



State of New Jersey
STATE ETHICS COMMISSION

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October 1, 2020

Tennille McCoy
Ethics Liaison Officer
Department of Labor
Trenton, New Jersey 08625
Via email: Tennille.McCoy@dol.nj.gov

Re: Waiver to the Provisions of *N.J.S.A.* 52:13D-17.2(b)

Dear Ms. McCoy:

At its September 29, 2020 meeting, the State Ethics Commission considered your request on behalf of Wayne Sloan, Counselor, Department of Labor, whose son, Ahmad Shepherd-Sloan, is currently employed by the Hard Rock Hotel and Casino as an on-call security guard. Based on the facts and circumstances set forth below, the Commission granted a waiver of the general prohibition of section 17.2(b).

Generally, Section 17.2(b) of the Conflicts Law prohibits all State officers and employees and members of their immediate families from holding an interest in, holding employment with, representing, appearing for, or negotiating on behalf of the holder of, or applicant for, a casino license or any holding or intermediary company with respect thereto. However, the statute also contains the following exception language:

except that ... a member of the immediate family of a State officer or employee, or person, may hold employment with the holder of, or applicant for, a casino license if, in the judgment of the State Ethics Commission ... such employment will not interfere with the responsibilities of the State officer or employee, or person, and will not create a conflict of interest, or reasonable risk of the public perception of a conflict of interest, on the part of the State officer or employee, or person

The Commission agrees that there is no conflict between Mr. Sloan's position at the Department of Labor and his son's employment with at the Hard Rock Hotel and Casino. Mr. Sloan's position

and his son's employment do not overlap, and there is no conflict of interest or reasonable risk of the public perceiving any kind of conflict between his position and his son's casino employment.

Based on the facts and circumstances set forth above, the Commission granted the waiver of the general prohibition of section 17.2(b) in the case of Wayne Sloan and his son, Ahmad Shepherd-Sloan.

Very truly yours,

STATE ETHICS COMMISSION



For the Commission
Mark T. Holmes
Executive Director

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