
Financial Analyst V	6	Manager Comm Eng II	1	Mgr Content Developpe	1
Financial Analyst VI	1	Manager Compensation II	1	Mgr Electrical Eng I	1
Firmware Engineer III	4	Manager Compliance II	1	Mgr Enterprisewide II	2
Firmware Engineer IV	6	Manager Data Center I	1	Mgr Investor Relations	1
Graphic Designer I	1	Manager Data Privacy II	1	Mgr IS Licensing Asset I	1
Graphic Designer II	3	Manager Field Service I	1	Mgr IT Support I	1
Graphic Designer III	3	Manager Field Service II	1	Mgr Market Research I	1
Graphic Designer IV	2	Manager Finance I	1	Mgr Org Dev Spec II	1
Hardware Analyst II	1	Manager Food Svcs I	1	Mgr Product Mktg I	1
HelpDesk Technician II	1	Manager Fraud II	1	Mgr Product Mktg II	3
HelpDesk Technician III	1	Manager Graphic Arts I	1	Mgr Proj Mgmt (Desigr	1
HR Coordinator III	2	Manager HR Services II	1	Mgr Public Relations I	1
HR Instruct Designer II	1	Manager IT Audit I	1	Mgr Risk Management	1
HR Instruct Designer III	1	Manager IT Audit II	1	Mgr Security Architect	1
HR Shared Svc Coord II	1	Manager IT I	1	Mgr Site Operations II	3
HR Shared Svc Coord III	1	Manager Marketing I	1	Mgr Software Apps Eng	1
HRBP IV	3	Manager Marketing II	1	Mgr Software Eng (Dev	1
Industrial Designer IV	1	Manager Procurement II	1	Mgr Systems Eng II	1
Info Sys Eng I	1	Manager Product Mgmt I	1	Mgr Talent Acquisition	1
Info Sys Eng II	1	Manager Real Estate II	2	Mgr Talent Developme	1
Info Sys Eng III	1	Manager SQA I	2	Mgr Talent Developme	1
Intern Academic	5	Manager SQA II	1	Mgr Technical Training	1
Intern Non Technical	26	Manager Tax II	1	Network Control Tech I	1

IGT Rhode Island Headcount by Job Title - August 2019

Job Title	Headcount	Job Title	Headcount	Job Title	Headcount
Network Engineer I	1	Repair Technician III	7	SVP and Treasurer	2
Network Engineer II	6	Repair Technician IV	4	SVP General Counsel	1
Network Engineer III	2	Resource Deploy Mgr IV	1	SVP Investor Relations	1
Network Engineer IV	4	RF/Wireless Eng V	1	SVP Marketing	2
Network Engineer V	3	Risk Analyst II	1	SVP Operations	2
Office Administrator V	1	Security Analyst I	1	SVP WLA	1
Org Dev Spec V	1	Security Analyst II	1	Sys Design Architect V	8
Paralegal I	1	Security Architect I	1	Sys Design Architect VI	2
Paralegal IV	1	Security Architect III	2	Sys Integ Consultant VI	3
Payroll Analyst III	1	Security Architect IV	4	Systems Administrator	1
Payroll Analyst IV	1	Security Officer I	7	Systems Administrator	1
Payroll Coordinator III	1	Security Officer II	4	Systems Administrator	2
Payroll Coordinator IV	1	Security Officer IV	1	Systems Engineer I	3
Producer III	1	Software Apps Eng I	2	Systems Engineer II	2
Product Manager III	2	Software Apps Eng II	5	Systems Engineer III	4
Product Manager IV	1	Software Apps Eng III	1	Systems Engineer IV	5
Product Mktg Spec IV	2	Software Apps Eng IV	1	Systems Engineer V	1
Product Mktg Spec V	1	Software Apps Eng V	6	Systems Engineer VI	2
Product Mktg Spec VI	2	Software Eng (Dev) II	3	Talent Management Sp	1
Product Trainer II	3	Software Eng (Dev) III	4	Tax Accountant II	1
Product Trainer III	1	Software Eng (Dev) IV	9	Tax Accountant III	3
Proj Mgr (Admin) I	4	Software Eng (Dev) V	9	Tax Accountant IV	2
Proj Mgr (Admin) II	6	Sourcing Engineer IV	1	Tech Course Developer	1
Proj Mgr (Admin) III	1	Sous Chef IV	2	Technical Supp Eng II	1
Proj Mgr (Admin) IV	1	SQA Engineer II	2	Technical Supp Eng III	2
Proj Mgr (Client Svc) V	2	SQA Engineer III	5	Technical Writer II	1
Project Mgr (Design) II	1	SQA Engineer IV	2	Technical Writer III	1
Project Mgr (Design) III	5	Strategic Bus Dev V	1	Telecom Vendor Spec I	2
Project Mgr (Design) IV	6	Strategic Bus Dev VI	1	Telecomm Eng V	1
Project Mgr (Design) V	2	Sup Field Svc I	3	Telecomm Tech II	1
Project Mgr (Tech IS) II	1	Sup Field Svc II	1	Travel Coord III	1
Proposal Writer I	2	Sup Product Mgmt II	1	Treasury Analyst II	1
Proposal Writer II	2	Sup Proj Mgmt (Design) II	1	Treasury Analyst III	1
Proposal Writer III	2	Sup Reg Comp Anly II	1	UI/Human Factor Eng II	1
Proposal Writer IV	3	Sup Web UX Designer II	1	UI/Human Factor Eng III	1
Public Relations Rep II	1	Supervisor Accounting II	1	Vehicle Fleet Analyst I	1
Quality Tech IV	1	Supervisor Call Center I	4	VP Architecture	1
Quality Tech V	1	Supervisor Data Center I	2	VP Chief Info Sec Office	1
Real Estate Analyst III	1	Supervisor Food Svcs I	2	VP Client Services	1
Receptionist I	1	Supervisor Fraud I	1	VP Diversity	1
Recruiter I	1	Supervisor Fraud II	1	VP Engineering	1
Recruiter II	2	Supervisor Security I	1	VP Finance	1
Regulatory Comp Anly I	2	Supply Chain Analyst III	1	VP FP&A	2
Regulatory Comp Anly III	2	Supv Telecomm II	1	VP Global Call Centers	1
Repair Technician I	14	SVP and Corp Controller	1	VP Global Comm	1
Repair Technician II	10	SVP and CTO	1		

