

## **GAMING EMPLOYEE REGISTRATION APPEAL HEARINGS INFORMATION SHEET**

THE ACTION TAKEN BY THE GAMING CONTROL BOARD TO OBJECT TO YOUR REGISTRATION AS A GAMING EMPLOYEE IS A FINAL ACTION AND CANNOT BE REVERSED OR WITHDRAWN EXCEPT THROUGH AN APPEAL PROCESS. THE HEARING IS A NEW AND SEPARATE ACTION. THE DECISION LETTER SERVED ON YOU IS A FINAL DETERMINATION AND YOUR HEARING IS AN APPEAL OF THAT FINAL ACTION. THEREFORE, THERE ARE NO PROVISIONS FOR ANY "TEMPORARY" OR OTHER FORM OF AUTHORIZATION TO WORK IN THE GAMING INDUSTRY PENDING THE FINAL OUTCOME OF YOUR APPEAL.

**IMPORTANT:** IF YOU ARE STILL EMPLOYED OR SECURE NEW EMPLOYMENT IN A GAMING POSITION WHILE UNDER OBJECTION YOU ARE IN VIOLATION OF NEVADA LAW. HOWEVER, YOU MAY WORK IN A CASINO/HOTEL PROVIDING YOUR POSITION IS NOT CONSIDERED A "GAMING EMPLOYEE" UNDER NEVADA LAW. CONSULT YOUR EMPLOYER'S HUMAN RESOURCES TO ENSURE YOUR CONTINUED EMPLOYMENT (IF ANY) IS NOT ILLEGAL.

THE SCHEDULED HEARING IS YOUR ONLY OPPORTUNITY TO PRESENT EVIDENCE, WITNESSES OR OTHER TESTIMONY TO REVERSE THE OBJECTION. IN A LEGAL SENSE, YOU BEAR THE "BURDEN OF PROOF" THAT THE INFORMATION REFLECTED IN YOUR BACKGROUND INVESTIGATION SHOULD NOT PRECLUDE YOU FROM RESUMING EMPLOYMENT IN THE GAMING INDUSTRY. YOUR COMPLETE BACKGROUND INFORMATION WILL BE ADDRESSED IN THE HEARING AND MAY INCLUDE EVENTS AND ARRESTS FROM THE FINGERPRINT REVIEW YOU SUBMITTED WITH YOUR APPLICATION OR OTHER LOCAL RECORDS CHECKS AS APPROPRIATE. ANY ISSUES RAISED BY YOU ON APPEAL WILL BE ADDRESSED ON THE RECORD AND MAY BE USED AS EVIDENCE IN DETERMINING YOUR SUITABILITY TO RESUME GAMING EMPLOYMENT.

THE PRESIDING OFFICIAL IS APPOINTED SPECIFICALLY TO CONDUCT SUCH HEARINGS, TAKE SWORN TESTIMONY, EVALUATE EVIDENCE AND CONDUCT A FULL REVIEW OF THE RECORD. THIS OFFICIAL THEN PREPARES A RECOMMENDATION, WHICH IS SUBJECT TO REVIEW BY A MEMBER OF THE GAMING CONTROL BOARD AT A LATER DATE. A FINAL DETERMINATION WILL BE MADE BY THE BOARD MEMBER AND THIS DECISION WILL BE MAILED TO YOU AT THE ADDRESS YOU SPECIFY AT THE HEARING. ACCORDINGLY, NO FINAL DECISION WILL BE ANNOUNCED AT THE HEARING. ANYTHING YOU WISH TO HAVE THE HEARING OFFICIAL AND/OR THE BOARD MEMBER TO CONSIDER MUST BE PRESENTED AT THE HEARING, WHICH WILL BE ATTENDED BY THE ENFORCEMENT AGENT THAT INVESTIGATED YOUR BACKGROUND. THE PROCEEDINGS LAST ANYWHERE FROM 30 – 45 MINUTES AND ARE AUDIO RECORDED. HEARINGS ARE CONSIDERED CLOSED TO THE GENERAL PUBLIC AND SPACE LIMITATIONS MAY REQUIRE EXCLUSION OF PERSONS WHO ARE NOT DIRECTLY RELATED TO YOUR APPEAL.

PLEASE NOTE THE FOLLOWING REGARDING YOUR HEARING:

- SHOULD YOU DESIRE TO HAVE AN ATTORNEY REPRESENT YOU, PLEASE CONSULT THE OBJECTION LETTER FOR THAT CONTACT INFORMATION.
  - ALL COMMUNICATIONS MUST BE IN WRITING, ANY TELEPHONE CONVERSATIONS WITHOUT ALL PARTIES PRESENT ARE SEVERELY RESTRICTED BY LAW AND CALLS MAY NOT BE RETURNED FOR THAT REASON.
  - DO NOT BRING SMALL CHILDREN, THEY WILL NOT BE ADMITTED INTO THE HEARING ROOM.
  - IF YOUR WITNESSES CANNOT PHYSICALLY APPEAR, YOU MAY BRING SIGNED LETTERS IN LIEU OF THEIR APPEARANCE, NOTARY SEALS ARE NOT REQUIRED.
  - IF YOU WISH TO PRESENT DOCUMENT TYPE EVIDENCE, HAVE A COPY PREPARED FOR THE RECORD IN ADVANCE.
  - IF THE SERVICES OF AN INTERPRETER ARE REQUIRED, YOU MUST PROVIDE THEM.
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