



## **The Hon Albert Isola, MP**

### **Minister for Digital, Financial Services and Public Utilities**

Minister Isola has primary responsibility for raising Gibraltar's profile as a well-regulated commercial centre particularly in the areas for which he has specific responsibility which include financial services, digital technology innovation and online gaming.

He is responsible for financial services policy and product development and in this role led in the creation and establishment of the Gibraltar International Bank, a first for Gibraltar as a home-grown full-service credit institution. The Bank has been in operation since May 2015.

Minister Isola previously served as Gibraltar's Minister for Commerce where he played a central role in driving the creation of the world's first purpose-built DLT regulatory framework, which became law in January 2018 for firms using blockchain to store or transfer value belonging to others.

He has been a Minister in the Government since his by-election win for Gibraltar's governing parties, the GSLP/Liberal Alliance, on 4 July 2013. Minister Isola had previously been a GSLP member of the Opposition in the then 'House of Assembly' ('Parliament' under the new constitution) from 1996 to 2000. Prior to re-entering Parliament, he had been a Partner at a major Gibraltar international law firm since 1985.

During his extensive legal career, Minister Isola specialised in all aspects of property development and its financing and led the Financial Services team. He also regularly acted as an adviser to the Financial Services Commission.

Minister Isola was educated at Stonyhurst College, Lancashire (1973-1980) and read Law at Kingston University (1980-1983). He is married and has four children.



## **Andrew Cotton**

### **Solicitor – Director of Betting & Gaming, Ince**

Andrew has over 30 years' experience as a gaming, regulatory and alcohol licensing lawyer. Andrew is the Director of Betting and Gaming in the regulatory solutions team at Ince Gordon Dadds LLP. Andrew was in house legal counsel with The Rank Group, one of the UK's largest gambling operators, for over 15 years before joining Jeffrey Green Russell in June 2013. He advises on all aspects of UK gambling regulation (both remote and land-based), including Operating and Premises Licence applications, changes of corporate control, regulatory investigations and compliance with the General Data Protection Regulation, the UK Money Laundering Regulations and business risk assessments, UK advertising codes and other related UK consumer protection legislation. He advises overseas clients on the UK remote gaming licensing regime and their applications to the UK Gambling Commission for Operating Licences and on-going compliance with licence conditions, AML and social responsibility controls and regulatory reporting requirements. He advises clients on the constantly evolving regulatory regime in the UK and the frequent revisions to the Gambling Commission's Licence Conditions and Codes of Practice (LCCP) and linked regulatory legislation. Andrew is a member of the International Masters of Gaming Law and the cross sector Gambling Business Group trade body.



## **Andrew Lyman**

### **Comissioner and Executive Director, Gambling Division**

Andrew is the Gibraltar Gambling Commissioner and Executive Director of the Gambling Division. He is a regulatory lawyer with extensive private and public sector experience.

Following a 20 year career in HM Customs, he worked as a tax investigations manager for PwC and then at the FSA's (now FCA) Enforcement Division. Before spending a decade in the gambling industry, Andrew helped establish the UK Gambling Commission as a founding member of the senior management team where he was Director of Compliance and Enforcement. Having helped the sector steer through both Brexit and Covid, he is now focussed on introducing a new Gambling Act in Gibraltar and modernising the Gambling Division to ensure that Gibraltar remains a first tier gambling hub for UK and non EU international business.



## **Andrew Montegriffo**

### **Partner in the Corporate and Commercial Department and forms part of the Gaming and FinTech teams at Hassans**

Andrew primarily works with clients in the sectors of online gaming, fintech and digital technologies. He advises on a wide range of legal issues including licensing, regulatory, financing, corporate structuring and general commercial matters. He has been heavily involved with the establishment and ongoing operation of multiple blue-chip gambling operators and DLT companies in Gibraltar.

In addition to advising stakeholders in the gambling and fintech industries, he works with a number of clients in the interactive entertainment sector including esports organisations, streamers and professional players.

After graduating from the University of Nottingham with an LLB (Hons) degree, he went on to obtain an LLM in Commercial Law before undertaking the Bar Professional Training Course. He has been called to the Bar of England & Wales and Gibraltar.

Andrew regularly contributes to legal journals and publications. He also teaches the Gaming Law module at the University of Gibraltar for the Professional Certificate of Competence in Gibraltar Law and speaks at industry conferences.



## **Andrew Towills**

### **Director of Compliance, White Hat Gaming**

Director of Compliance at White Hat Gaming with over 18 years online gambling experience at White Hat Gaming, Ladbrokes Coral, Gala Coral, William Hill, Ladbrokes and Sportingbet. Responsible for ensuring compliance, through appropriate processes and procedures, for all of WHG's B2C licences (Great Britain, MGA, Ontario).

