



Rebecca Hargrove

President & Chief Executive Officer,
Tennessee Education Lottery Corporation
President, World Lottery Association



A Personal History: Making your own luck

PGRI Introduction:

Rebecca Hargrove is a public personality known by most everyone in this industry. And some of us know bits and pieces of her personal history. I asked Rebecca if she would be willing to fill in the blanks and answer a basic question – how did she get to where she is today?

Paul Jason: What advice would you give to someone who aspired to build a career like yours?

Rebecca Hargrove: First and foremost is simply to do the best you can at the job you currently have. Frankly, that is all I have ever done.

Let's start with the job you held prior to your appointment to be director of the Illinois Lottery.

R. Hargrove: Thirty-five years ago, I was working for the NBC affiliate in Illinois. I started as a weekend weather girl and did local inserts in the Today Show. I ended up in advertising and sales and produced commercials for my local clients. That was a wonderful opportunity to hone public speaking and performance skills as well as sales and marketing skills. I had volunteered to work on political campaigns in Indiana before moving to Illinois, so I also volunteered for the Republican party in Illinois with a determination to make a difference. Working on political campaigns is a wonderful opportunity to learn how to get things done within a political environment. I forged relationships with

the leaders of the business community and others who had the power to influence public opinion. I learned how to raise funds and how to recruit, organize and motivate volunteers. That led to my election as Republican State Chairwoman in Illinois, and then my efforts were noticed by Governor Jim Thompson, who appointed me to be the director of the Illinois Lottery.



That was at a time when the background of lottery directors was typically law enforcement.

R. Hargrove: The focus in the first fifteen to twenty years of the modern lottery industry in the U.S. was prevention of fraud. Once everyone had confidence that the established methods and infrastructures were effective at preventing corruption, the focus began to shift over to marketing and optimizing financial performance. In the middle 1980s, there were several appointments, which like mine, were based on the goal of evolving the lottery into a market-driven enterprise.

But your master's degree is in secondary education.

R. Hargrove: When I went to school women were either in nursing school or studying to be teachers. I went down the education path because I pass out at the sight of blood. There were exceptions to this rule – I hope everyone saw the movie Notorious RBG – but that was my experience.



I entered the Miss America Pageant in 1972. This was when its ratings were as high as the Super Bowl. The Miss America Pageant was huge, a must-see program when the TV viewing audience had only four network stations to choose from. And nobody from Indiana had ever won, so being in the top five was a big deal. I was then hired to do weekend weather by the ABC affiliate in Indianapolis. This began a career in television, which helped me when I moved to Illinois and changed the whole path of my life.

I think of every activity as a learning opportunity that can be applied in ways that may be quite unanticipated. For instance, a large portion of my high school and college years was devoted to gymnastics. That led to jobs in coaching, which I now think is a big part of what the CEO of large corporate enterprises does. I don't know if there are college curricula that teaches us how to recruit and motivate talented people to be the best they can be and work together as a team. And yet that is a vital skill-set that CEOs need to learn. Coaching gymnastics provided that education for me. And if we are good

students of life, taking every opportunity to learn and improve and embrace this process as our life-long endeavor, we are prepared when presented with opportunities to apply that learning. I am sometimes asked to do commencement speeches, and my theme is always you make your own luck. We are all presented with opportunities. Insofar as we have been diligent learners and creatively apply what we have learned, doors open and take us to increasingly challenging assignments.

I would add that it all starts with finding the inspiration within ourselves to be the best that we can be. For me, that inspiration is rather straightforward - genuinely caring about people and the mission to help and serve is my motivation. I am also driven by a desire to make a difference in this world, and that is what keeps me excited about coming to work every day.



Holding the first Florida Lottery ticket in 1988

By the time you were in your late 30s, you were the go-to person for practically any job in this industry.

R. Hargrove: Not quite! That was when I was recruited to start the Florida Lottery, which was my opportunity to apply lessons from Illinois. One of the things I learned seems quite obvious now but was not so obvious then. As a marketing enterprise, Lotteries should not be managed as a division of the Department of Revenue. The Illinois Lottery had well over a billion dollars in annual sales. That is much more like a large Consumer Product Goods corporation than a state agency. So I

worked with the Illinois governor's offices to execute an executive order in July 1986 to make the Illinois lottery a free-standing agency. Before that change, our sales team was comprised of former tax collectors. Now I was freed up to hire sales reps from CPG organizations like Coca-Cola and P&G.

Officials from Florida contacted me to learn about how to set up their Lottery. I explained the need to look at the corporate organizational model rather than the state agency model. The management structure has to support a complex enterprise that includes finance, sales, marketing, accounting, auditing, product development, legal, etc. And the cultural DNA is not administrative - it's entrepreneurial and results-driven. That is what the legislature and governor of Florida wanted for their Lottery so they hired me to make it happen.

A couple years ago, I participated in the annual sales meeting at the Tennessee Lottery and was amazed at the high-octane energy that resembled the atmosphere of a football half-time rally to motivate the team to surpass stretch goals.

R. Hargrove: That is an example of why Lotteries need to be allowed to operate separately from state government. Our cultural DNA is just completely different. Lotteries are given financial objectives which must be met, rules and constraints within which they must operate, and are expected to set the highest standards for integrity, RG (Responsible Gaming), and CSR (Corporate Social Responsibility). Lotteries are subject to intense scrutiny and oversight, and are expected to operate with complete transparency. That's all as it should be. Additionally, Lotteries operate within a political environment that can be unpredictable and even capricious. For better or worse, that's the reality. We had convinced our Illinois stakeholders, and I went on to explain to Florida stakeholders, that the day-to-day management of a market-driven enterprise should be allowed to function with some degree of independence from state politics.

I would add, though, that we are driven not by sales, but by the goal to maximize net funds transferred to our beneficiary, which in Tennessee is Education. By that metric, this was an especially good year as sales grew 7%, but net funds/profit grew by an even higher percentage - 9%.

Back to the Florida start-up. You make it sound easy, or at least all according to plan.

R. Hargrove: There was nothing easy about it. I probably learned more in the startup of the Florida Lottery than in any other instance in my career. Building an organization tasked with driving and supporting a billion-dollar-a-year organization; setting a much more ambitious timeline for achieving sales targets than had ever been attempted; creating everything from scratch - it was exciting but not easy. There was a plan, but things did not always unfold as expected so there were also countless mid-stream adjustments to the plan. Thankfully, I had a great team and a fabulous COO (Dave Bausch), we all worked hard, and everything worked out terrific.

How have things changed for women in the workforce from when you graduated from college?

