



State of New Jersey
STATE ETHICS COMMISSION

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March 18, 2016

Elizabeth H. Foster
Ethics Liaison Officer
New Jersey Department of Transportation
1035 Parkway Avenue, MOB 2nd Floor
Ewing, New Jersey 08618

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

Dear Ms. Foster:

At its March 15, 2016 meeting, the State Ethics Commission considered your request on behalf of Tri Nguyen, Civil Engineer Trainee, New Jersey Department of Transportation ("NJDOT"), and his mother, Jhi Do. Ms. Do is currently employed by the Harrah's Casino as Dealer. 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

....

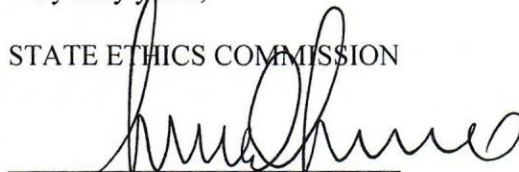
The Commission agrees that there is no conflict between Mr. Nguyen's position at NJDOT and his mother's employment with Harrah's Casino. Mr. Nguyen's position and his mother's casino employment do not overlap, and there is no conflict of interest or reasonable risk of the public perceiving any kind of conflict between his position and his mother's casino employment.

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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 Tri Nguyen and his mother, Jhi Do.

Very truly yours,

STATE ETHICS COMMISSION

A handwritten signature in black ink, appearing to read 'Susana E. Guerrero', written over a horizontal line.

For the Commission

Susana E. Guerrero, Executive Director

SEG/sc

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