Built and manage an industry leading, multi-site team covering:-

AML, Safer Gambling, Marketing and Affiliate Compliance, Affordability & Player Sustainability, Quality Assurance and Oversight, Complaints.

Key strategic thinker, with a keen eye for detail. Responsible for designing all compliance processes and algorithms including:-

- Real-time Customer Interaction Algorithm,
- Interaction effectiveness models,
- Interactive Generic and Personalised Safer Gambling Pop-ups,
- Bespoke SG Tools.

Expertise in Safer Gambling has led to increased interaction effectiveness YoY.

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## **Anna Kutsenko**

### **Member of global gaming team at KPMG**

Anna has been working in mergers and acquisitions for the last 12 years, supporting corporate and private equity clients across the deal cycle.

She has worked on a number of significant transactions in the gaming and betting sector, including 888 Holdings acquisition of William Hill European assets. Anna supported Entain on two transactions and Playtech on three transactions and also provided due diligence advice to under bidders in their proposed acquisitions of Sportradar and Genius Sports.

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## **Anna Soilleux-Mills**

### **Partner, CMS**

Anna Soilleux-Mills is a commercial and regulatory partner at CMS. Her expertise encompasses gambling regulation, e-commerce, data protection, advertising and marketing, consumer protection regulation, and sponsorship and media rights exploitation.

For the gambling sector, Anna advises on the full range of commercial, operational and regulatory matters. This includes advising on Gambling Commission investigations and enforcement action, compliance and regulatory issues, and complex commercial agreements.



**Bill Robinson**  
**Senior Adviser, KPMG**

Bill Robinson is the founder member and ex-Chairman of the KPMG Economics Practice. His early career was in macroeconomic forecasting at HM Treasury, European Commission and London Business School. He moved into microeconomics (tax policy) as Director of the Institute for Fiscal Studies and Special Adviser to the Chancellor of the Exchequer. In the Treasury he led the creation of the economic framework for the National Lottery and subsequently became a trusted adviser to Camelot. In that role for nearly thirty years he has gained a deep understanding of the gambling industry and carried out a variety of assignments for a wide range of clients.



**Charlie Leach**  
**Manager, Risk Consulting, KPMG**

Charlie is an AML and financial crime specialist with ICA certification for the gambling sector. He has advised multiple operators, regulators and clients in the financial services and travel sectors in relation to financial crime matters, in addition to broader work in the gambling sector on regulatory compliance and the commercial impact of regulation in the industry.



**Dan Hartman**  
**Division of Gaming, Colorado**

Having worked for the Colorado Department of Revenue (DOR) in regulatory enforcement for over thirty years, Dan Hartman brought an extensive background when joining the Colorado Division of Gaming. As Director of Gaming, he was responsible for leading the efforts to stand up the state's Sports Betting program. Under Dan's guidance and leadership, the Colorado Sports Betting program is considered one of the best in the nation for its regulatory framework and industry growth.

Before coming to the Division of Gaming, Dan established the Medical Marijuana Enforcement Division as the Division's first director. Colorado was the first state to begin regulation of this newly legalized industry, which put him at the forefront of one of the nation's more controversial issues. Dan was the first person to build a regulatory framework and take marijuana from its illegal environment to a legal one.

Dan began his career in regulatory law enforcement in 1992; he has worked as the Director of the Colorado Division of Gaming, Director of the Medical Marijuana Enforcement Division, Director of the Racing Events Division, and acting Director of the Liquor Enforcement Division.

Also active nationally, Dan served as 2010 Chairman of the Board of Directors of the Association of Racing Commissioners International (RCI) and President of the North American Pari-Mutuel Regulators' Association. He has received NAPRA's Pacesetters Award (2003) and was an honored recipient of the RCI's award for achievement and leadership: the Len Foote Award (2007).



## **Doug Hood**

### **Project Director, Alcohol and Gaming Commission of Ontario**

Doug is the Project Director for Sports Betting at the Alcohol and Gaming Commission of Ontario (AGCO), an arm's length regulatory agency overseeing the province's gaming, alcohol and horse racing industries. In this role, Doug is responsible for developing and setting the overall strategic approach and implementation plan for the AGCO's expanded sports betting mandate and regulatory framework. Since joining the AGCO, Doug has served in a number of diverse and escalating roles including in Strategy and Policy, Legal Services, Operations, Corporate Services, and Communications and Corporate Affairs. Doug co-led the successful merger of the Ontario Racing Commission with the AGCO, has played a key role in the AGCO's transition towards risk-based, outcomes-based, and compliance-focused regulation, and led the establishment of the policy development, strategic planning and data analytics capacities at the AGCO. Doug received his Bachelor of Laws from the University of Western Ontario, graduating with distinction, and his Honours Bachelor of Arts in Political Science (minor in History) from Wilfrid Laurier University.



