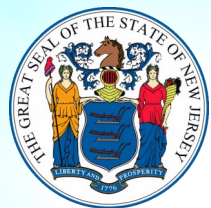


A GUIDE TO  
REENTRY  
EMPLOYMENT  
IN THE  
CASINO  
INDUSTRY



CASINO KEY  
EMPLOYEES

**CASINO CONTROL COMMISSION**

The Independent Licensing Authority of New Jersey's  
Gaming Industry

On January 21, 2020, Governor Murphy enacted legislation that provides the Casino Control Commission (“Commission”) with discretion to issue Casino Key Employee Licenses (“key license”) to persons formerly convicted of certain offenses related to a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog. The Commission coordinates with non-profit reentry organizations to provide formerly incarcerated individuals with information about key license eligibility. P.L. 2019, c.511.

### What is a Casino Key Employee License?

Employees must obtain a key license from the Commission if they are involved in the operation of a casino in a supervisory capacity or empowered to make discretionary decisions on casino operations. Other employees must obtain a key license if they are empowered to make discretionary decisions on the management of an approved hotel. A detailed list of casino positions that have been deemed to require a key license can be found in the Commission's regulations, N.J.A.C. 19:41A-5.1. Certain employees of an Internet gaming affiliate or intermediary company involved in Internet or mobile gaming, and certain employees of a sports pool, online sports pool or sports pool lounge, must file an application for a key license. The Commission may designate other employees who must obtain a key license for reasons consistent with the policies of the Casino Control Act. N.J.S.A. 5:12-9.

### What has Changed?

The Commission now has discretion to issue key licenses to persons formerly convicted of certain offenses related to a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog provided certain conditions are met. Prior to enactment of this legislation, the Commission was required to deny a key license to those persons.

### What does the newly enacted legislation say?

The Commission may issue a key license to any applicant who would otherwise be disqualified on the basis of the criteria contained in subsection c. of section 86 of P.L.1977, c.110 (C.5:12-86), if that applicant has been sentenced to, and successfully discharged from, a term of special probation as provided under N.J.S. 2C:35-14 for the conviction of an offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog or if that applicant has been convicted of a third or fourth degree offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog and has successfully completed a licensed drug treatment program within the Department of Corrections and has completed serving the sentence imposed for that crime, including any term of parole supervision.

### What does this mean for me?

If you have a prior conviction for certain offenses related to a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog and if you meet certain conditions, the Commission has discretion to issue you a key license. Specifically, under the legislation, you must fall into one of the following categories:

**Category 1.** You have been sentenced to, and successfully discharged from, a term of special probation as provided under N.J.S. 2C:35-14 for the conviction of an offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog, or

**Category 2.** You have been convicted of a third or fourth degree offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog and successfully completed a licensed drug treatment program within the Department of Corrections and completed serving the sentence imposed for that crime, including any term of parole supervision.

Before you complete an application for a key license and submit the \$750 non-refundable filing fee, you may complete a Commission Reentry Checklist. On the checklist, you will be asked to identify the category that applies to you. **You will also be asked to identify all arrests, indictments, and convictions, regardless of whether or not they fall into one of the two categories.** The checklist will help you identify and assemble specific documents that you will need depending on your category. The required documents are as follows:

**Category 1.** A copy of your **Certificate of Completion** and a **Final Order** from the court, or

**Category 2.** A copy of your **Official Documentation** indicating successful completion of a licensed drug treatment program within the Department of Corrections and a **Final Order**.

Commission staff will review the assembled documentation with you for completeness before you file an application for a key license.

When you complete and file an application for a key license, including the \$750 non-refundable filing fee, the forgoing documents will become part of your application. You will be investigated by the Division of Gaming Enforcement ("Division"). The Division will issue a written report to the Commission with a recommendation on whether or not it feels you satisfy the requirements to hold a key license. If the Division recommends that you should not be granted a license, you have the right to a hearing to contest the Division's recommendation. The authority to grant or deny a license rests with the Commission.



## Can I begin employment right away?

A casino cannot employ a person in a position that requires a key license unless the person holds a key license or a temporary key license. If a casino needs to fill a position immediately, it may request the Commission issue a temporary key license before your key license application is acted upon. To request a temporary license, a casino must file a petition with the Commission. The Commission may issue a temporary license provided a complete application for a key license is filed and the Division concurs. N.J.S.A. 5:12-89e & N.J.A.C. 19:41A-5.3.

For more information about the key license process and to obtain an application form, visit the Commission's website at: [www.nj.gov/casinos/services/licensing/](http://www.nj.gov/casinos/services/licensing/) or call 609-441-3441 weekdays between 8:00 a.m. and 4:00 p.m.

If you have a question about Casino Employee Registration, you should visit the Division's website at [www.nj.gov/oag/ge/employee\\_licensing.html](http://www.nj.gov/oag/ge/employee_licensing.html) or call 609-441-3011.

## Additional Resources

For persons in need of employment assistance who have been recently released from incarceration, were previously incarcerated, or have an arrest or misdemeanor conviction, visit **New Jersey's Ex-offender Services web page** ([https://www.careerconnections.nj.gov/careerconnections/plan/foryou/exoffenders/ex\\_offender\\_services.shtml](https://www.careerconnections.nj.gov/careerconnections/plan/foryou/exoffenders/ex_offender_services.shtml)) and the **Fresh Start @ Your Library statewide reentry program web page** ([https://www.njstatelib.org/services\\_for\\_libraries/innovative-initiatives/fresh-start-your-library/](https://www.njstatelib.org/services_for_libraries/innovative-initiatives/fresh-start-your-library/)).



## LEGAL DISCLAIMER

The foregoing information is provided as a public service and is intended for informational purposes only, and should not be construed as legal advice. You should not act or refrain from acting on the basis of any information provided herein without seeking legal advice.

## CASINO EMPLOYMENT OFFICES

### Borgata Hotel Casino & Spa

One Borgata Way  
Atlantic City, NJ 08401 (609- 317-7235 )  
[www.borgatajobs.com/](http://www.borgatajobs.com/)

### Bally's Atlantic City

1900 Pacific Ave.  
Atlantic City, NJ 08401 (609- 340-2000)  
[www.ballysac.com/careers/](http://www.ballysac.com/careers/)

### Caesars AC and Harrah's Resort AC

1809 Pacific Ave.  
Atlantic City, NJ 08401 (609- 236-6484)  
[www.caesarsjobs.com](http://www.caesarsjobs.com)

### Golden Nugget Atlantic City

Huron Ave. & Brigantine Blvd.  
Atlantic City, NJ 08401 (609- 441-2000)  
[www.goldennugget.com/atlantic-city/careers/](http://www.goldennugget.com/atlantic-city/careers/)

### Hard Rock Atlantic City

1000 Boardwalk  
Atlantic City, NJ 08401 (609- 449-1000)  
<https://hrheatlanticcity-hardrock.icims.com/jobs/>

### Ocean Casino Resort

500 Boardwalk  
Atlantic City, NJ 08401 (609- 783-8000)  
<https://careers.theoceanac.com/>

### Resorts Casino Hotel

1113 Boardwalk  
Atlantic City, NJ 08401 (609- 340-6264)  
[www.resortscasjobs.com/](http://www.resortscasjobs.com/)

### Tropicana Atlantic City

Boardwalk and Iowa Avenues  
Atlantic City, NJ 08401 (609- 340-4243)  
[www.tropicana.net/employment-opportunities](http://www.tropicana.net/employment-opportunities)