SERVING TRIBAL NATIONS & ENTERPRISES

PROFESSIONAL & TECHNOLOGY SERVICES
For nearly three decades, Gaming Laboratories International (GLI®) has worked closely with Tribal Nations and Gaming Enterprises across the United States and Canada to offer an unparalleled range of services designed to empower our clients. Drawing from our experiences in more than 475 jurisdictions worldwide, we have partnered with Tribes to make certain our services meet the highest levels of standards, ensuring that the work we do for you is second to none. We are grateful for the opportunity to work with our Tribal partners in providing long-term solutions. You will not find another company more dedicated in helping safeguard your assets than GLI.

Today, over 250 Tribal regulatory organizations rely on us to help maximize the efficiency, security and compliance of their Class II and Class III operations. This is not a responsibility we take lightly. Your trust fuels our desire to continuously deliver more value to you.

We’ve been here to support you every step of the way.

The significant growth in reliance on technology to power Tribal gaming operations comes with an equally significant escalation in risk. GLI recognizes this increasing threat to your business; that’s why we have spent many years developing a strong, global professional and technology services practice through the expansion of our own capabilities and by investing in others to the benefit of our customers. Our commitment to keeping your assets safe has resulted in the development of a global professional and technology services practice that is 100 employees strong, and we are devoted to bringing exceptional expertise to Tribal Nations and Enterprises for years to come.

To enhance our ability to reduce risk to operators, we have formalized our professional and technology services brand, now aptly known as Bulletproof – a trusted provider of world-class cybersecurity, Information Technology (IT) services and end-to-end solutions. Through Bulletproof, we offer specialized practices around each of our service offerings to empower the continuous improvement of your processes, systems and overall business infrastructure.
Our knowledge of Tribal gaming and understanding of casino systems provides tremendous value to Tribal properties.

Our comprehensive portfolio of best-in-class solutions includes significant expertise in cybersecurity, enabling us to bolster our existing security services for the gaming industry. When you complement your existing resources with our deep technical proficiency and the expertise of our industry-certified IT professionals, the result is tailored solutions that meet your specific business needs at a fraction of traditional in-house setup costs.

With Bulletproof, you also have a team you can rely on for accurate and up-to-date professional risk assessment, audit, testing and advisory services. We are here to support you every step of the way.
World-class customer service and value that ensures you leave nothing to chance.

Outstanding service and quality commitment are our top priorities, and we deliver precisely that to each and every Tribal client we serve. We have earned a reputation for our dedication and for standing behind our work. Our clients expect us to respond with help when it is needed and deliver solutions that work.

“...I have always been impressed with the professionalism and industry sophistication of GLI, its leadership starting with James Maida, and the rest of their team. In my opinion, I don’t know how a firm could exhibit better integrity and service to our industry.”

W. RON ALLEN, TRIBAL CHAIRMAN/CEO JAMESTOWN S’KLALLAM TRIBE

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OUR EMPLOYEES

Our team is comprised of some of the highest accredited and most experienced IT professionals. The consistent growth we have experienced is a testimony to our team’s competency, dedication and talent. Clients trust our employees, knowing they are backed by some of the best IT solution partners in the world. These partners ensure our employees receive the best support and training while enabling them to deliver world-class solutions to our customers around the globe.

“Bulletproof is a response to you, our clients, who have asked for more services around cybersecurity and Information Technology, customized for gaming. We have been building and investing in these additional services now for several years. We are very proud of the team we have built at GLI and are excited to offer these professional and technology services to our customers globally under the Bulletproof brand.”

JAMES MAIDA, PRESIDENT/CEO, GAMING LABORATORIES INTERNATIONAL (right)
STEVE BURNS, CEO, BULLETPROOF (left)
In today’s electronic and cyber world, Tribal organizations face a growing number of risks. It is more important than ever that you have a team you can rely on for accurate and up-to-date professional risk assessment, audit, testing and advisory services.

Our Governance, Risk & Compliance (GRC) services provide Tribal Nations and Gaming Enterprises with the security and compliance services needed to ensure you are protecting the confidentiality, integrity and accessibility of your data and information. We deliver a comprehensive suite of services designed to empower audit, risk and compliance professionals, business leaders and the boards they serve to reliably achieve business objectives.