R. Hargrove: There were no women admitted to any Ivy League schools or service academies like West Point or the Air Force or Naval Academies. There were very few female lawyers and the big firms in New York didn't hire women. In some states, women were not even allowed to serve on juries. It was a whole different world, and so I was mentored primarily by men since there were very few women in positions of power.

Sharon Sharp is one exception. She served in various leadership roles for the Thompson administration in Illinois, mentored me and became my best friend. Sharon ended up following me as director of the Illinois Lottery, but she was an early and most valued mentor. That is why I think it's important to pay it forward and to help other women have those same kinds of opportunities. I think women are still not adequately recognized for their talents and hard work and subsequently are not always given the same opportunities as men. Things have definitely improved by a wide margin, but there is still much to be done.

And you are doing it. You once told me this story about a government initiative to increase diversity and inclusion in the workforce...

R. Hargrove: The African American population in Tennessee is somewhere between 16% and 18%, and so I was told that I had to have 18% African American participation in our workforce. I said I didn't think that's what they really wanted because I'd have to fire half of my workforce to get to 18% since we were already over 50%.

I have always felt that diversity and inclusion is vital for a productive business. It stimulates open-minded creativity, it connects us to an array of life-experiences, and this is the catalyst for an effective market-driven operation. It's also the glue that binds our team together, creating a more resilient culture embraces the new and the different and makes us all that much smarter.

What would you regard as your greatest strength and biggest weakness?

R. Hargrove: Well, they are probably one and the same. I'm fiercely loyal. I think trust is a hard thing to find, and a valuable thing to keep. Those people who earn my trust are those I'm most loyal to.

What are some of your high-priority goals or action-plans for the WLA?

R. Hargrove: The first thing I want to say is that serving the membership of the World Lottery Association is truly a privilege and honor. The strength of this organization is its membership. In particular, I want to thank and commend my friend Jean-Luc Moner-Banet for his incredible leadership over the past six years and for providing us all with the foundation upon which to continue to build. I will be proud to continue his initiatives and the values he ingrained in the WLA. Jean-Luc will continue to be involved,

and I welcome his counsel. And as head of the Sports Betting Integrity Committee, Jean-Luc will follow-through with the initiatives he's already spearheaded to prevent corruption in sports-betting. Second, the work of Lynne Roiter as Secretary General is often underappreciated. I don't know where WLA would be today without her.

My first action is to talk with Association stakeholders and members to get guidance for how the WLA can deliver the most value to its members. We want to increase engagement and involvement of the members by ensuring the Association is channeling its resources in the right direction.

Another goal is to continue our work towards integrating CSR and RG. Lynne Roiter is heading the CSR Committee and she wants to evolve RG from something we do to something we are. The WLA aspires to help its members set the highest standards for socially responsible organizations. This is important, not just because it is the right thing to do. It is part of our brand-promise, the attribute that differentiates us from others in the games-of-chance industry. And it goes hand-in-hand with another priority, which is to formulate action-plans to combat illegal iLottery. Operators who violate the laws of any jurisdiction anywhere in the world are by

definition operating illegally. As chair of the Illegal Gaming Committee, Andreas Kötter will be forging an international approach towards addressing this pressing problem.

I also want to thank Dato Lawrence Lim Swee Lin for chairing the Security and Risk Management Committee and Younes El Mechrafi for chairing the Audit Committee. The WLA executive committee members and regional association representatives are committed to leading us into the future, rich with both opportunities and challenges.

What are you most proud of in your nearly 35 years in this industry?

R. Hargrove: Other than raising a near total of 15 Billion dollars for education, I think it would have to be the coaching tree. Eight lottery CEO's have worked for me directly. So that continues the legacy of raising money for good causes.

Thank you for sharing, Rebecca. I think I speak for everyone in congratulating you for all of your amazing accomplishments, in thanking you for all that you have done to drive progress and innovation in this industry, and for your friendship, which is the most valued treasure of all. 🇺🇸

Friends of Rebecca:

Following are reflections on memorable moments, experiences, and observations of Rebecca Hargrove's life of service to the Lottery Industry, as recollected by some of her many friends. Arranged alphabetically by last name. (Apologies to anyone who may have been left out!)

Rebecca Hargrove has mastered the ability to unlock lotteries' potential to transform lives and generate funds for good causes in the communities they serve. She has repeated this success in multiple states with passion, perseverance and an innate understanding of how to consistently drive growth in lottery sales and profits. I'm excited that she is now extending her immense talents to the global lottery industry, and wish her every success in her role as the first woman President of the World Lottery Association.

—Renato Ascoli, IGT

Rebecca was one of the first Directors I met when I first joined the Lottery back in 1996. At that time, Rebecca was the director of the Georgia Lottery. I quickly learned that Rebecca was held in very high esteem by all of those in the Lottery industry, having previously run the Illinois Lottery and then running the Florida Lottery, from startup, before being recruited to Georgia, and ultimately leading to her current position as President and CEO of the Tennessee Lottery. No wonder she has been referred to as the "Michael Jordan" of lotteries!

While Rebecca has made many changes over the years, there are some things that never changed – her ability to lead, willingness to share her knowledge and expertise, as well as her commitment to always offer assistance, are only outdone by her incredible loyalty not only to the Lottery industry, but to all of us who work in it.

I am proud and fortunate to call Rebecca a very close friend, and I congratulate her on being elected as the new President of the



With Former Governor of Georgia Zell Miller in 1994

World Lottery Association.
—Gerry Aubin, Rhode Island Lottery

What can you say about a visionary who has helped shape the face of the lottery industry in North America over the last three decades, an individual who is now leading the World Lottery Association as President? Rebecca's lottery acumen coupled with her ability to build consensus among her peers distinguishes her both at home and abroad in the lottery world. She has mentored and continues to mentor our

next generation of industry leaders and is a pioneer for the advancement of women in the industry. It is a unique opportunity to serve with someone so talented and dedicated to our business. I often tell people being a lottery CEO is like riding a roller coaster: you never really know how long the ride will last; but you make some great friends along the way. Rebecca is not only a colleague but a friend.

—David Barden, New Mexico Lottery



With co-chair of the Task Force on Fun

I have known Rebecca for over 15 years and from day one she has treated me as an equal and with the utmost respect. These may seem like odd words, but given her position and her achievements versus mine, especially at the time we first met, it demonstrates her desire to want to help, learn and importantly develop the future of our industry (and the people around her).

There are too many stories to tell about Rebecca, and singling out one would diminish the others. I would however say that her 'own story' is the only one that matters. Rebecca has taken on the odds from day one. Rebecca is someone who wants to win and through skill and utter determination has done so many, many times.

