



State of New Jersey
STATE ETHICS COMMISSION

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July 14, 2021

Kia King
Ethics Liaison Officer
Department of Labor
Trenton, New Jersey 08625
Via email ONLY: Kia.King@dol.nj.gov

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

Dear Ms. King:

At its July 13, 2021 meeting, the State Ethics Commission considered your request on behalf of Laura Foster, ES Trainee, Department of Labor, who is also employed by the Borgata Hotel, Casino and Spa as a Server. 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 (1) a State officer or employee other than a State officer or employee included in the definition of person, and (2) a member of the immediate family of a State officer or employee, or of a person, may hold employment with the holder of, or applicant for, a casino license if, in the judgement 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 Ms. Foster's position at the Department of Labor and her employment with the Borgata Hotel, Casino and Spa. Ms. Foster's position and

her casino employment do not overlap, and there is no conflict of interest or a reasonable risk of the public perceiving any kind of conflict between her position at the Department of Labor and her secondary 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 Laura Foster.

Very truly yours,

STATE ETHICS COMMISSION



For the Commission
Mark T. Holmes
Executive Director

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