

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS
DEPARTMENT OF BUSINESS REGULATION
JOHN O. PASTORE CENTER, BLDG. 68-1
1511 PONTIAC AVENUE
CRANSTON, RHODE ISLAND 02920

IN THE MATTER OF :
 :
 :
MATTHEW MAHER, : DBR No. 19GA0012
 :
 :
RESPONDENT. :
_____ :

CONSENT AGREEMENT

The Department of Business Regulation (the "Department") enters into this Consent Agreement with Matthew Maher (the "Respondent") to resolve the above-captioned matter pursuant to its authority under R.I. Gen. Laws § 42-35-9(d).

It is hereby agreed by and between the Division and the Respondent that:

1. Respondent holds Rhode Island Gaming Facility Employee License No. GVE.0000026 ("License") as an International Game Technology ("IGT") employee. Respondent's License was most recently effective January 1, 2019 and has an expiration date of December 31, 2021.
2. On October 10, 2019, the Tiverton Hotel and Casino ("Tiverton") Surveillance Operations Manager ("Manager") discovered Respondent smoking marijuana in his vehicle in the Tiverton employee parking lot during Respondent's working hours ("Incident").
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3. As a result of the Incident, IGT took corrective action and suspended Respondent without pay for a period of seven (7) days for violating IGT workplace drug-use policies.

Applicable Law and Policies

4. Pursuant to R.I. Gen. Laws § 41-4-9.1(c), the Division may "suspend or revoke, for good cause, any license issued by it after a hearing held in accordance with chapter 35 of title 42 and subject to further appeal procedures provided by § 41-2-3."
5. The IGT *Safe and Healthy Work Environment, Illegal Drug & Alcohol Use Policy*, states:

“The manufacture, distribution, dispensation, possession, or misuse of a controlled substance is prohibited regardless of whether the employee is working or on Company premises.”

Conditions

6. Though the Division maintains that it has the requisite good cause to suspend or revoke Respondent’s License pursuant to R.I. Gen. Laws § 41-4-9.1(c), in consideration for the Respondent’s heretofore resolved employment discipline, the parties have agreed to an amicable resolution of the matter without an administrative hearing and the attendant time and costs. As such, the following are the conditions under which the Department will grant Respondent a Conditional License:
 - a. Respondent’s Conditional License will run for a period of one (1) year from the date of the execution of this Consent Agreement (“Conditional Licensing Period”);
 - b. During the Respondent’s Conditional Licensing Period, he will remain free of violations of any IGT policy at any Rhode Island gaming facility and/or any arrests, charges or allegations of criminal conduct, civil violations, probation violations;
 - c. Respondent will report any violations of any IGT policy at any Rhode Island gaming facility or arrests, charges or allegations of criminal conduct, civil violations, probation violations within twenty-four (24) hours of their occurrence to the Department by e-mail or phone call to Christina Tobiasz, Gaming and Athletics Administrator, Division of Gaming and Enforcement;
 - d. If the Respondent remains free from any violations of any IGT policy at any Rhode Island gaming facility or arrests, charges or allegations of criminal conduct, civil violations, probation violations for the duration of his Conditional Licensing Period, thereafter his Conditional License will become permanent for the remainder of his licensing cycle; and
 - e. If the Respondent incurs any violation of any IGT policy at any Rhode Island gaming facility or arrest, charge or allegation of criminal conduct, civil violation, probation violation during his Conditional Licensing Period, the Department may immediately suspend or revoke or suspend his License.
7. The Department and Respondent agree that this Consent Agreement and its terms represent the final determination of this matter.

Legal Effects of Consent Agreement

8. *Waiver of Hearing and Appeal.* By agreeing to resolve this matter through the execution of this Consent Agreement, Respondent knowingly and voluntarily waives any right to an

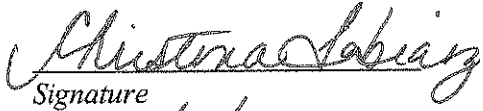
administrative hearing and waives any right to pursue an appeal to the Superior Court under the Rhode Island Administrative Procedures Act, R.I. Gen. Laws § 42-35-1 *et seq.*

9. *Enforcement.* If the Respondent fails to comply with any term or condition of this Consent Agreement within any applicable time period set forth herein, the Respondent will be in violation hereunder and the Department shall be entitled to immediately to take enforcement or other action in accordance with applicable law.

10. *Compliance; Laws.* Compliance with the terms of this Consent Agreement does not relieve the Respondent of any obligation to comply with other applicable laws or regulations administered by or through the Department or any other governmental agency.

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For the Division:

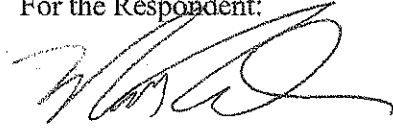


Signature

Date: 1/2/2020

Christina Tobiasz
Gaming and Athletics Administrator
Division of Gaming and Athletics

For the Respondent:



Signature

Date: 12/21/19

Matthew Maher