## **Edo Haitin**

### **CEO, Playtech Live, Playtech**

With nearly a decade of experience across various gaming technology companies, Edo joined Playtech as the CEO of Euro Live Technologies in 2016 at a transformational time for the Live Casino product. During the last 5 years, Edo has been driving innovation and pioneering the technological changes within the Playtech Live Casino vertical. Edo's vision for Playtech Live is to deliver the best possible entertainment-led experience and work with leading operators across the industry. It is clear from the continued growth and variety of games offered that under Edo's management, Playtech Live has cemented itself as the supplier of choice for new and existing operators in all regulated markets.



## **Elaine McCormack**

### **Senior Manager, Risk Consultancy, KPMG**

Elaine joined the KPMG advisory team as a senior manager in September 2017, bringing with her almost 30 years' experience in financial services on the Isle of Man. After 20 years with Barclays, Elaine joined the Isle of Man Financial Services Authority as a Manager in their banking supervision team at the height of the financial crisis in 2008 where she spent 8 years supervising a wide range of Isle of Man licence holders ranging from multi-national banks, to small local foreign exchange bureaus and payment service providers. Prior to joining KPMG, Elaine acted as Head of Risk and Compliance for a private banking group formerly based on the Island where she was instrumental in providing the risk and compliance direction for winding down the local operation. At KPMG, Elaine specialises in regulatory compliance and has a wide range of clients within the financial services and gaming sectors across a number of jurisdictions.



## **Gareth Hooson-Owen**

### **Head of Sales and Business Development, Gibtelecom**

Gareth is a business development specialist with more than 20 years' experience in telecoms, IT services and financial services. Gareth brings extensive business development and account management experience in the telco and infrastructure environment as well his insight into a range of the business sectors we are targeting in the global marketplace, including iGaming in order to build strategic partnerships. Gareth was one of the driving forces of the 3Gi Incubator where Gibtelecom will provide access to its network and cloud ecosystem via a fully hosted service, together with its partners' services to support profitable growth for these innovative gaming start-ups.



## **Ivor Jones**

### **Analyst, Peel Hunt**

Ivor joined Peel Hunt in 2016. He started covering Leisure companies in 1998 and latterly his focus has been on gambling companies, while maintaining coverage across the sector. Ivor was head of the European Leisure team at Citigroup for 10 years until 2006 and subsequently worked for Panmure Gordon, Evolution Securities and Numis Securities for six years. He worked on the IPOs of William Hill and Betfair. Ivor read law at University College, London.



## **Jo Abergel**

### **Founder - Rock Learning, Co-Founder - Ethical Gambling Forum**

Jo founded Rock Learning, a Gibraltar-based Learning & Development consultancy, in 2015 following a background in various private and third sector positions. Accredited by the Institute for Leadership & Management, Jo coaches and develops leadership capabilities across the private and public sectors. Following several years of bringing expert trainers to Gibraltar, Jo co-founded the Ethical Gambling Forum in 2022, with the aim of encouraging greater collaboration and challenging the gambling industry on some of the ethical dilemmas it faces. The inaugural conference on ESG was held in May 2022 and has been described as "groundbreaking".

In her spare time Jo has been Chairperson for Childline Gibraltar and Treasurer for the local CIPD branch.



## **Kenneth Bonavia**

### **Hassans' Gibraltar office**

Kenneth advises on:

Cross border corporate and commercial transactions, mergers, acquisitions, corporate restructuring & reorganisations, joint ventures and shareholder structures, taxation and international tax planning, private client work.

Kenneth is an experienced practitioner having worked on a number of high-profile transactions throughout his professional career. His experience of working in the City of London and then in Madrid for many years and his knowledge and understanding of the Spanish legal system and its nuances, has equipped him with a unique set of skills and expertise in dealing with complex Spanish transactions. Whilst retaining a broad corporate practice, more recently Kenneth advises clients on matters involving Spanish taxation, invariably with a cross-border element. He is a solutions' driven lawyer and is sought after by clients for his commercial outlook and judgement.

Career: Kings College, University of London. Harvard Business School. Qualified English Solicitor and member of the Law Society of England and Wales. Qualified Spanish Abogado. Practiced in the City of London prior to being seconded to Madrid.

