



**State of New Jersey**  
STATE ETHICS COMMISSION

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[WWW.NJ.GOV/ETHICS](http://WWW.NJ.GOV/ETHICS)

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EXECUTIVE DIRECTOR

June 21, 2022

Heidi Manning  
Ethics Liaison Officer  
Casino Reinvestment Development Authority  
*Via email ONLY:* [hmanning@njcrda.com](mailto:hmanning@njcrda.com)

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

Dear Ms. Manning:

At its June 14, 2022 meeting, the State Ethics Commission considered the Authority's request on behalf of Carlos A. Figueroa, General Maintenance Worker, Casino Reinvestment Development Authority (CRDA), who is also employed by the Borgata Hotel and Casino as an "On-Call" Banquet Representative. 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 Mr. Figueroa's position at CRDA and his employment with the Borgata Hotel and Casino. Mr. Figueroa's position and his 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 his position at CRDA and his 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 Carlos A. Figueroa.

Very truly yours,

STATE ETHICS COMMISSION



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For the Commission  
Mark T. Holmes  
Executive Director

MTH/sc  
*Exit\_Figueroa\_CRDA\_2022*