These services are bundled into the following two practices areas:

- GRC Technology Services – Cybersecurity Assessments
- GRC Audit Services – Audit & Compliance Assessments and Certification

We have the gaming industry experience needed to tailor these assessments to your unique needs and business risks. We use our knowledge of gaming industry best practices and various security standards to ensure maximum value for spend. Whether it’s an internally recognized standard like International Organization for Standardization’s (ISO) 27001 or a client’s own MICS and TICS, we can adapt to the circumstances and tailor our services to meet your needs. We also have experience in Payment Card Industry (PCI) and National Institute of Standards and Technology (NIST) audits and assessments.
**CYBERSECURITY ASSESSMENTS**

**Network Risk Assessments (NRA)**
- Internal & External Network Vulnerability Assessments and Penetration Testing
- Wireless Network Vulnerability Assessments and Penetration Testing
- Firewall Assessments

**Infrastructure Risk Assessments**
- Assessment of Server and Workstation Security Configurations
- Assessment of IT Security Infrastructure (Intrusion Detection Systems, Audit Logging)

**Application Risk Assessments**
- Gaming Application Vulnerability Assessments and Penetration Testing
- Web Application Security Assessments

**Information Technology Security Control Reviews**
- IT Security Program and Governance Reviews
- IT Security Policy and Procedure Reviews
- IT Security Architecture Reviews

**Social Engineering**
- Human
  - Physical Security Attacks
  - Help Desk Social Engineering Calls
- Technical
  - Email Phishing
  - USB Drops

**AUDIT & COMPLIANCE ASSESSMENTS AND CERTIFICATION**

A well-designed and functional information security program aligned with your company’s business objectives can help drive an effective and efficient organization while protecting the confidentiality, integrity and availability of assets and information. Our experts provide independent third-party assessments and certification audits of your information security processes against nationally and internally recognized security standards.

We also provide consulting and audit preparation/support services which are designed to assist your organization in developing a new or enhanced information security program/framework. Our team offers the following services which are categorized by security standards:

- Compliance Assessments
- Information Security Management System (ISMS) Consulting and Audit Preparation
- Certification Audits

**PCI Data Security Standard (DSS)**
We can assist with all of your PCI requirements, from the completion of a self-assessment questionnaire or a report on compliance, to conducting a gap assessment against the current PCI:DSS standard. We have PCI-Qualified Security Assessors (QSAs) on staff who can deliver the following services:
- Compliance Assessments (Health Checks)
- Consulting and Audit Preparation/Support
- Certification Audits

**NIST 800-53 – Security and Privacy Controls Standard for Federal Information Systems and Organizations**
- Compliance Assessments

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"The Gun Lake Tribal Gaming Commission has had the privilege of working with GLI since the beginning of our gaming operations. We are proud of the relationship that has flourished through the years with their professional team. Their highly trained experts continue to provide world-class services to our organization. We look forward to working with them for many years to come."

**MELINDA COFFIN, EXECUTIVE DIRECTOR**
**GUN LAKE TRIBAL GAMING COMMISSION**
In the reality of increasing cyber crime, the absence of a proper security program is simply not an option. An incident could create irreparable harm to a property’s image, reputation, operation and finances for years to come.

THE GAMING INDUSTRY AND HACKERS
The gaming industry is presented with some unique challenges in defending against cyber attacks, and Tribal gaming is not immune. In addition to the gaming systems, security cameras, point of sales systems and other devices on the casino floor, there are numerous other areas which, while designed to enhance the gaming venue experience, open up the risk for invasion by hackers. Player’s cards, which provide access to customer data related to gaming devices, also allow for points of entry at restaurants, hotels, entertainment facilities, golf courses, swimming pools, spas, promotional kiosks and gift shops.

Beyond the visible “front-of-the-house” facilities, the crucial “back-of-the-house” operations are also critically vulnerable. Because everything is connected to the network, once a device is compromised, hackers can gain access to other areas. Cameras, computers and other security-related equipment can be hacked within the financial nerve center of the gaming operation, creating the potential for confiscating funds and wreaking havoc with the casino’s financial systems.