I am very pleased Rebecca is the new President of WLA. As a servant to the association over the past three decades, Rebecca has been hardworking and devoted to protecting the integrity of our

industry and ensuring we are clear about the responsibilities of our actions. I believe Rebecca will leave an amazing legacy within the Association, as President, as she is doing within the industry. As a colleague, a mentor and a friend – thank you Rebecca.

—Richard Bateson, Camelot UK

As soon as you realize she's smart too, she's already gotten everything she wants from you.

—Daniel Bowers, Co-Founder of Scientific Games (as commented to Paul Jason many years ago)

Rebecca Hargrove is an icon in the lottery industry and across Tennessee. Just a year after I became Governor in 2003, Rebecca and her team launched the Tennessee Education Lottery and she has never looked back. Over these past 15 years, money raised from the Lottery has resulted in what today is more than 130,000 scholarships a year for students across Tennessee, lifting the educational and career opportunities for so many citizens in our state.

Congratulations to Rebecca on your 15 years of leadership as President and CEO of the Tennessee Education Lottery and – more recently – on your election as the first female President of the World Lottery Association.

—Former Tennessee Governor Phil Bredesen

I met Rebecca in 1985, two months after she was appointed to lead the Illinois Lottery. This was also a few years after she was Miss Indiana and fourth runner-up in the Miss America pageant. Her experiences had already honed, at a very young age, what became a unique personal style and speaking presence. Even so, I could not have imagined how she would apply her world-class gymnastic performing skills to the Lottery industry. At the last minute, I asked Rebecca to speak to our conference audience. And this was just a couple months after she joined the industry.

WILL (Women in Leadership) Class



«What do you want me to talk about?» 'Whatever you want to talk about' was my only guidance. Of course, she entertained the room for 20 minutes but then it was the back flip off stage-left that completely shocked the audience.

Just as there are countless "Rebecca Stories" to share, there are also a number of defining characteristics. The one that resonates with me most is her loyalty, her willingness to help her friends without thinking about how it benefits herself. And there is that unique inimitable personal presence and style!

—Duane Burke, Founder of PGRI



PGRI Hall of Famers

Rebecca is someone that women such as myself have looked up to for many years ... she is the only female CEO/Director in the world that has been in a Lottery Director position for over 30 years and this is an amazing accomplishment in itself. She has a thoughtful can do and action oriented balanced leadership style which is revered. She is a pioneer who has broken barriers that provide inspiration to me and to so many other women in the industry. She has great passion to go beyond being a role model to genuinely taking the time to mentor and support other women both personally and professionally so that they can also become industry leaders in the future and I will be forever grateful for this.

—Michelle Carney, IGT

The task of listing Rebecca's qualities, not only as a leader but also as a person, is easy to begin and equally difficult to end because there are simply so many. If I had to choose one word which best characterizes Rebecca it would be Loyalty. I have personally experienced the kindness of her loyalty and have seen it at work time and time again in the lives of others. Through her loyalty and other outstanding qualities, the impact Rebecca has made on the lottery industry and in the lives of others is immeasurable. I am unques-



With Jean-Luc Moner-Banet

tionably on the list of lives that has been forever shaped by Rebecca and I couldn't be more grateful. A friend like Rebecca is indeed a rare gift in this life.

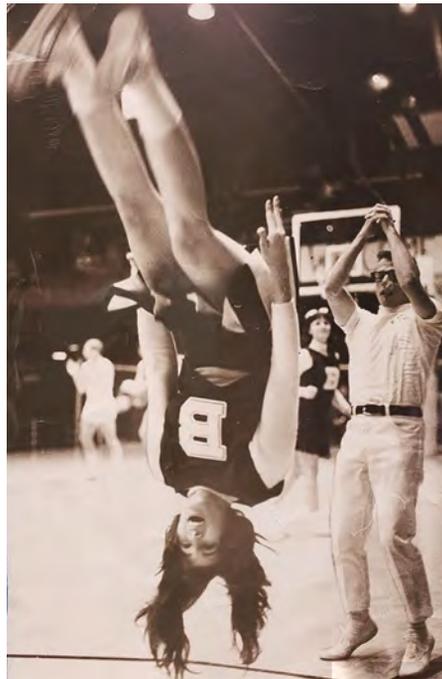
Perhaps a lesser known fact about Rebecca is her ability to remember anything and everything including dates and the finest details which most people never even notice. Her mind never ceases to amaze me. Take my advice and never challenge Rebecca in a contest which involves dates in history, classic movies, Broadway show tunes, or anything that has happened in the lottery industry for the last 33 years.
—Keith Cash, IGT

My first encounter with Rebecca was almost 30 years ago at a GTECH customer conference. While I of course knew of Rebecca, I'd had no direct interaction with her up until this point. At the time she was a consultant to the Arizona lottery, in essence serving as the Executive Director. We had just experienced a technical disruption that had the potential to severely impact players. As soon as Rebecca was made aware of the issue, she left the activities of the resort-based conference behind, and went right to work with me and another colleague, Diane St Laurent. We spent most of the conference secluded in a small conference room working through the technical issues and its potential impact on players. I was aware of Rebecca's brilliant



Press Conference for launch of FL Lottery in 1988

approach to marketing but I was amazed and impressed with her attention to detail, ability to process complex technical issues and their impact on players and her laser-like focus on solving the problem rather than assessing blame and allowing the situation to devolve into a "vendor issue, you fix it". She simply asked for complete honesty and transparency so she could best provide her support and leadership to resolve the issue. Happily, and in a true spirit of partnership, this long-ago issue successfully concluded and marked the beginning of a treasured personal and professional relationship.



Rebecca preparing for dramatic stage exits, just yesterday

Over the next 3 decades I had the opportunity work with Rebecca on many sensitive issues in multiple jurisdictions. I never forgot the lessons learned during our first "crisis management" experience together. Honesty, transparency, commitment to the benefit of the player and industry must always come first and will always be rewarded with the loyalty and partnership of this truly great leader and icon of our industry.
—Mike Chambrello, IGT

I have had the honor and pleasure to have been part of Rebecca's senior management team for 25 years! Her leadership and dedication to excellence has been a major reason for the phenomenal success we experienced at both the Georgia Lottery and currently with the Tennessee Lottery. Rebecca has an innate ability to inspire all employees to achieve significant goals above

and beyond what is required in all aspects of the corporation, and is very committed to maximizing the funding for the beneficiary programs.