Experience: Kenneth established Stephenson Harwood in Madrid in 1991, of which he was the Managing Partner until 2002. He joined DLA Piper in Madrid in 2002 until 2008 (Managing Partner 2002 to 2006). He then joined Hassans as head of its Spanish office in October 2008.



## **Louise Federico**

### **Commercial lawyer, Hassans**

Louise is a commercial lawyer working with the firm's online gaming team. With a strong focus on gaming regulatory matters, she regularly advises Gibraltar's B2C and B2B remote gambling licence holders on regulatory, licencing, corporate and commercial matters. Louise has advised clients on cross-border structures and transactions as well as on finance and investment transactions. Louise works closely with industry leader Peter Montegriffo QC in the gaming context.

Louise's practice also includes more general elements of corporate and commercial practice in Gibraltar. Owing to the private wealth generated by gaming entrepreneurs over time and her strong client relationships, her practice also includes elements of private client work, including assistance with immigration, Gibraltar residency, the establishment of trusts and family offices in Gibraltar.

Career History:

Qualified as an Associate (2016)

Joined Hassans (2015)

Paralegal experience in London (2013-2015)

Qualifications:

Professional Certificate of Competence in Gibraltar Tax (2019)

Professional Certificate of Competence in Gibraltar Law (2016)

LPC completed at the University of Law (2013)

2:1 LLB (Hons) degree in Law and Accounting (2012)



## **Micky Swindale**

### **COO & Head of Markets, KPMG Islands Group**

Micky is a partner at KPMG, where she has worked since 1997, initially in their Isle of Man practice then as Managing Director of their Gibraltar practice 2013 to 2015. She was appointed to the leadership team of the KPMG Islands Group in October 2018, spanning a sub-region which includes the UK's crown dependencies, Malta, Bermuda and the Caribbean.

She retains a focus on eBusiness – as organiser of the KPMG eGaming Summits since their inception in 2010, presenter of the Global Gaming Awards in London and Las Vegas since 2014, and a key member of KPMG's global gaming team, she has developed expertise and relationships in the eGaming sector in particular.

Micky has been a champion for diversity, particularly gender diversity, since being appointed as the first female president of the Isle of Man Chamber of Commerce in 2015. She leads KPMG's diversity initiative for the gambling and betting sector #WeAllWantToPlay and has presented at several industry events, drawing upon KPMG's extensive research in this area.



## **Nick Nocton**

### **Partner, Mishcon de Reya LLP**

Nick is a Partner in the Innovation Department and Head of the Firm's top ranked Betting and Gaming Group. With over 20 years' experience advising companies from all parts of the gambling and games industries, Nick's practice addresses commercial and regulatory matters, including regulatory investigations and enforcement proceedings, licensing, AML and regulatory compliance, commercial contracts, and corporate/M&A.

Nick is active in rapidly evolving areas such as skill gaming, esports, social gaming and gamification generally, where the regulated sector is converging with digital entertainment. Nick is also the co-lead of the firm's esports and Digital Entertainment group.

Nick's clients include multinational gambling operators; game publishers; software developers; gaming machine and equipment manufacturers; investors and financial institutions; as well as regulators.

Nick is identified as a "gaming and betting expert" by Chambers UK and Chambers Global with clients deeming him a "tremendous lawyer". Legal 500 have recognised him as a Leading Individual in this sector and he is part of the Hall of Fame. Nick is also a general member of the International Masters of Gaming Law (IMGL).





## **Niki Stephens**

### **Partner, Mishcon de Reya LLP**

Niki is a Partner in the Betting & Gaming Group within the Firm's Innovation Department. Niki is a regulatory specialist with more than 10 years' experience advising clients in the gambling and gaming sectors.

Niki regularly advises licensees in connection with compliance assessments and regulatory enforcement action by the Gambling Commission including licence reviews. She also advises operators, software developers and platform providers in connection with regulatory and compliance matters including anti-money laundering, responsible gambling, consumer protection and marketing requirements.

Niki specialises in advising clients on the gambling regulatory aspects of sales, acquisitions and investments including regulatory due diligence and the impact of regulatory matters on the transaction documentation. She also advises on a full range of corporate transactions, including sales and acquisitions, reorganisations and joint ventures, and has worked on numerous cross-border transactions. Her experience covers a wide range of sectors including betting and gaming, technology, retail and leisure.

Niki has been recognised by Legal 500 as a 'Next generation partner' in Betting & Gaming and is acknowledged as 'up and coming' in Chambers & Partners. Niki is also a general member of the International Masters of Gaming Law (IMGL).