DID YOU KNOW?
SECURITY AND PRIVACY ARE LISTED AS THE NO. 2 CONCERN FOR CIOs IN A 2016 FORBES ANNUAL SURVEY.

THE AVERAGE SECURITY BREACH GOES UNDETECTED 197 DAYS AND THE AVERAGE DATA BREACH COSTS $4 MILLION, ACCORDING TO A 2016 IBM SURVEY.
MANAGED SECURITY SERVICES
Our managed security services were specifically designed to support the gaming industry in its fight against cyber attacks and cyber crime.

The word “managed” simply means that we look after this service or function for you. As a trusted partner, we take the load off your team’s shoulders, providing active monitoring around the clock with our 24/7 services. The services are flexible and customizable to meet your needs and budget, whether you are just getting started with IT security to comply with audit requirements or you are looking for advanced services to monitor every aspect of your network and customer data.

We have completed hundreds of projects for a wide cross section of public sector and commercial clients. Even more relevant is our understanding of gaming and casino systems. When it comes to security experience, our resources are second to none, and we hold the highest levels of industry certification.

To help organizations protect their data, we offer a suite of comprehensive managed security services including:

- Real-Time 24/7 Monitoring, Detection and Incident Handling
- Firewall Monitoring and Management
- Security Advisor – Employee Cyber Risk Awareness Service
- Digital Forensics and Cyber Incident Response
- Virtual Chief Security Officer (CSO)

SECURITY OPERATIONS CENTER AS A SERVICE
Our Security Operations Center (SOC) is a state-of-the-art facility custom built to provide our managed security services. With the increasingly dangerous threats facing the gaming industry (more powerful hackers and more sophisticated attacks), coupled with a dramatic shortage of qualified cybersecurity professionals, organizations need a reliable partner to help. By providing these security services in a “managed” offering, customers of all sizes can gain access at a fraction of the cost they would incur by building their own infrastructure and team.

Not yet a managed security service customer but suspect a security breach? No problem! Call us at 1-844-711-4225 or visit ijustgothacked.com/tribal.
Allowing You to Focus on Your Core Gaming Business and Services

Your casino may have IT generalists on staff, but with today’s complex systems, it’s just not possible for them to know everything. Our managed IT services enable you to control costs in a predictable way and reallocate internal resources to more strategic and transformational projects.

We have a wide range of service options that can be easily tailored to your unique needs. Our team of operational experts work 24 hours a day, 7 days a week, 365 days a year to ensure your internal and external IT services are virtually bulletproof. Our core IT infrastructure service offerings include:

- **24/7 IT service desk and end-user support** eliminates the need to tie up your internal IT team with end-user support. Our knowledgeable, trained and certified Tier 2 IT support analysts are available to your staff via email, phone or chat. Over 80 percent of issues are resolved by the Service Desk Analysts with further escalation to Tier 3 subject matter experts as required.

- **Proactive monitoring of your IT infrastructure** will uncover problems before they become issues that can impact your business. Our Network Operation Center (NOC) is equipped with the latest monitoring and reporting tools. We provide around-the-clock monitoring of your servers, storage and network so you can sleep better at night.

- **Device management services** provide you with checklist-driven management which includes daily health checks and up-to-date patching as well as quick access to experts when you need them.

- **Remote backup and disaster recovery services** will ensure that your data is backed up properly, retained/archived, protected and available when you need it.

OUR STAFF SUPPORTS OVER 50,000 USERS AND OVER 10,000 NETWORK DEVICES IN OVER 300 CLIENT OFFICE LOCATIONS IN EVERY REGION OF THE WORLD!
THE PEOPLE, PROCESS & TECHNOLOGY YOU NEED TO KEEP YOUR OPERATION RUNNING
Protect the Heart of Your Business

We understand that IT is at the heart of your gaming business, and we can ensure that you have the right IT solutions to make your business competitive. We can help you manage the transition to the next generation of IT by designing and implementing industry-leading infrastructure solutions.

Our team of professionals can help your IT staff quickly deploy new or updated environments and provide the knowledge transfer your team needs to be equipped to successfully support the solution. If you prefer your IT team to focus on strategic initiatives once the project is complete, we can even manage the operations for you.