I will always admire and respect her for her straight-forwardness, trust in me to always do the right thing, and respecting and publicly acknowledging my contributions to the success of her teams over the years. Rebecca hired me at the Georgia Lottery Corporation as the Vice President of Internal Controls (Audit), and a year later as the Vice President of Finance. Almost 1 ½ years later, she asked me to serve as the Acting Senior Vice President of Information Systems. I agreed under one condition... if the SVP of Finance position became available that I be considered a priority candidate. Well... a couple of years later it did. As she promised, she offered me the CFO position, but with her one condition... that I also retain the SVP position over Information Systems. At that point, I realized how much she valued my contributions to the success of the corporation, and she has given me many more opportunities like this to contribute to our success. I have now held both senior executive positions as CFO/CTO for 20 years.

I truly thank her for giving me the opportunity to be a part of her executive management team, and to experience all the success we have accomplished under her leadership. I also truly believe that Rebecca is the most accomplished lottery executive, and is so deserving to be selected to lead the World Lottery Association.

—Andy Davis, Tennessee Education Lottery Corporation



With Tom Delacenserie

When I joined the Florida Lottery in 2000, I knew nothing about Rebecca but people spoke of her in glowing terms, as though she were still there. As time went on and through mutual friends, I became more familiar with the extraordinary contributions she'd made to the industry. When I became Lottery Secretary in Florida,

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Rebecca was one of the first to reach out to me offering counsel and advice. I've often told her I learn more about the industry in a 30 minute conversation with her than I have in the 19 years I've been involved in it. Rebecca is a big personality with a heart to match. There's been very few conversations we've had where she didn't ask me "what can I do for you". My answer is always the same – your friendship is enough.

—Tom Delacenserie,
Kentucky Lottery Corporation

Rebecca's leadership, compassion and strength are just a few of her qualities that make her the iconic industry woman that she is. I became enchanted and truly inspired by the way she leads and mentors everyone around her. She taught me so many things about the lottery, but about life, too, and I will always be grateful for how she helped shape and grow my life for the better. Even though I don't get to work with her everyday anymore, she continues to be the sweet, nurturing and wonderful woman that I love so dearly.

—Meghan Dondero,
Georgia Lottery Corp.

I have known Rebecca for almost 30 years and have always been amazed at her drive, knowledge, competitiveness, stamina and spirit! We have worked together on many occasions, including her term as NASPL President, and each and every one of those experiences has been wonderful. Rebecca is the definition of a true leader and I am so glad to have the opportunity to work with her.

—David Gale, NASPL



With Jay Gendron

I have had the privilege to work with Rebecca in two jurisdictions spanning more than 20 years. She is a leader with an unprecedented and accomplished track record, and someone who has also been a role model, mentor, and friend to myself and many of my IGT colleagues over the years. This is epitomized by the founding of WILL and Rebecca's personal commitment to develop leaders who will continue to serve our industry well into the future.

—Jay Gendron, IGT



On stage with Jaymin Patel, Tom Little, Lorne Weil Doug Pollard

Rebecca's rise to President of the World Lottery Association should be a surprise to no one in the lottery industry. A proven leader many times over and a leading innovator in the industry, Rebecca is uniquely positioned to take the WLA to new heights of success and, in the process, move the entire industry forward in a manner not previously seen. Her ability to initiate an idea, build consensus and take action is unparalleled. I'm always amazed at her extensive network of friends and colleagues in the industry and these relationships, combined with her abilities, will allow her to succeed as WLA President in an unprecedented fashion, and we will be there in the US to support her in any way possible. Way to go, Rebecca!

—Gary Grief, Texas Lottery

I am fortunate to have known Rebecca as a friend and colleague since the beginning of my career at GTECH. Rebecca is among the most kind and generous people I know. I am blessed to have her in my life.

—Scott Gunn, IGT

Question: What is Rebecca's life like when she takes time away from the lottery? Answer: No one knows.

Sure, she has outside interests. By way of illustration and not by limitation, she loves Butler Bulldog basketball and follows it faithfully. She is a movie aficionado with favorites such as Godfather 1 and 2, Casablanca, any Cary Grant feature and all movie trivia. Challenge her with any date, she will identify the president at that time and often the vice president. She may also throw in the identity of their opponents when she is on a roll. She can rattle off all 50 states in alphabetical order in a minute or so. Sports trivia is a favorite, especially if it concerns college basketball. No surprise. As a native of Indiana, her education included this as a required subject. The list is long.

As intensive and extensive as Rebecca's involvement may be in any or all of these

areas, her passion for and commitment to all things lottery is exponentially greater. She possesses an encyclopedic memory of the people, history, dates, times, places, programs and events regarding lottery matters which she willingly shares with her colleagues at home and around the world. When the communication is not possible face to face, it is often accomplished through the use of her ever present cell phone with its Butler fight song ringtone. Even though I hear only one side of the call, I recognize the mutually beneficial nature of the conversation. If it has been dreamed, proposed, attempted or accomplished in the lottery world, Rebecca is able to provide insight as to what works and what does not which potentially saves time and effort in the process. I have opined that Rebecca can accomplish more in a phone call than I do in a work day.

What is Rebecca's life like when she takes time away from the lottery? No one knows.

—Jere Hargrove

With more than \$4.7 billion raised for education since the Tennessee Education Lottery began, Rebecca has helped make the education priorities of my administration – and the dreams of so many Tennesseans – a reality. Rebecca has been a sure bet for the Tennessee Promise, and she has left a meaningful impact here, across the United States, and around the world. I wish Rebecca the best of luck as President of the World Lottery Association, and continued success to her and her team as they deliver for the citizens of Tennessee. Tennessee Governor

—Bill Haslam

Rebecca is blessed with perhaps the greatest gift of all. She absolutely loves everything she does. The first impression may be that she works all the time. But that's before you realize that she does not think of it as work. And contrary to the appearance that what she says and does is spontaneous and unrehearsed, I feel an obligation to disclose that Rebecca's mind is constantly circling the problem so that when the time comes for her to land, she knows exactly what she is going to say, she knows how the ensuing dialogue will unfold, and is always crystal clear on the pathway to achieving her goals. Other worst-kept secrets to being a member of Team Rebecca: You're golden if you are a history buff, love old movies, and are a fan of the Butler Bulldogs.

—Paul Jason

I first met Rebecca in 1985 (I worked for Public Gaming Research Institute). Her arrival to the lottery industry was transformational. Prior to Rebecca, the focus was on security, avoiding corruption, and administering the business as a responsible agent of the state. All good things but there was not enough focus on the upside potential of raising funds for good causes. Rebecca's background, skill-sets, personality, and intense sense of purpose and conviction brought a new energy and excitement to the industry, as well as a shift in focus over to marketing and sales. Of course, the mission-critical role of security and integrity never changed. It's just that state lotteries evolved to also be market-driven, consumer-focused, entrepreneurial powerhouses in order to raise more money and give away more college scholarships. And Rebecca was instrumental at ushering in this new era of growth for the benefit of good causes beneficiaries. One of her brilliant insights was to brand the lottery as a supporter of a specific cause instead of just raising funds for the general budget. Her favorite was and is College Scholarship programs and Public Education, benefiting hundreds of thousands of young people. So the cause, the beneficiary itself gets integrated into the brand name of the lottery to help the general public appreciate the positive role that Lottery performs for society. Rebecca has had countless ideas like this that have contributed immensely to the growth of government lotteries around the world. Lastly, I suspect there is nobody else who has more people who think of them as their very best friend. Like many others, I think of Rebecca as my best friend and always look forward to our next adventure together!