## **Paul Foster**

### **Founder and CEO – Crucial Compliance**

Paul is the Founder and CEO of Crucial Compliance, Founder and CCO of Ultimate Platform Technology, CEO of the Gibraltar Betting and Gaming Association and an advisor to the Adam Start global youth enterprise programme. Previous to Crucial Compliance he held Senior Roles across 11 years within the industry focusing on Safer Gambling, Compliance, Regulatory, ESG, Risk and Audit at global gaming companies including GVC, Ladbrokes Coral and bwin.party. Paul is a Chartered Internal Auditor and ICA member and is an avid supporter of Safer Gambling and ESG initiatives globally through both the Centre of Excellence in Responsible Gambling in Gibraltar and the many global conferences where he regularly speaks.



## **Seamus McGowan**

### **Associate Director, KPMG Economics**

Seamus is a regulatory economist sitting in KPMG's Economics team in London. He has worked across a range of sectors during his career with a particular focus on gambling. He specialises in the use of quantitative and qualitative economic analysis to help clients address a wide range of commercial, regulatory and strategic challenges. This has included multiple projects working closely with both the industry and government.

He has spoken at several international gambling conferences, including in Gibraltar, Malta and Brazil.



## **Shay Segev**

### **CEO, DAZN Group**

Shay Segev is the CEO of DAZN Group, the global entertainment and live sports streaming platform. Reimagining the way people enjoy sports, DAZN is available in over 200 countries and territories. It is the leading sports broadcaster in Japan, Germany, Italy and Spain, where it has top tier football rights as well as a range of other exciting sports content. Within its entertainment ecosystem, DAZN will shortly launch a recreational betting product, NFTs and ecommerce and introduce richer and more interactive entertainment for customers to enjoy alongside live sports.

Before joining DAZN in July 2021, Shay was CEO of Entain, one of the world's largest sports betting and gambling groups. Shay has an exceptional track record in digital transformation. When Shay joined Entain, it was a small entrepreneurial business; by the time he left, it had become a FTSE100 company with a market capitalisation of £10 billion. While at Entain, Shay oversaw a phenomenal period of growth (organic and M&A) and drove Entain's entry into the US market, negotiating and launching Entain's lucrative joint venture with MGM Resorts International, BetMGM.

Previously, Shay held a number of executive positions at Videobet, Playtech, Coral and Mercury Interactive. Shay has been named in "Gaming Intelligence Hot 50" four times in the last decade. Shay has an MBA from the Kellogg School of Management and a degree in computer science from Tel Aviv University. He is an enthusiastic gamer and a keen tennis player.



## **Stephanie Beavis**

### **Managing Director, KPMG Gibraltar**

Stephanie leads the KPMG team in Gibraltar and is part of the global KPMG gaming network.



## **Stephanie Maxwell**

### **General Counsel, Tennessee Sports Wagering Advisory Council**

Prior to joining the Sports Wagering Advisory Council, Stephanie served as General Counsel to the Tennessee Comptroller of the Treasury and litigated at two Nashville law firms – Bass, Berry & Sims and Waller Lansden Dortch & Davis.

Stephanie is a graduate of the University of Tennessee, Knoxville and holds a Juris Doctor from Washington and Lee University in Lexington, Virginia. She is a past member of Harding Academy's Board of Trustees, the board of the Nashville Aquatics Club, and sits on the board of the Middle Tennessee Alumni Chapter of Washington and Lee University.

Stephanie and her husband Kemp have three boys. She and her family enjoy hiking and swimming. She loves to read, and is especially interested in World War II history.



## **Stuart McMaster**

### **Partner, Mishcon de Reya LLP**

Stuart is a Partner in Mishcon de Reya LLP's Betting & Gaming Group, and advises on a range of corporate, commercial and regulatory matters within the sector. Stuart advised Jackpotjoy on its £490m acquisition of Gamesys, and advised Aristocrat on gambling regulatory matters in relation to its proposed acquisition of Playtech. He has a particular specialism in advising on data protection issues within the gambling sector, and is ranked in Chambers and Legal 500.



## **Tania Rahmany**

### **Associate, Hassans**

Tania joined Hassans in 2015 and has rapidly garnered much respect for her corporate and commercial advisory and transactional work, advising multinational corporate groups and high net worth individuals alike. Tania is also frequently sought out for tax advisory work, and has experience in advising financial institutions with their international reporting obligations under FATCA and CRS.