Our experts can assist with:
- IT Assessments, Planning and Roadmaps
- Architectural Design and Infrastructure Deployment
- Optimization and Remediation
- Server and Network Upgrades
- Microsoft Exchange Updates and Migrations

Our services leverage a wide range of next-generation networks, server virtualization, storage, backup and disaster recovery models, unified communication solutions, and IP-based video surveillance systems to keep your gaming environment secure and operating efficiently.

MICROSOFT PRACTICE

As a Microsoft® Gold Partner, we have demonstrated capability and committed significant resources to professional certifications and joint business development with Microsoft. We deliver projects across a wide spectrum of Microsoft products, from core products, like Microsoft Exchange®, Lync, SharePoint, Windows Server®, and Active Directory, to cutting-edge secure cloud enablement.

Our experts have designed SharePoint intranet and collaboration sites for lottery agencies and other large corporations in both the public and private sectors and have assisted those customers in defining the governance policies needed to keep the environments relevant, clean and secure.

Tribal Nations concerned with keeping their core IT systems, like file servers and Microsoft Exchange mail servers, can rest easy knowing we have the resources to ensure your upgrade projects are seamless.
PROTECT THE HEART OF YOUR BUSINESS
Accountability is everything, and when projects slip due to poor preparation and execution, they can throw off your sales, marketing plans, regulatory approval processes and operator expectations. Our professionals deliver with a sense of urgency because we know how timelines, quality and execution have a direct impact on your business. We specialize in portfolio, program and project management practices. Our full-package systems project management services are built around the following core pillars of process:

- Project Management Office (PMO)
- System Transformation
- Systems Integration
- Project Health Check and Recovery

PROJECT MANAGEMENT OFFICE (PMO)
We assess and develop industry-leading standards for the operation of your PMO, including portfolio, program and project management process frameworks. We will work with you to deploy a new PMO, operate a PMO or optimize and enhance an existing PMO while delivering critical modernization projects.

SYSTEM TRANSFORMATION
Our team of professionals will ensure the review of all project and software deployment lifecycle documentation, systems, database interconnections, architectures and processes. After our analysis is complete, our experts will provide comprehensive analysis reports that note continual practical improvements that drive toward meeting project strategy and milestones. Additionally, we map and define your business process, determining your maximum operational efficiency and identify an achievable and realistic plan for improvement.
SYSTEMS INTEGRATION
Our project managers and team of experts will review and analyze the necessary components needed to integrate your lottery and gaming solutions, no matter the version of your systems solution. We ensure our professionals analyze and test traditional lottery, video lottery, casino management, slot management, table management or server-based solutions on all of the leading gaming platforms.

Ready to upgrade your systems? Our IT professionals and test engineers are standing by to steward your system through the software development lifecycle, addressing various activities from requirements analysis to interoperability testing and through production deployment to get your systems operational.

SYSTEMS PROJECT HEALTH CHECK AND RECOVERY
The purpose of a project health check is to identify and analyze critical projects for issues and risks while recommending timely and practical corrective actions. Companies utilize project health checks to proactively identify and analyze projects that are critical to business success and that in the event of failure pose a significant risk to the organization. The benefits to a project health check include:

- Enhanced Capabilities
- Improved Transparency
- Enhanced Governance
- Increased Predictability
- Increased Confidence
- Increased Security
- Enhanced Accountability
- Regulatory Compliance

BULLETPROOF
a GLI company
Our education services team understands our clients face critical challenges communicating messages and business improvements to both internal and external clients. Education is not simply about providing new information or reinforcing existing information; it should be a strategic, planned and measured exercise to bring about change, increase competitive edge and/or grow profitability.

We design end-to-end education solutions to deliver these messages and keep them focused on a continual improvement cycle. Our Solutions Architects, Learning Consultants, Instructional Designers and Application Specialists are industry leaders. Leveraging their expertise and experience, we work with our customers to understand their business issues, design solutions to solve challenges, and develop training and learning programs that support the change and value needed.

- Educational Consulting
- Custom eLearning
- Learning Management
- Instructor-Led Training (ILT)

DID YOU KNOW?

