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BEFORE THE
CALIFORNIA GAMBLING CONTROL COMMISSION

In the Matter of the Application for Approval
of Key Employee License Regarding:

JEFFREY GEARY

Applicant.

BGC Case No. BGC-HQ2023-00015AL

CGCC Case No. CGCC-2023-1116-5A

DECISION AND ORDER

Hearing Dates: November 10, 2025
December 5, 2025

Time: 10:00 a.m.

This matter was heard by the California Gambling Control Commission (Commission) pursuant to Business and Professions Code sections 19870 and 19871, and title 4, California Code of Regulations (CCR) section 12060, via Zoom video conference, on November 10 and December 5, 2025.

Attorneys Robert McWhorter (Attorney McWhorter) and Jacqueline Vu (Attorney Vu) from the Buchalter Law Firm represented applicant Jeffrey Geary (Geary).

Michael Yi, Deputy Attorney General, State of California (DAG Yi), represented complainant Yolanda Morrow, Director of the Department of Justice, Bureau of Gambling Control (Bureau).

During the evidentiary hearing, Presiding Officer Kate Patterson (PO Patterson), Attorney IV of the Commission, took official notice and admitted into the administrative record the following documents: the Commission’s Notice and Agenda of Commission Hearing; the Commission’s Conclusion of Prehearing Conference letter; the Commission’s Notice of Hearing with attachments (A) Geary’s Initial Application for Key Employee License, and (B) the Bureau’s Level III Gambling Establishment Key Employee Initial Background Investigation Report; the Commission’s Notices of Continued Hearing dated February 21 and June 26, 2025, the Bureau’s Statement of Reasons; and Geary’s signed Notice of Defense form.

During the evidentiary hearing, PO Patterson accepted into evidence the following exhibits pursuant to a stipulation between the parties:

- 1 (1) Exhibits 1-14, Bates Nos. BGC 0001-0363, offered by the Bureau and identified
2 on the Bureau’s Exhibit List;
- 3 (2) Exhibits A-H, Bates Nos. APP 001-254, offered by Geary and identified on
4 Geary’s Exhibit List; and
- 5 (3) Exhibit I, no bates number, offered by Geary.¹

6 PO Patterson also accepted a stipulation between the parties, whereby Geary agreed to the
7 truth and accuracy of all paragraphs in the Bureau’s Statement of Reasons, except for Paragraphs
8 4G, 8, and 11.

9 PO Patterson closed the administrative record and the matter was submitted for decision
10 on December 5, 2025.

11 **FINDINGS OF FACT**

12 **Procedural History**

13 1. On or about October 21, 2021, the Bureau received an Initial Application for Key
14 Employee License and Key Employee Supplemental Information form (Supplemental)
15 (collectively, Application) from Geary.

16 2. On or about October 22, 2021, the Commission issued temporary key employee
17 license #GEKE-002690 to Geary, which expired on September 30, 2023. On or about October 20,
18 2023, the Commission issued new temporary key employee license number GEKE-002856 to
19 Geary, which expired on September 30, 2025.

20 3. On or about September 1, 2023, the Commission received a Level III Gambling
21 Establishment Key Employee Initial Background Investigation Report (Background Report) on
22 Geary from the Bureau. In the Background Report, the Bureau states that Geary has been
23 convicted of one felony and six misdemeanor offenses, failed to disclose three of his convictions
24 and that he was currently on probation on his Supplemental, and that Geary has a negative credit
25 profile. The Bureau states that Geary has shown a pattern of disregard for the law which
26 demonstrates that Geary is not a person of good character, honesty, or integrity. Based on the

27 _____
28 ¹ Exhibit I is an example of a “green sheet” used by employees at Casino Chico and was provided upon
request by the Commission.

1 foregoing, the Bureau recommends that the Commission deny Geary's Application.

2 4. On November 16, 2023, the Commission voted to refer the consideration of Geary's
3 Application to a Gambling Control Act (GCA or Act) evidentiary hearing pursuant to CCR
4 sections 12054(a)(4) and 12060. On or about November 16, 2023, the Commission sent a notice
5 of its referral of Geary's Application to a GCA hearing with a Notice of Defense form to Geary
6 and his Designated Agent via U.S. regular mail and certified mail.

7 5. On or about November 21, 2023, the Commission received a signed Notice of Defense
8 form from Geary requesting an evidentiary hearing on the consideration of his Application. Geary
9 also requested that all notices or written communications for purposes of the evidentiary hearing
10 be provided to Attorney McWhorter via email.

11 6. On August 8, 2024, the Commission sent a Notice of Hearing, via email, to Attorneys
12 McWhorter and Vu and DAG Yi. The hearing was set for February 26-27, 2025, at 9:00 a.m. The
13 Prehearing Conference was set for January 15, 2025, at 10:00 a.m.