—Susan Jason, PGRI

I first met Rebecca in 1987 when she moved from Illinois to Tallahassee FL to start up the FL Lottery. The first day we met, I was dispatched from my job as an interior designer to furnish and decorate her new home. From the moment I walked in the door and we met, we immediately connected. I didn't know it at the time but Rebecca's gift to me, was that I walked in her door as an interior designer, and I walked out with a 28-year career in the lottery industry that has taken me to places and people who I would have never known. She is my fairy God mother. She introduced me to a fascinating industry full of wonderful people that are now a part of who I am and "are in my blood". As we say in the lottery business, "you can check out

anytime you like but you can never leave". Thank you Rebecca for your love, leadership, friendship and bringing me into the Lottery family.

—Gayle Kennedy

I knew of Rebecca Paul for years before I began a nearly thirty-year working relationship and friendship with her. When she came to lead the lottery in Arizona in 1991, I was intimidated by her stature and reputation as a former Director of two major US lotteries in Illinois and Florida and ... well ... she was Rebecca Paul, the most iconic Director in the US.

I had served the Arizona lottery account for Sci-Games since 1987 and this lottery was the definition of a tough western town run by tough western men. There was the Arizona Way and there was the Highway. Take your pick. It was here I witnessed the day-in and day-out magic that is Rebecca.

When I arrived for a visit at the Hilton across from the lottery office where I had stayed for years, the staff was already on a first-name basis with Rebecca (they even threw her a birthday party). At the lottery, the Arizona Way soon became a New Way of new games, new promotions, new ideas which led to much higher sales. It was here that I watched Rebecca demonstrate her considerable gifts from top management down and hotel workers up. I saw her depth as a constant student of our business and its consummate teacher.

—Jim Kennedy, Scientific Games



With Antonios Kerastaris

Rebecca is an amazing personality with enormous charisma for leadership. She has been inspiring lottery leaders throughout her career by her commitment to excellence. Her active involvement with WLA and NASPL has opened new avenues, especially as a role model for women in Lottery and for the image of Lotteries at the service of public good. Her election as President of WLA this year in Buenos Aires marks a new beginning; a great new chapter for



With Florida Lottery Directors

her contribution to our industry. I am so thankful to her for honoring me with such good friendship and I look forward working with WLA under her stewardship.

—Antonios Kerastaris, INTRALOT

When Rebecca appears, you always know an adventure is about to take place. That is exactly how our working relationship grew.

Rebecca was on my flight to an international show, and we began talking, and talking, and talking ... since that initial trip Rebecca and I have had many adventures around the globe, each one ending with some great story and memory. These flights and trips have always been quality time to discuss some fun topics, but also to get some wise wisdom from the woman who has "seen it all in the industry". Her advice and support is always just an email or phone call away, and has enriched my life and career.

—Jeanna King, Scientific Games



Miss Indiana

Congratulations on being elected President of the World ... Lottery Association! You would make a great "President of the World," if that office ever existed. It is both an honor and privilege to have worked with you for over twenty years and, most importantly, to have learned so much from you. You have been a great influence on me, and so I thank you. Congrats, Madam President!

—Larry King, IGT

Rebecca is a true Lottery professional. She is always willing to assist when called upon and freely shares her knowledge of the industry and experiences. She is a true friend and very deserving of her election to President of the World Lottery Association.

—Norm Lingle, South Dakota Lottery

When I first became the NH director, the one colleague that reached out was Rebecca. She offered her help, guided me to a couple resource areas and gave me her cell phone number – in case I ever needed a lifeline. She didn't know me from before, we had never met, but she called to offer help to a newbie in a job she knew well. That's the type of person she is. I often measure people by the respect that they are held by their peers – Rebecca has more of that than anyone I know.

—Charles McIntyre, New Hampshire Lottery

Rebecca and I have met many times, at various events, on several continents, but I will always remember the fact that she made the trip all the way from the USA to Casablanca to attend the African Lottery Association congress in 2016. It was a great honor for us to have her. Rebecca is an extremely nice person and an amazing manager with great values. She really is a role model for all us!

We found out that we were both cinema lovers, so I surprised her by arranging a dinner at Ricks Café, a famous restaurant designed to recreate the bar made famous by Humphrey Bogart and Ingrid Bergman in the classic movie Casablanca. Rebecca came to Morocco again in 2018, to my home city of Rabat. I introduced her to my family, she went sight-seeing in the city with my daughter and took a picture with her; and I am truly pleased and honored that my daughter keeps a picture of them both with her at all times.

—Younès El Mechrafi, La Marocaine des Jeux et des Sports (MDJS)



With Gordon Medenica

I met Rebecca on my very first day in the lottery business, at the NASPL/WLA Conference in Louisville, KY, in 2007. The first night of the conference was the Directors' dinner and no sooner had I arrived than this highly animated and energetic woman decided to take me under her wing ("Hey, you're the new guy in New York, right?") and introduce me around the room. I was barely able to say hello to every person at every table before Rebecca whipped me on to the next! It was an incredibly exhausting first hour or so of the night, and I wasn't quite sure who Rebecca even was! But it was clear she knew absolutely everyone in the room.

However, it was the next morning that really blew me away. The first general session was a panel with all the CEOs of the major lottery companies, moderated by Rebecca. I thought to myself "oh wow, that's that woman from last night!" and she was sharp as a tack, smart, articulate, knowledgeable, confidently asking tough questions of significance and relevance. I was in awe; Rebecca left an indelible impression on me, an impression that has only strengthened over the years as our friendship has grown. Simply an amazing woman!

—Gordon Medenica, Maryland Lottery

Rebecca's and my friendship began in Sydney over choc dipped strawberries, wine and accessory shopping! (All in one go!!!) Whether it was that sweet start or a shared passion for this wonderful industry of ours I feel like I've known Rebecca forever. A trailblazer for the lottery industry and for

women in leadership, a highly successful executive and a woman with a passion for good causes, for doing the right thing and for supporting and developing people, Rebecca is an inspiration to many. Congratulations Rebecca on your appointment to WLA President - an amazing and well-deserved achievement - So happy for you!