A strong believer in the ability of the law to incite change and shape societies, Tania is an advocate for sustainability in its many forms. Tania regularly assists with drafting local legislation, mostly relating to the environment and animal welfare. She was a driving force behind the launch of the Hassans Environmental Policy, including Hassans' Environmental Trust, and regularly assists the Department of the Environment of HM Government of Gibraltar on matters of environmental law and advising on mechanisms for the financing and trading of climate-related projects.

Last year Tania was accepted as part of the Futures Forward Academy which is closely aligned to the UN's 17 Sustainable Development Goals. Tania is also passionate about eradicating gender bias, and feels strongly about encouraging all women, and men, to challenge inequality, call out bias, question stereotypes, and help forge an inclusive world.



## **Thomas Maddern**

### **Customer & operations Director, KPMG**

Thomas is an experienced Consulting Director within the Customer & Digital team and has led a number of large and complex engagements from Strategy through to Implementation. He has worked with Gaming operators across the UK to develop improved customer journeys.

#### **Recent Professional and Industry Experience**

##### **Gaming Sector Experience**

- Provided Customer Experience expertise to support the initial design of the cross industry initiative to develop a Single Customer View with the Betting and Gaming Council
- Provided Customer Experience expertise to support a review of player safety customer journeys and making recommendations for tactical and strategic changes to deliver CX, compliance and bottom line improvements
- Led a team across multi phases to identify and prioritise recommendations for improvements to player safety customer journeys including product, operations, customer and technology enhancements
- Cross Sector Customer & Digital Experience
- At a large online retailer Managed a £25m programme to introduce a new digital proposition and operating model with an initial £1.5m budget approved to define a business case, design the proposition, technology platform and org structure. He oversaw extensive market and competitor analysis to test and develop the most effective propositions with customers.
- At a UK Bank, Thomas led the definition of a Digital Strategy including mapping target customer journeys, identifying key capabilities and helping the client prioritise £5.5m of investment over 3 years. The output of this resulted in a clear investment profile and change plan and Thomas subsequently led the first phase of implementation including running a tender exercise to identify a new Digital Banking Platform provider
- At a Private Enterprise Client, Thomas led the definition of a Digital Strategy and enhanced customer journeys, this included review of current state, definition of their Digital Maturity against peers and recommendations for improvement. This successful engagement resulted in Executive Board approval to proceed to the next stage and 3 year change roadmap
- Representative Clients
- Betting and Gaming Council, Rank, William Hill Group, Very Group, TSB, YBS, Medical Protection Society, Arco



## Vaughan Lewis

### Chief Strategy Officer, 888 Holdings

Vaughan is the Chief Strategy Officer at 888, with responsibility for corporate strategy, M&A and investor relations. Prior to 888, Vaughan worked for Sky Betting & Gaming, The Stars Group and Flutter in a range of roles covering communications, strategy and corporate development, and was involved in the integrations of these business combinations. Vaughan started his career in financial markets, first on the buy-side with a global investment mandate, before spending over a decade on the sell-side as the pan European betting and gaming equity research analyst for Morgan Stanley.



## Wes Himes

### Executive Director, Standards and Innovation, BGC

Wes was previously the CEO of the Remote Gambling Association (RGA). Prior to that he was a Managing Partner with Instinctif Partners and before that founder and CEO of Policy Action Limited, a Brussels-based public affairs consultancy.

Wes started the interactive Gaming, Gambling and Betting Association (iGGBA) in 2000 which later became part of the Remote Gambling Association.



## Will Hawkey

### Global sector head for Leisure and Hospitality, KPMG

Will joined KPMG in 2001 to develop KPMG's presence in the leisure sector as part of the business development team. He also works across the TMT sector across a number of clients.

Will is now KPMG's global sector lead for the leisure and hospitality sector and has 20 years experience of working in the sector. In this role Will leads KPMG's UK and Global gaming practice working with a large number of companies across the sector and is involved in the organisation of the KPMG Gibraltar e gaming summit and the #weallwantoplay initiative. Will also works closely with industry bodies such as UK Hospitality. He also organises KPMG's bi annual pub and restaurant, gaming, Tour Operator and hotel sector CFO dinners.

Before joining KPMG, Will was a National Account Controller at Anheuser-Busch Europe Ltd, the world's biggest brewer working with brands such as Budweiser. Will managed a number of sectors including Specialists and Convenience, Cash & Carry, Carlsberg-Tetley and Mitchells and Butlers,. Will also worked on a large Sales & Operations planning project at Anheuser-Busch leading the sales input to this change management programme. During his time at AB, Will also helped develop and deliver Account Management and Negotiation sales training programmes.