ELEARNING LEAPS TIME AND COST CONSTRAINTS AND MEETS YOUR TEAM WHERE THEY ARE, WHEN THEY NEED IT.

ELEARNING ALLOWS YOU TO DELIVER CONSISTENT TRAINING ACROSS YOUR ORGANIZATION. WE CREATE AND HELP YOU DELIVER A COHERENT LEARNING EXPERIENCE.

ROI FOR ELEARNING CAN BE SEEN OVER BOTH THE SHORT AND LONG TERM: SAVE ON TRAVEL AND DOWNTIME BY USING ELEARNING.
Continuous Learning for Constant Change

Today, it seems more than ever the only constant is change. As new technologies emerge and evolve, they redefine the gaming floor and other enterprise businesses. That’s why our experts developed GLI University – to help Tribal leaders at all levels stay abreast of trends and technologies while maintaining a thorough understanding of fundamentals.

GLI University is staffed by world-recognized experts who present a wide range of topics, from Slots 101 to advanced courses like iGaming and math. We maintain a permanent facility in our Las Vegas laboratory, and courses are also held regularly at the company’s New Jersey and Colorado laboratories.

If you prefer, we can stage a training event at your facility.

Over the past two years, GLI has provided training for over 700 students.
Our software Quality Assurance (QA) and testing practice meets the demands of today’s rapid software development lifecycle methods through innovative test automation and a full suite of Quality Assurance testing services, including QA assessments, performance testing, fully outsourced managed testing services, staff augmentation, and test environment hosting and management. We provide reliable and repeatable processes and technologies to deliver high-quality outcomes, enabling customers to realize a higher and quicker return on software investments. For Tribal Nations and Gaming Enterprises, we specialize in:

- Functional Testing
- Performance Testing

**FUNCTIONAL TESTING**
This type of testing is the process of applying industry best-practice testing methodologies to support today’s development processes. Some test methodologies employed include: system integration, user acceptance, mobile, compatibility and interoperability, usability, localization, and data warehousing BI testing. This testing is performed against the business and system requirements of the application and involves the complete integration of the end-to-end system.

**PERFORMANCE TESTING**
Our performance testing is the process of evaluating an application or system against performance requirements through analysis, tuning, optimization or refactoring. This testing includes validating response times, throughput and finding breaking points using load, stress, endurance, volume and scalability testing techniques.
With global partners like Dell®, Microsoft, Cisco®, VMware®, and Fortinet®, we offer a wide range of software and hardware products to address our clients’ business needs. By employing a simple procurement process, we can provide dedicated and certified pre-sales engineers, account executives and inside sales representatives to ensure individual client needs are met.

**E-PROCUREMENT**

We provide clients with a secure website where they can order hardware and software online. The secure website provides the ability to track individual order shipments and view purchase history via a customized portal. E-procurement can save time and money while helping to enforce consistent IT standards.

**LIFECYCLE MANAGEMENT AND FLEXIBLE FINANCING**

Our team offers a full range of services to manage the lifecycle of IT equipment. We work with our global partners to put in place flexible financing and leasing solutions that align with IT requirements and the cash flow realities of your business.

We also offer extended warranty support, competitive upgrades and trade-in allowance to ensure the maximum investment protection for existing assets.

**INVENTORY MANAGEMENT AND WAREHOUSING**

We provide the heavy lifting for any large deployment of IT equipment. Our team can provide asset tagging to enable control of inventory before it even arrives on-site, and we can fast track laptop and desktop deployment by offering factory imaging.

Other services we provide in this area include helping with logistics and storage space challenges and offering warehousing and inventory management solutions.
Technical Audits to Protect Systems

Whether you are a Class II or Class III operation, your system is critical to your business. Our system audits and inspections are designed specifically to confirm compliance and reinforce security. Class II systems can be complex, which is why our audits cover all the different parts of these systems, including game server, report server, player interface, management terminal and voucher systems. Our thorough audit searches for weaknesses in the system software, and compliance covers everything from system certification to policies and procedures, leaving nothing unturned. In Class III operations, our system audits are equally comprehensive and help protect Tribal assets by identifying configuration and/or communications issues, confirming proper function and reporting. Our wide-ranging system audits include address and location verification, communication testing, component grounding, denomination verification, progressive system testing, Slot Machine Interface Board (SMIB) and diagnostic meter verification.