—Sue van der Merwe, Tatts Lotteries

I met Rebecca for the first time on the night of October 3, 1985 at the world-famous Hollywood Bowl, where 15,000 lottery players were preparing to enjoy a star-studded celebration to cap our record first day of sales at the California Lottery. Rebecca was escorted to the VIP Box by Dan Bower, co-founder of Scientific Games, who introduced Rebecca as the new Executive Director of the Illinois Lottery. Although neither of us knew it at the time, Rebecca and I were part of a 'new wave' of five or six young Lottery Directors.

We became fast friends and we developed a bit of a reputation for challenging the status quo – unsettling a few of the 'old guard' Directors along the way. Although we each had unique talents, even then, Rebecca stood out as special. When Florida officials embarked on a nationwide search for the leader of their new Lottery, I knew Rebecca was the best person for job – and her success there led subsequent start-up lottery organizations to seek Rebecca's leadership. Illinois, Florida, Georgia and Tennessee have all prospered under Rebecca's creative and visionary leadership.

A lot has happened in the three decades since we first met. I've travelled a long and winding road running gaming organizations in different parts of the world while Rebecca stayed true to her calling and, in so doing, literally changed the lottery industry forever. Only a handful of people ever have such a profound impact on their profession.

My respect for her as a leader is surpassed only by respect for Rebecca as a person. She is truly a treasure in our industry. I am proud to call her Madam President but I am even more proud to call her my friend.

—Mark Michalko, North Carolina Education Lottery

With Younes El Mechrafi, Antonios Kerastaris, Stephane Pallez



There is everybody else and then there is Rebecca. She brings home the bacon — more bacon than anyone else — wherever she is. That's why we hired her, and that's what she's done.

—**Marvell Mitchell,**
Tennessee Lottery Board

Rebecca's bountiful passion and energy for the Lottery industry is remarkable. After 33 years in the industry, having started 3 Lotteries and delivered 15 years of consecutive sales growth and record revenues for good causes within the Tennessee Education Lottery, Rebecca has deservedly been elected to the highest post in the industry, as President of WLA! What is even more remarkable, is that she is the first female WLA President, which rightly fits her pioneering nature. Her commitment to advancement in the industry, especially for women, is also evident in Rebecca having founded the Will initiative. I truly appreciate and value her friendship, and her dedication to supporting women in the industry, and wish her the best of success in her role as President of WLA.

—**Wendy Montgomery, IGT**



in Lausanne

In August 2012, just a few weeks before the WLS2012 in Montreal and my election as President of the WLA, I had a meeting with Rebecca and the late Jean Jørgensen, in Lausanne. Not only was this meeting absolutely super (!) but also very creative, thanks to Rebecca's remarkable insight, knowledge and leadership. After this fruitful meeting we all went to dinner at Baron Tavernier, a restaurant located in the vineyards of Lavaux, a UNESCO's World Heritage site.

I have had the chance to spend lots of dinners with very interesting people, all over the world, but this particular one had something special, something magic... it was a moment out of time. Overlooking the shores of Lake Geneva, admiring the Alps in front of us, enjoying one of the

most beautiful panoramas in the world, we spent a truly and wonderful moment of friendship, with Jere who joined us for that evening, and Jean still in good health. It was just and simply perfect. I consider myself extremely lucky to have had such an extraordinary time with such exceptional people — having been able to share so many great occasions with Rebecca and Jean Jørgensen, who is still dearly missed — and will always cherish that moment, immortalized by this photo.

—**Jean-Luc Moner-Banet,**
Lottery Swiss Romande and WLA

Rebecca is simply one of a kind. Loyal to the core; Steadfast in her convictions; A pioneering, authentic role model for rising stars in the industry, particularly young women; A fearless, charismatic, deeply experienced leader who has consistently grasped the global reach, yet local essence of the WLA brand, protecting its integrity while celebrating its beneficiaries; she has consistently demonstrated commitment to inclusivity of all regions of the world.

Beyond the professional persona, Rebecca is there at the other end of the phone in the "best and the worst of times" a caring, compassionate and diehard friend. She has never settled for the easy path, either personally or professionally, opting instead to take the road less travelled in the pursuit of doing what is right by the player, the retailer, the brand, and her colleagues. No better person at your side to galvanize the troops in the face of crisis. One has to admire Rebecca's resilience in times of industry turmoil, her clarity of mind, soundness of judgement and most importantly her swift decision ability.

—**Connie Laverty O'Connor**



The election of Rebecca Paul Hargrove as World Lottery Association President further affirms this mighty fact: For more than

30 years, Rebecca's actions have inspired lottery in this modern era. From countless individuals, to a global industry, we have been inspired to dream more, learn more, do more, and become more. I treasure her friendship and guidance always and forever.

—**Ryann E. Petit-Frere, IGT**

Entering into the Lottery Industry can be a daunting task if you do not seek guidance. Someone suggested that I travel to Nashville to spend time with, and learn from, an industry professional. My first meeting with Rebecca was memorable and life changing. Although our visit was short, our relationship has been long lasting. Anytime I call with a question or idea, she quickly picks up the phone and cheerfully says, "Well hello there."

Your leadership to all of us is inspirational, launching Women in Lottery Leadership is aspirational, and your tenure as the first woman President of the World Lottery Association is simply AMAZING. Good luck, we know you will be a success.

—**May Scheve Reardon,**
Missouri Lottery



With Lynne Roiter

I remember the first time I saw Rebecca. It was at a NASPL convention at 8:45 AM in an elevator and there she was with a Coke can in hand. As an avid Coke drinker myself I knew right away that this was a person I would enjoy working with. How right I was, and for much more than her appreciation of a good soft drink. Throughout the years my admiration for Rebecca has only grown. Her knowledge of the lottery industry and her ability to get things done are legendary. Her willingness to share her knowledge and experience with others and help them along their career paths is truly exceptional. The Will initiative is but the latest example. This tribute is really deserved.

—**Lynne Roiter, Loto-Québec**

One of Rebecca's greatest attributes is her ability to connect with others and bring people together, helping to build lasting

relationships. “A gatherer of people”... is what I call her.

I first met Rebecca at the Georgia Lottery in 1993, and that was the beginning of my good fortune to work with this powerful, extremely smart woman. She introduced me to the world of lottery and to so many of the movers and shakers of the time, including me in her ever-growing circle of friends and peers.

Then as now, I am impressed by her ability to connect with such a wide array of people from all over the world. And I have watched as this woman has gained the respect and admiration from so many, especially at a time when there were very few women in high level positions in the industry.