Prior to Anheuser-Busch Will worked in National Account Manager roles for Ross Young's a Division of United Biscuits and for Master Foods a Division of Mars UK in the foodservice and pub retailing sectors.



## **William Cox**

### **Deputy General Counsel, Ohio Casino Control Commission**

William currently serves as Deputy General Counsel at the Ohio Casino Control Commission, where he has worked for the last seven years. There, he advises the Commission on issues related to regulatory compliance, criminal enforcement, and licensing and administrative hearings. During his time at the Commission, he has assisted in drafting administrative rules and statutory amendments regarding the Commission and its regulation of casinos, sports gaming, fantasy sports contests, and skill games. William received his undergraduate degree from the Ohio State University and his law degree from Michigan State University College of Law.



## **Bethan Lloyd**

### **Senior Associate, Wiggin LLP**

Bethan is a senior commercial lawyer working with clients across the betting and gaming, sports and media sectors. Prior to joining Wiggin she worked in-house for over five years, including as senior legal counsel for William Hill. She has a wealth of experience advising clients on marketing, advertising and complex commercial matters.



## **Abby Kimber**

### **Head of Strategic Partnerships**

### **Digital Isle of Man, Isle of Man Government**

Abby joined Digital Isle of Man (an executive agency for the Isle of Man Government's Department for Enterprise) in April 2019, bringing with her over ten years' experience working with the eGaming, technology and professional services sectors in the Isle of Man and Gibraltar.

Abby is responsible for leading the strategic partnership team in partnering with businesses to break down barriers between the public/private sectors in order to facilitate economic growth, as well as attracting new businesses to the Island.



## James Montado

James is a Partner within ISOLAS' Litigation Team and is recognised by the leading legal directories for his work in complex civil litigation matters with an emphasis on insolvency, trusts, fraud and distributed ledger technology disputes.

In addition to his litigation practice, James leads the Information Rights Team at ISOLAS which is currently the largest team in Gibraltar dealing with information rights matters.

Within this context James is instructed by regulated entities within the financial services and gaming sectors to assist and advise on Gibraltar GDPR compliance as well as act where such matters take a contentious turn.

James has also been instructed by Her Majesty's Government of Gibraltar, and various public bodies to advise on various non-contentious matters relating to Data Protection which included the drafting of the Data Sharing (Public Authorities) Act 2021.

His litigation background has proved useful when dealing with the more contentious elements within the Data Protection context such as dealing with regulatory investigations by the GRA and contentious subject access requests.



## Steven Caetano

### ISOLAS

Steven is a regular adviser in the areas of gaming, licensing and regulation and company law, working closely with a significant number of licensed and international online gaming companies on gaming, licensing, compliance and regulatory matters.

He continues to secure numerous remote gambling licenses for suitable applicants and regularly acts as lead counsel in Gibraltar in M&A.

His 20 year practice also includes, real estate/ leisure and Sports law.

Steven also advises many local businesses and their executives on commercial contracts and related business matters including on corporate governance business licensing and regulation.

Steven is ranked as a Global Market Leader in Chambers & Partners Gaming & Gambling 2022: "He's very experienced and knowledgeable in this area, which helps both from a client service perspective and in terms of his wider awareness of the Gibraltar Gambling Act,"



**Adam Rivers**  
**Director, KPMG Economics**

Adam leads KPMG’s consulting work in the gambling sector. Over the past decade he has advised across a wide range of regulatory and strategic issues for both private sector clients and regulators. His work in the sector has included regulatory and fiscal strategy, regulatory compliance, demand estimation, market size estimation, merger assessment (both due diligence and merger control), game design and risk simulation, and insight to inform regulatory policy. Adam is a regular publisher of sector thought leadership as well as a speaker, chair and panellist at international gambling conferences.



**Susan Hensel**  
**Founder & Partner, Hensel Grad P.C.**

Susan Hensel was chosen as one of the 25 People to Watch in 2022 by Global Gaming Magazine. She was named one of the Ten Most Influential Women in gaming by iGaming Business in 2020. She is Past President of the International Association of Gaming Regulators having served in that position for two terms. Susan is co-founder of Hensel Grad P.C., a gaming law and advisory firm focused on assisting companies with understanding and complying with U.S. gaming regulatory requirements.

Prior to founding the firm, Susan was Director of Licensing for the Pennsylvania Gaming Control Board. She was the agency’s first employee and helped build gaming from the ground up in what became the second largest gaming market in the U.S.