14 7. On or about November 5, 2024, the Bureau sent a Statement of Reasons to Geary and
15 Attorneys McWhorter and Vu, via email, and to the Commission. In the Statement of Reasons,
16 the Bureau alleges that Geary has been convicted of one felony and six misdemeanor offenses and
17 failed to disclose three of his misdemeanor convictions and that he was currently on probation on
18 his Supplemental. The Bureau also states that Geary's criminal history demonstrates a pattern of
19 disregard for the law and that Geary is not a person of good character, honesty, or integrity. As a
20 result, the Bureau alleges one cause for the denial of Geary's Application: Geary's Application is
21 subject to mandatory or discretionary denial because Geary is unsuitable for licensure. Based on
22 the foregoing, the Bureau requests that the Commission deny Geary's Application.

23 8. On January 15, 2025, a Prehearing Conference was held before PO Patterson.
24 Attorneys McWhorter and Vu attended on behalf of Geary. DAG Yi attended on behalf of the
25 Bureau.

26 9. On January 15, 2025, PO Patterson sent a Conclusion of Prehearing Conference letter
27 via email to Attorneys McWhorter and Vu and DAG Yi.

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1 10. On February 21, 2025, the Commission sent a Notice of Continued Hearing via email
2 to Attorneys McWhorter and Vu and DAG Yi. The hearing was continued to July 23, 2025.

3 11. On June 26, 2025, the Commission sent a Notice of Continued Hearing via email to
4 Attorneys McWhorter and Vu and DAG Yi. The hearing was continued to November 10, 2025.

5 12. The Commission heard this matter via Zoom video conference on November 10 and
6 December 5, 2025.

7 **Stipulation to Portions of the Bureau’s Statement of Reasons**

8 13. As stated previously, PO Patterson accepted a stipulation between the parties, whereby
9 Geary agreed to the truth and accuracy of all paragraphs in the Bureau’s Statement of Reasons,
10 except for Paragraphs 4G, 8, and 11 as follows:

11 (1) Paragraph 1 provides: “Yolanda Morrow (Complainant) brings this Statement
12 of Reasons solely in her official capacity as Director of the California
13 Department of Justice, Bureau of Gambling Control (Bureau).”

14 (2) Paragraph 2 provides: “Jeffrey Scott Geary (Respondent) is an applicant for a
15 Gambling Establishment Key Employee License.”

16 (3) Paragraph 3 provides: “On October 21, 2021, the Bureau received an initial
17 Application for Employee Category License for a Key Employee License
18 (Application) and Key Employee Supplemental Information (supplemental
19 form) from Respondent. Respondent identified himself as a card dealer
20 employed at Casino Chico. On October 22, 2021, the Bureau issued temporary
21 Key Employee License GEKE-002690 to Respondent. The temporary license
22 expired on September 30, 2023. On October 19, 2023, the Bureau issued
23 temporary Key Employee License GEKE002856 to Respondent. The
24 temporary license will expire on September 30, 2025.”

25 (4) Paragraph 4 provides: “The Bureau conducted an initial background
26 investigation with respect to Respondent’s Application. The investigation
27 included requests for additional information from Respondent following the
28 Bureau’s determination that Respondent:

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- (a) Sustained two misdemeanor convictions for violating Vehicle Code section 23103 (reckless driving) and Penal Code section 12020, subdivision (a)(1) (manufacture/ possession of dangerous weapon), on May 18, 2005. Respondent failed to disclose the conviction for violation of Penal Code section 12020, subdivision (a)(1) on his supplemental form;
- (b) Sustained one misdemeanor conviction for violating Health and Safety Code section 11357, subdivision (b) (possession of marijuana), on April 7, 2009. Respondent failed to disclose the conviction on his supplemental form;
- (c) Sustained one misdemeanor conviction for violating Vehicle Code section 23152, subdivision (a) (driving under the influence of alcohol (DUI)) on September 15, 2009;
- (d) Sustained one felony conviction for violating Health and Safety Code section 11379, subdivision (a), (transport /import/sale of controlled substance) on November 12, 2010. On July 28, 2023, the conviction was reduced to a misdemeanor pursuant to Penal Code section 17, and set aside and dismissed pursuant to Penal Code section 1203.4;
- (e) Sustained one misdemeanor conviction for violating Vehicle Code section 14601.2, subdivision (a) (driving when suspended for DUI) on October 18, 2017. Respondent failed to disclose the conviction on his supplemental form;
- (f) Sustained one misdemeanor conviction for violating Vehicle Code section 14601.2, subdivision (a) (driving when suspended for DUI) on January 20, 2021. Respondent failed to disclose his probationary status for this conviction on his supplemental form; and

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(g) Has a negative credit profile.”

²“On August 31, 2023, the Bureau issued a Gambling Establishment Key Employee Initial Background Investigation Report Level III (Report). The Report recommended denial of the Application.”

(5) Paragraph 5 provides: “On June 12, 2023 and August 30, 2023, Assistant Director Lisa Wardall and Manager II Frances Asuncion met by telephone with Respondent and his Designated Agent(s) and informed them generally of the basis for the Bureau’s recommendation to deny Respondent’s Application.”