I know Rebecca as a boss, a mentor, a confidant and a friend; and I know I'm not alone when I say that because of her guidance, training and encouragement, I have achieved successes and friendships that I could never have imagined. Congratulations, Rebecca, on your latest accomplishment! I can't wait to see what you will do next!

—**Lou Ann Russell,**
Tennessee Education Lottery Corp.



with Sarah Taylor



With Lou Ann Russell, Wanda Young Wilson, Connie Laverty O'Connor, Ryan Petit-Frere

I first met Rebecca when I was in a room full of strangers at the 1987 NASPL Convention on Montreal. Rebecca was finishing her stint as the Director of the Illinois Lottery and I believe had not yet been announced as the first Secretary for the brand-new Florida Lottery.

Having recently left my position as ESPN to start Media Drop-In Productions a large part of our initial conversation focused on sports and I thought boy I have never met a woman who knows as much about sports as Rebecca. She was very kind to both Linda and me and introduced us to some of the luminaries of industry at that time including Guy Simones, Doris and Duane Burke, Bernie Edwards, Mike Carr, Connie Laverty, Dan Codden, John Quinn and others including some vendors. She also patiently answered some of what today I am sure would be considered “dumb” questions, but we knew so little about lotteries at the time no question seemed dumb to us.

About 15 years and many bottles of wine later and while Rebecca was running the Georgia Lottery the three of us sat in our hot tub in Buckhead and discussed the pros and cons of Rebecca striking out again and assuming the leadership of the Tennessee Lottery. We all know she accepted that challenge and continues to lead that very successful lottery today.

Her recent ascension to the role of President of The World Lottery Association is a fitting climax to the most successful career of any lottery executive in the world. We wish her all the best.

—**Steve and Linda Saferin**

Rebecca Hargrove is a true lottery trailblazer, and it has been a pleasure to witness her continued triumphs establishing and leading state lotteries to enormous success, while at the same time breaking barriers for women in our industry. We are extremely fortunate that she is now applying her wisdom, experience, and expertise to

represent the interests of regulated lotteries internationally as President of the World Lottery Association.

—**Marco Sala, IGT**

Rebecca has always been about the personal connection. She gives selflessly, and she learns from everyone. An example of this is a particular photo in Rebecca's office. Dave Bausch is a mutual friend who worked for Rebecca at the Illinois and Florida lotteries before moving to Scientific Games where he was my boss for many years. Dave passed away in 2013. Over those years I worked with both Dave and Rebecca. When I was with Dave, he would reflect on what he learned from Rebecca, and would use that in guiding his managers on solving issues by always looking at them from a customer or players' perspective. Ask Rebecca about the picture of Dave and she will simply say that he was very impactful on her career and life and she reflects on their experience together for guidance even still.

—**John Schulz, Scientific Games**

Thirty-one years ago I entered the Lottery industry. Even then, Rebecca was at the helm. Her daily display over all these years of wise leadership, standing firm under pressure but also building consensus for new initiatives, has laid a firm foundation for the industry and been an inspiration for me personally. More than that, Rebecca has been a most loyal friend and mentor, always there to offer support and encouragement.

—**Jennifer Seymour, IGT**



Even though I approach the Double 88 in years, I still recall the first meeting with that newbie Illinois Lottery Director Rebecca Paul in 1985. I had just been elected as the first Canadian President of what was then called NASL. (I am still proud that I put the Pee in the NASPL.) At that meeting someone whispered in my ear that a runner-up of the Miss America contest was to attend as the Illinois Director at the Lottery Directors Meeting in Washington DC.

I expected to welcome some snotty “know-it-all” who knew nothing about lotteries. I was wrong. Rebecca was eager to learn about this crazy business and during our train-trip from DC to NYC city she was full of questions. That was where our friendship began and now sitting at my computer I am thinking of some highlights of our relationship to amuse our readers. Alas there are so many. I must choose.

Rebecca always tried to outdo our expectations. When she moved to the Florida Lottery in '87, Michelle Carinci and I were invited to a personal visit to the launch pad at Cape Canaveral. I don't know how she managed to bend all the rules to get us there but that was (and is) part of her style. We saw everything there was to be learned about rocketry at flights to moon.

My favourite memory was in 1990 in Seville Spain. It was an A.I.L.E. meeting (one of the forefathers of The World Lottery Association) and our hosts were intent to show not only the Lipizzaner horses but to teach the lottery folks how to perform the famous Flamenco dance. (A heel-clicking, foot-stomping extravaganza). Not many of the delegates were ready to go onstage with the professional Flamenco-ers but Rebecca was first. Dressed in beach-shorts and adorned with a rose she pranced with the clapping-hands dancers as if she had performed for years.

I can't wait to see what will arise from her time at the helm of The World Lottery Association. To quote a line from one of Rebecca's favorite old movies “Fasten your seatbelts, it's going to be a bumpy ride”!

—**Guy Simonis**



At the ballgame with Chris Shaban and Jere

Leader, mentor, motivator, friend, listener, advocate, and a positive but straightforward role model to so many people in so many states, Rebecca Paul Hargrove has been called the ‘Sheryl Swoopes or Michael Jordan of the Lottery Industry.’

Rebecca was the first customer I was asked to meet, and clearly changed the trajectory of my career, as I am sure so many others would also indicate.”

Like Cher, Buffet, Gates, and others, you only need to use one part of her name -- “Rebecca” -- to appreciate the woman who has helped raise millions of dollars for education and other good causes.”

Rebecca has been laser focused on supporting the success of our industry and in helping so many students and families, which has had – and will continue to have – an amazing impact on so many for generations to come.

—**Chris Shaban, IGT**

I have known Rebecca as a boss, a peer, a mentor, and most importantly as a friend for over 31 years. I truly believe Rebecca singlehandedly put lotteries on the map in the U.S. Up until 1988 when the Florida Lottery began, lottery awareness nationally was minimal and mostly isolated in the States that had lotteries.

I was living in Orlando, Florida in 1987 when it was announced that Rebecca was hired as the Secretary (Director) of the Lottery. In the months to follow, I remember seeing her on the news often. I was mesmerized by her flamboyant personality, charm, big hair, and her flawless promotional skills. In no time the Lottery became the biggest story in Florida and Rebecca became the State's biggest celebrity. Fast forward to 1990. In September of that year the Florida Lotto jackpot reached \$106 million (the largest ever seen at that time). Media coverage was worldwide. Travelers from all over the United States were driving and flying into Florida to buy tickets. In addition, all of the 13 lottery offices were receiving calls from around the U.S and the world wanting to buy tickets. As a result of this jackpot, which was won on September 14, 1990, both the Florida Lottery and Rebecca achieved worldwide recognition.

