



State of New Jersey
STATE ETHICS COMMISSION

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February 2, 2022

Valerie Hayes
Ethics Liaison Officer
Stockton University
101 Vera King Farris Drive
Galloway, New Jersey 08205
Via email ONLY: valerie.hayes@stockton.edu

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

Dear Ms. Hayes:

At its February 1, 2022 meeting, the State Ethics Commission considered the University's request on behalf of Amber Berry, Manager of Environmental, Health and Safety, Stockton University, whose son, Ryan Elko, is currently employed by Caesar's Casino as a Marketing Associate. 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 Ms. Berry's position at Stockton University and her son's employment with Caesar's Casino. Ms. Berry's position and her 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 her position and her 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 Amber Berry and her son, Ryan Elko.

Very truly yours,

STATE ETHICS COMMISSION



For the Commission
Mark T. Holmes
Executive Director

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