Susan is a frequent speaker on gaming law and regulation and has spoken throughout the world. She has also published numerous articles on gaming regulation. Susan is an adjunct law professor teaching Gaming Law & Regulation. She sits on the Advisory Board of the All-In-Diversity Project, an industry-driven not-for-profit initiative to benchmark diversity, equality and inclusion in the global gaming industry.



**David McLeish**  
**Partner, Wiggin**

David is a Partner in Wiggin’s market leading Betting & Gaming team. He has a wealth of experience across all corporate, commercial and regulatory matters in the gambling sector. He has worked on some of the most significant transactions in the industry over the last 15 years and was previously General Counsel at a leading gambling software supplier.





## **Richard Bayliss**

### **Senior Regulatory Affairs and Compliance Manager, Playtech**

Richard is a Senior Regulatory Affairs and Compliance Manager at Playtech focusing on Playtech's B2B business. He is part of Playtech's safer gambling team and works with Product teams to develop innovative products and services that deliver greater protection for consumers. He also works closely with other gambling businesses and gambling support services to raise standards in the industry and make gambling safer. Richard also supports Playtech's compliance function, utilising his technical expertise to ensure the business meets high standards of compliance in regulated markets. Prior to joining Playtech Richard spent 11 years at the Gambling Commission where he led the Commission's online gambling team in developing the framework for online gambling regulation in Britain.



## **Nathan Beaver**

### **Partner – Head of ESG Consulting, KPMG**

Nathan is the Partner leading our ESG Consulting practice focussed on helping our clients, markets and communities transition to a sustainable, responsible and resilient future.

With a deep passion for the topic, Nathan's role is to support and lead senior stakeholders to help them ensure that they are set up to succeed in the transition to both a sustainable business model, what you do, and operating model, how you do; capturing the value creation and protection opportunities along the way.



## **Bruce Elliott**

### **CEO and Co-Founder - Memory Lane Games**

An eCommerce executive and start-up founder, Bruce has extensive experience in leadership roles in online payments, gaming, blockchain and digital health companies.

His achievements to date include profitably scaling an online payments company from 70 employees to over 750 (and over a million users), launching one of the highest profile SEC-regulated blockchain projects in partnership with Eastman Kodak, and now leading digital health for dementia platform Memory Lane Games.

Born out of making up games for the founders' own Mums, Memory Lane Games has now delivered over 40,000 hours of gameplay this year alone for people with dementia and their carers across 100 countries. Bruce leads Memory Lane Games' B2B commercial operations with SaaS platform licensing to international care home groups. He is proud that the company's purpose attracts talent and that his team continues to deliver ESG impact and scalable health solutions "from the app store not the drug store".



**Peter Murray**  
**Head of Gaming, Veriff**

Peter Murray is a specialist in identity with a focus on regulated markets and the global Gaming sector. For over a decade he has worked closely with governments, regulators, operators and key industry stakeholders to define best practice and ensure innovation in the areas of data and technology is adapted to meet regulatory requirements and industry challenges. He has testified in the United States and presented globally on Issues of Identity, KYC, AML, fraud, self-exclusion and responsible gambling.

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**Darren Anton**  
**Director, KPMG Advisory Limited**

Darren trained in UK personal and corporation tax before he qualified as a Member of the Chartered Institute of Taxation. He relocated to Gibraltar in 2008 and now provides Gibraltar compliance and advisory services, whilst continuing to focus on cross-border structuring for international companies and high net worth individuals. Darren has practised tax in Gibraltar and by advising on all aspects of tax in Gibraltar, has developed a profound understanding of the Gibraltar tax system and Gibraltar within the international tax sphere. Darren advises not only large, internationally recognised companies, including online gaming companies and banks but also, to start-up businesses and individuals looking to establish in a jurisdiction with a low tax regime.

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**Joseph Gaunt**  
**Group Data Protection Officer, William Hill**

Joseph leads William Hill's privacy and data protection compliance function across the business' retail and online presence in UK and international markets. He is a staunch advocate of data protection as a business enabler, a benefit to staff and customer experiences and promotes compliance best practice from a commercial standpoint.



**Jon Martin**  
**Managing Director, Rank Interactive**



**Pamela McLoughlin**  
**Head of Sales, HooYu**

Pamela is Hooyu's Head of Sales managing the sales team across verticals with a key focus on regulated markets such as Gaming, Financial services and Crypto. Prior to this Pamela was the Head of Sales for Acuant Corporation and Hello Soda. She is a specialist in customer onboarding, KYC and AML compliance. Pamela has worked on global KYC, AML and Fraud Prevention projects with the likes of Virgin Bet, LiveScore, Neteller Skrill, Klarna and DeVere Group.