As one can imagine, there are many Rebecca stories to be told. One of my favorites occurred in 2003. At the time I was CEO of the New Mexico Lottery. That year I attended my wife's high school reunion in Winter Park, Florida. During the course of a conversation with one of her classmates, I mentioned that I was the CEO of the New Mexico Lottery. He responded, “That's interesting, Hey, do you know that Rebecca lady (Rebecca left her position more than ten years prior in 1991!) who

started the lottery here?” I responded, “yes I do” and then I asked him if he knew the name of the current lottery director? His response was, “no”.

—**Tom Shaheen**



With Jeanna King and Jere

Many will note Rebecca's skills at marketing and PR, her sense of which games will work and when, and her potent and persuasive political savvy, but it is another trait that truly makes her a leader. Unlike the cliché beauty queen cheerleader who sees only the star quarterback, our Rebecca can spot the talent hidden in anyone and easily makes them feel comfortable in contributing to a project's success.

—**Chuck Strutt**

As Rebecca assumes her new role on the international lottery stage, we are proud that she is an Indiana native whose outstanding professional career has been based on the Hoosier values of service to others, hard work, and honesty. Countless players, employees, and citizens have benefitted from her leadership. For me personally and many others in the Lottery industry, she has been a generous teacher, mentor and role model. I know that Rebecca will be an effective leader and advocate for our industry in the ever-changing gaming environment in all parts of the world.

—**Sarah Taylor, Executive Director of the Hoosier Lottery**

Now I know how the Boston Red Sox fans felt. Babe Ruth has just been traded to the Yankees.

Former Georgia Lt. Gov. Mark Taylor when he was told that Rebecca Hargrove was leaving the Georgia Lottery to run the Tennessee Lottery

I started my life in the lottery world in Feb 1997 and one of the first lottery “international people” I met was Rebecca. I was invited to visit her in Atlanta where she ran the Georgia Lottery. She was amazingly kind to me - she personally picked me up at the airport and took me to her home for drinks. We went out to dinner that

night to a fabulous restaurant with her picture painted on the wall. Her office was resplendent with photographs of Rebecca meeting numerous Presidents and celebrities - I was overawed. But she was so warm to me and we became firm friends. And that friendship has lasted over 20 years. She was a real role model for me and I learnt such a lot from her.

I am so delighted that she has been appointed as President of the WLA - she truly deserves this accolade and I know will do a brilliant job.

I wish her all the very best success and thank her from the bottom of my heart for her support, encouragement and friendship over the years. Her husband Jere is great too!

—**Dianne Thompson**

For more than three decades, my friendship with Rebecca has endured regardless of which lottery she was leading or my specific job responsibilities. I consider Rebecca to be one of my original mentors, and I am thankful to have received her counsel and guidance over the course of my career. The number of senior lottery executives, both past and present, who have benefited from Rebecca's leadership demonstrates her lifelong commitment to develop talent within the lottery industry. Rebecca has continued her mentoring passion by launching the Women in Lottery Leadership (WILL) initiative that will cultivate the next generation of lottery leaders.

In her new role as President of the World Lottery Association, I know Rebecca will continue to look for opportunities to improve and foster future lottery leadership.

—**Bret Toyne, Multi-State Lottery Association (MUSL)**

Rebecca is a woman with a strong vision, a direct no-nonsense style, and an open mind who enjoys being with friends and has the warmth to enhance any social gathering. It was at a dinner in Casablanca with my colleague, Beata Guzik and our mutual friend Younès El Mechrafi, that Rebecca outlined her vision and approach for what became the extraordinary WILL program launched a few months later in New York. I think of this as quintessential Rebecca. Switching between serious and productive business, good fun with friends and then back to business is just the natural order of things with Rebecca, and is one of the fascinating

qualities that makes her such a great leader.

—**Philippe Vlaemminck, Pharumlegal**

When I first transitioned into the Lottery industry it was Rebecca's sincere care and kindness that helped me navigate this unique industry. Her selfless ability to show me the way through the winding roads of this industry is something I will always remember and appreciate. Since that time, she has continued to be a leader, a mentor, role model and treasured friend. Her hard work, knowledge and dedication to Lottery have resulted in astounding accomplishments in the industry and I congratulate her on becoming the new president of the World Lottery Association.

—**Angela Wong, Montana Lottery**



With Sharon Sharp and Lorne Weil

Rebecca and Sharon Sharp were pioneers in our industry in so many important ways - I was very lucky to have had Sharon in California and Rebecca in Georgia as my lottery mentors. How could you not love these two? You never knew quite what to expect at dinner with Sharon and Rebecca but it was always a great event! Sadly, this photo was at the last of those dinners, and yet Sharon looked incredible. Rebecca's devotion to Sharon was extraordinary - and vice versa - and their friendship was beyond special. No one would be prouder of Rebecca's election to WLA President than Sharon.

—**Lorne Weil, Inspired Entertainment**

It's so difficult to know where to start, Rebecca has so many great qualities. The overriding thing is her belief in building relationships to support her great passion for Lottery. She has tirelessly reached out so many times to drive initiatives that make us all better at what we do. I've known Rebecca for so long and she still surprises me with her energy, intellect and passion.

—**Jennifer Westbury, Pollard Banknote Limited**



With Rodney Wilson

Congratulations Rebecca on yet another monumental accomplishment. It never ceases to amaze me how a little girl from the other side of the tracks continues to defy the odds and rise to influence and prominence. I truly appreciate the friendship and the guidance that you have provided me for over a quarter century and look forward to seeing and possibly working with you again in the future. That is if you promise not to 'dump' me!

—**Rodney Wilson, IGT**

In my forty-year legal career, I have held several positions and had numerous bosses. In fact, I never planned to stay anywhere more than two or three years. So, in 1993, when I accepted the invitation to interview with the new CEO who was heading the start-up of the Georgia Lottery Corporation, I thought it might be interesting to talk with this woman just to hear what this new business venture was about, since I didn't even know how to spell "lottery" at the time. Ten minutes into our interview I was struck with how amazingly perceptive she was and what a clear vision she had of the task ahead and the role I would play in it. A few days later when I received the job offer, I thought it really might be unique and exciting to have a major role in the start-up of a new business and it could be fun to spend the next couple of years on her team; not to mention it would probably look good on my resume when I moved on to my next position. Well, that was almost 26 years ago and we are still together. Needless to say, this has been a great adventure, I have learned a lot and Rebecca has been a great mentor, an inspiring leader and most importantly a wonderful friend to both me and my daughter. Of course I have lots of favorite memories I can recall from my years at both the Georgia and Tennessee lotteries; but as a prudent lawyer I will continue to keep them to myself.

—**Wanda Young Wilson, Tennessee Education Lottery Corporation**