



## Employee Licensing Requirements

All Snoqualmie Casino employees are required to obtain and maintain a gaming employee license issued by the Snoqualmie Gaming Commission (SGC) prior to beginning work. The Snoqualmie Gaming Commission shall have the authority to conduct investigations and determine eligibility of any applicant for licensure in accordance with the Snoqualmie Tribal Gaming Act and the Snoqualmie Gaming Commission Regulations.

## Licensing Eligibility Determination

In accordance with the above-mentioned Act and Regulations, SGC will make a licensing determination based on the following:

- Is at least 18 years of age
- Is a citizen of the United States of America or is authorized to work in the US
- Possesses good character and reputation, in addition to being honest and has integrity. SGC will review a person's prior activities, criminal record, if any, reputation, habits and associations to make a finding concerning the eligibility for licensure. If the Commission determines that the applicant poses a threat to the public interest or to the effective regulation of gaming, or creates or enhances the dangers of unsuitable, unfair, or illegal practices, methods or activities in the conduct of gaming, the applicant will not be issued a license.

## License Disqualifiers

- Applicant has been convicted of, forfeited bail on, or pled guilty to any **felony** within the immediately preceding ten (10) years that was committed as an adult or prosecuted as an adult offense and involved the following:
  - forgery,
  - larceny,
  - extortion,
  - conspiracy to defraud,
  - willful failure to make required payments or reports to any Tribal, State, or Federal agency,
  - filing false reports with any Tribal, State or Federal agency;
  - assault, battery, physical harm to individuals, physical violence or moral turpitude;
  - drug-related offense; or
  - unlawful gambling under the law of any federal, state or tribal jurisdiction;
- Applicant has engaged in cheating as a vendor, employee or patron of the gaming operation.
- Applicant has had a gaming license suspended, revoked, rescinded or denied by any federal, state or tribal jurisdiction during the twelve (12) months prior to the date the Commission received the application;
- Applicant has knowingly caused, aided, abetted, or conspired with another to engage in conduct that constitutes grounds for denying a license under any of the provisions of this section.

- Applicant has failed to disclose information or refused to provide information required to investigate or has provided false or misleading information.

### Potential License Disqualifiers

If an applicant's background information contains, or the Commission becomes aware during the application process of any of the following information, the Commission may, in its discretion, grant a license notwithstanding such disqualifying information, deny a license, or impose license conditions that remedy or mitigate the potentially disqualifying information:

- If an applicant has been convicted of, forfeited bail on, or pled guilty to any misdemeanor for any of the charges or combination of charges listed below, will be taken into consideration and the Commission, may, in its discretion, grant, deny, or impose license conditions that remedy or mitigate the potentially disqualifying information.
  - forgery,
  - larceny,
  - extortion,
  - conspiracy to defraud,
  - willful failure to make required payments or reports to any Tribal, State, or Federal agency,
  - filing false reports with any Tribal, State or Federal agency;
  - assault, battery, physical harm to individuals, physical violence or moral turpitude;
  - drug-related offense; or
  - unlawful gambling under the law of any federal, state or tribal jurisdiction;
- Applicant has demonstrated a willful disregard for compliance with internal controls, regulations, ordinances, statutes, administrative rules, laws, contractual agreements, or court orders. This includes an applicant's failure to be accountable to the courts or failure to appear (FTA) to a court hearing when ordered to do so.
- Applicant is the subject of an outstanding warrant or is on probation.
- Applicant has failed to disclose information or refused to provide information required to investigate or has provided false or misleading information.
- Applicant has a credit history that would be considered a potential threat to effective regulation and protection of Tribal assets in accordance with the following schedule:
  - Debts to the courts. If an applicant has outstanding debts to the courts for unpaid fines, fees and/or other amounts outstanding, the applicant must demonstrate that payments arrangements have been established and provide proof of payments to the Commission.
  - Debts in collections. If an applicant has outstanding debts in collection in excess of \$10,000, the Commission will take this into consideration in evaluating the applicant's suitability for licensure.

In addition, the Commission reserves the right to deny a license to any individual whose behavior or pattern of behaviors does not meet the eligibility requirements or represent the standards of honesty, integrity, and such decorum and manners as necessary to reflect positively on the Tribe as required by the Gaming Act.