Identifying Threats Before They Happen

System inspections verify that the controlled files found in a particular system match those that have been previously tested by an independent third-party laboratory and comply with a particular jurisdictional standard or set of standards. Files are deemed “controlled” after analyzing the functions of those files with the participation of the system manufacturer. Controlled files are then given a unique signature which stays with the particular file version. Using the same tools that were originally used to create the signature, the signature is generated on site where the online system is in use.

Keeping the Game Honest

If the generated signature varies from the certification letter, then either the files contain a different version than stated in the certification letter or the files have been altered in some fashion. If it has been altered, uncertified files could jeopardize the integrity of the system. If all files match the certification letter(s), we can certify that the system has been tested by an independent test laboratory.

WE PERFORM FIELD AUDITS FOR MORE THAN 11,500 MACHINES PER YEAR.
COMMUNICATION TESTING
Making Sure the Game Is What It Is
Our professionals are trained to identify any potentially inappropriate activity throughout the game deployment lifecycle from start to finish. Communication testing is conducted on the casino floor to ensure gaming machines are communicating the metering information correctly. At the same time, this testing checks to make sure the system is recording information correctly.

We Can See the Differences
Our field inspectors verify the bill-in, ticket-in/ticket-out (TITO) and credits given (at the machine only) for each machine tested. The testing will either be the entire floor or a sampling of games on the floor and will generally include all manufacturers, different locations and different currency denominations. This information is compared to the online system to ensure all records were passed through and logged in the system correctly. Our testing professionals make sure each game does what it is supposed to do.

If there is a discrepancy, the gaming machine or machines are retested for accuracy, and if the machine fails a second time, the gaming machine and the online system will be analyzed for discrepancies. This information is passed to governing agents for further review.

GAMING & SYSTEM SOFTWARE AUDIT
Monitoring the Pulse of the Game
When we conduct a software audit, the goal is to verify that each piece of critical software found in a particular machine matches the same version that was tested in the laboratory and complies with a particular jurisdictional standard or set of standards. Game software is deemed critical after analyzing how it controls the gameplay and back-end functionality.

Tracking All Moving Parts
Important pieces of software that should be tested include the operation systems (also known as main programs), which control the metering, back-end functionality and game programs (also known as personality programs). These game programs control gameplay, game math and paytable information. Other software, which are deemed important to test in some jurisdictions and not others, include (but are not limited to) communication programs, Basic Input/Output Systems (BIOS) chips, bill acceptor firmware and printer firmware.

Verifying Accuracy
During a software audit, we work with casino personnel to extract important software from each gaming machine and verify its unique digital signature using third-party verification tools. The signature that is generated is compared to our extensive database in order to verify the accuracy of the digital signature and to obtain the software’s current approval status.

PROMOTIONAL, PROGRESSIVE & KIOSK SYSTEMS
Enhancing the Gaming Experience
Promotional systems, progressive systems and kiosks all help to increase the patron’s experience on the gaming floor and across the entire Tribal Gaming Enterprise. However, each of these systems comes with naturally associated risks that can directly affect Tribal assets.

We offer a wealth of services to assist and ensure your Enterprise is both protected and compliant in each of these areas. Using universally accepted security standards and internal controls as baselines, our team of experts audit promotional, progressive and kiosk systems to guarantee proper asset identification, system functionality, overall security and compliance. We search for weaknesses and irregularities and report back with suggested fixes.

The result is a more secure, compliant operation and peace of mind.
ARE YOU PREPARED?
At GLI, we are so much more than just testing. We are committed to helping you deploy and manage your products securely using customized services and solutions from our Bulletproof team and time-tested strategies to achieve your business goals. For more information, please visit gaminglabs.com or call (732) 942-3999.
GLI’s core purpose is to be the trusted global compliance and quality expert relied upon by our clients – delivering world-class customer service and value that is unmatched.

For more information about GLI’s professional and technology services provided under the Bulletproof brand, visit bulletproofsi.com.