IGT Rhode Island Headcount by Job Title - August 2019

VP Govt Relations	1
VP HR Business Partners	2
VP Internal Audit	1
VP Legal Counsel	1
VP Marketing	6
VP Org Effectiveness	1
VP Product Development	1
VP Product Management	1
VP Quality Assurance	1
VP Regional	2
VP Talent Management	1
VP Tax	1
VP Technology	2
VP Total Rewards & HR Op	1
Web Designer III	1
Workforce Plan Coord I	1
Workforce Plan Coord II	4

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**Grand Total**                      **1007**

IGT Rhode Island - Headcount and Average Wage Data by Organization

<b>Organization</b>	<b>Headcount</b>	<b>Average of Total Salary + STI</b>	
<b>Corporate</b>	<b>104</b>	<b>\$</b>	<b>109,164</b>
Admin Services & External Relations	16		
Chief Commercial Officer Gaming	3		
Human Resources & Employee Benefits	20		
People & Transformation	53		
Global Industrial Planning & Procurement	9		
Corporate Other	3		
<b>Finance &amp; Legal</b>	<b>167</b>	<b>\$</b>	<b>148,020</b>
Chief Financial Officer	167		
<b>Technology</b>	<b>292</b>	<b>\$</b>	<b>120,166</b>
Chief Information Officer	40		
Global Communications	33		
Global Data Center & Consumer Service	1		
IT Architectures	5		
Global CTO Gaming & Lottery	114		
Global CTO Gaming and IS&T	72		
PlayDigital	27		
<b>NA Lottery Support</b>	<b>144</b>	<b>\$</b>	<b>128,612</b>
Global Lottery Marketing Organization	75		
Global Marketing	17		
International Lottery	2		
United States and Canada	39		
North America Lottery Support	9		
Global Printing Operations	1		
Chief Product Officer Gaming	1		
<b>Field Service &amp; Call Center</b>	<b>300</b>	<b>\$</b>	<b>47,875</b>
Global Manufacturing & North America Ops	259		
Demand & Global Services	26		
Global Data Center & System Operations	15		
<b>Total current employees</b>	<b>1007</b>	<b>\$</b>	<b>103,320</b>
<b>Open Requisitions</b>			
Corporate	2		
Finance & Legal	1		
Technology	5		
NA Lottery Support	1		
Field Service & Call Center	11		
<b>Total to be hired</b>	<b>20</b>		