



CASINO CONTROL COMMISSION

The Independent Licensing Authority of New Jersey's
Gaming Industry

On January 21, 2020, Governor Murphy enacted legislation that provides opportunities for employment in casino hotels to persons formerly convicted of certain offenses related to a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog. The Commission coordinates with non-profit reentry organizations to provide formerly incarcerated individuals with information related to the legislation. P.L. 2019, c.511.

Do people who work in casinos need a license or registration?

People who work in casinos may require a license or registration depending on the kind of job they perform.

- Non-management jobs that have nothing to do with gaming activity, even if the employee is required to go into the casino, typically do not require a license or registration. (Some exceptions may apply.) These jobs are referred to as “**Non-Credential Positions.**”
- Non-management gaming-related employees, including dealers, security guards, cage cashiers and others, must register with the Division of Gaming Enforcement. These jobs are referred to as “**Casino Service Employees.**” For more information and an application form, go to the Division of Gaming Enforcement’s website (<https://www.njoag.gov/about/divisions-and-offices/division-of-gaming-enforcement-home/employee-licensing-reports/>) or call 609-441-3011 with any questions.
- Employees involved in the operation of a casino in a supervisory capacity or empowered to make discretionary decisions on casino operations must obtain a **Casino Key Employee License** from the Casino Control Commission. This includes pit bosses, shift bosses, credit executives, casino cashier supervisors, casino or simulcasting facility managers and managers and supervisors of information technology employees, junket supervisors, marketing

directors, and managers or supervisors of casino security employees. Other employees must obtain a Casino Key Employee License if they are empowered to make discretionary decisions on the management of an approved hotel, including hotel managers, entertainment directors, and food and beverage directors. Certain employees of an Internet gaming affiliate or intermediary company involved in Internet or mobile gaming, and certain employees of a sports pool, online sports pool or sports pool lounge, must file an application for a key license. The Commission may designate other employees who must obtain a key license for reasons consistent with the policies of the Casino Control Act. N.J.S.A. 5:12-9. For more information and an application form, visit the Commission’s Licensing Information, Reports & Forms >> Employees web page (<https://www.nj.gov/casinos/services/licensing/index.html>).

What does this mean for me?

You may be employed in a Non-Credential Position even if you have a prior conviction for certain offenses related to a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog. Additionally, you may seek employment as a Casino Service Employee or a Casino Key Employee if you meet certain conditions. Specifically, you must fall into one of the following categories:

Category 1. You have been sentenced to, and successfully discharged from, a term of special probation as provided under N.J.S. 2C:35-14 for the conviction of an offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog, or

Category 2. You have been convicted of a third or fourth degree offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance

analog and successfully completed a licensed drug treatment program within the Department of Corrections and completed serving the sentence imposed for that crime, including any term of parole supervision.

You should obtain specific documents depending on your category and keep them in a safe place. The required documents are as follows:

Category 1. A copy of your **Certificate of Completion** and a **Final Order** from the court, or

Category 2. A copy of your **Official Documentation** indicating successful completion of a licensed drug treatment program within the Department of Corrections and a **Final Order**.

What if I am offered a position that requires a Casino Key Employee License?

The Commission may issue a key license to any applicant who would otherwise be disqualified on the basis of the criteria contained in subsection c. of section 86 of P.L.1977, c.110 (C.5:12-86), if that applicant has been sentenced to, and successfully discharged from, a term of special probation as provided under N.J.S. 2C:35-14 for the conviction of an offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog or if that applicant has been convicted of a third or fourth degree offense involving a controlled dangerous substance, an imitation controlled dangerous substance, or a controlled substance analog and has successfully completed a licensed drug treatment program within the Department of Corrections and has completed serving the sentence imposed for that crime, including any term of parole supervision. You should obtain and review the pamphlet, “**Guide to Reentry Employment in the Casino Industry— Casino Key Employees,**” or call the Commission at 609-441-3441 for guidance.

Licensing & Registration Information

For more information about the key license process and to obtain an application form, visit the Casino Control Commission's website at: www.nj.gov/casinos/services/licensing/ or call 609-441-3441 weekdays between 8:00 a.m. and 4:00 p.m.

If you have a question about Casino Employee Registration, you should visit the Division of Gaming Enforcement's website at www.njoag.gov/about/divisions-and-offices/division-of-gaming-enforcement-home/employee-licensing-reports/ or call 609-441-3011.

Additional Resources

For persons in need of employment assistance who have been recently released from incarceration, were previously incarcerated, or have an arrest or misdemeanor conviction, visit **New Jersey's Ex-offender Services web page** (<https://nj.gov/labor/career-services/special-services/ex-offenders/>).



LEGAL DISCLAIMER

The foregoing information is provided as a public service, is intended for informational purposes only, and should not be construed as legal advice. You should not act or refrain from acting on the basis of any information provided herein without seeking legal advice.

CASINO EMPLOYMENT OFFICES

Explore and apply directly to casino career opportunities online:

Bally's Atlantic City

1900 Pacific Ave.
Atlantic City, NJ 08401 (609- 340-2000)
www.ballysac.com/careers/

Borgata Hotel Casino & Spa

One Borgata Way
Atlantic City, NJ 08401 (609- 317-7235)
www.borgatajobs.com/

Caesars AC and Harrah's Resort AC

1809 Pacific Ave.
Atlantic City, NJ 08401 (609- 236-6484)
www.caesarsjobs.com

Golden Nugget Atlantic City

Huron Ave. & Brigantine Blvd.
Atlantic City, NJ 08401 (609- 441-2000)
www.goldennugget.com/atlantic-city/careers/

Hard Rock Atlantic City

1000 Boardwalk
Atlantic City, NJ 08401 (609- 449-1000)
<https://hrhcatlanticcity-hardrock.icims.com/jobs/>

Ocean Casino Resort

500 Boardwalk
Atlantic City, NJ 08401 (609- 783-8000)
<https://careers.theoceanac.com/>

Resorts Casino Hotel

1113 Boardwalk
Atlantic City, NJ 08401 (609- 340-6264)
www.resortscasjobs.com/

Tropicana Atlantic City

Boardwalk and Iowa Avenues
Atlantic City, NJ 08401 (609- 340-4243)
www.tropicana.net/employment-opportunities