(6) Paragraph 6 provides: “On November 2, 2023, the Commission notified Respondent that his Application would be considered at its November 16, 2023 meeting. At its November 16, 2023 meeting, the Commission considered the Application and voted to refer the matter to an evidentiary hearing pursuant to California Code of Regulations, title 4, section 12054, subdivision (a)(4), to be conducted as a hearing under the Gambling Control Act, Government Code section 19800 et seq. (GCA), pursuant to California Code of Regulations, title 4, section 12060.” (Internal footnote omitted.)

(7) Paragraph 7 provides: “The Commission received Respondent’s Notice of Defense dated November 21, 2023, which indicated that Respondent was represented by attorney Robert S. McWhorter.”

(8) Paragraph 8 provides: “On August 8, 2024, Respondent, through his attorney, was notified that the evidentiary hearing would be held before the Commission starting at 9:00 a.m., on January 26-27, 2025, to be conducted via Zoom.”

(9) Paragraph 9 provides: “The Commission has jurisdiction over the licensing of all persons and things having to do with the operation of gambling establishments. (Bus. & Prof. Code, §§ 19811, subd. (b), 19850.) The Commission’s responsibilities include assuring that licenses are not issued to unqualified or disqualified persons and that no unqualified or disqualified

² This paragraph does not have a corresponding paragraph number in the Statement of Reasons.

1 person is materially involved with a licensed gambling operation. (Bus. &
2 Prof. Code, § 19823, subd. (a).) The Commission has all powers necessary and
3 proper to carry out the Act’s policies and purposes, including the powers to
4 take actions to ensure that no ineligible, unqualified, disqualified, or unsuitable
5 persons are associated with controlled gambling activities. (Bus. & Prof. Code,
6 § 19824, subds. (b) & (d).)”

7 (10) Paragraph 10 provides: “Respondent has the burden of proving that he is
8 qualified to receive a license. (Bus. & Prof. Code, § 19856, subd. (a).)”

9 (11) Paragraph 11 provides: “Respondent’s Application is subject to mandatory
10 or discretionary denial on the ground that Respondent is unsuitable for
11 licensure. Respondent failed to disclose: (1) his May 2005, April 2009, and
12 October 2017 convictions; and (2) his probationary status when he submitted
13 the Application. Respondent’s license was suspended due to his DUI
14 conviction, he was convicted of driving with a suspended license in 2017 and
15 2021. Respondent’s criminal history demonstrates a pattern of disregard for the
16 law, and that Respondent is not a person of good character, honesty, or
17 integrity. (Bus. & Prof. Code, §§ 19856, 19857 [discretionary denial], 19859,
18 subd. (a) [mandatory denial]; Cal. Code Regs., tit. 4, § 12040, subds. (a)(1) &
19 (2).)”

20 **Geary’s Employment History in Controlled Gambling**

21 14. Geary worked as a Card Dealer for Casino 99 from May 2013 to October 2018.

22 15. Geary worked as a Card Dealer for Casino Chico from October 2018 to October 2021.

23 In October 2021, Geary assumed key employee duties. Geary has worked as a Floor Manager, a
24 key employee position, for Casino Chico from October 2021 to the present.

25 16. There was no evidence presented that Geary has any derogatory employment history
26 while working in controlled gambling.

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1 **Geary's Criminal History**

2 17. On May 18, 2005, Geary was convicted by the Glenn County Superior Court of
3 violating: (1) Vehicle Code section 23103, reckless driving, a misdemeanor³; and (2) Penal Code
4 section 12020(a)(1), manufacture/possess a dangerous weapon, a misdemeanor. In response to a
5 Bureau inquiry during its background investigation, Geary stated that when he was pulled over,
6 the police searched his vehicle and found a baton. Geary stated that the vehicle and baton
7 belonged to his mother, who had purchased the baton for her own protection and self-defense.
8 Geary disclosed his conviction for reckless driving on his Supplemental but failed to disclose his
9 conviction for manufacture/possess a dangerous weapon.

10 18. On April 7, 2009, Geary was convicted by the Glenn County Superior Court of
11 violating Health and Safety Code section 11357(b), possession of less than one ounce of
12 marijuana, a misdemeanor. Geary failed to disclose this conviction on his Supplemental.

13 19. On September 15, 2009, Geary was convicted by the Glenn County Superior Court of
14 violating Vehicle Code section 23152(a), driving under the influence of alcohol (DUI), a
15 misdemeanor. Geary disclosed this conviction on his Supplemental.

16 20. On November 12, 2010, Geary was convicted by the Glenn County Superior Court of
17 violating Health and Safety Code section 11379(a), transport/import/sale of controlled substances,
18 a felony. In response to a Bureau inquiry during its background investigation, Geary stated that he
19 was experimenting with the use of methamphetamine and obtained the drug for his friends on a
20 few occasions. Geary stated that he successfully completed a two-year drug court program
21 requiring weekly and random urine tests, monthly status reports to the court, and participation in
22 multiple classes. On July 28, 2023, Geary's felony conviction for transport/import/sale of
23 controlled substances was reduced to a misdemeanor pursuant to Penal Code section 17(b) and set
24 aside and dismissed pursuant to Penal Code section 1203.4. Geary disclosed this conviction on
25 his Supplemental.

26 21. On October 18, 2017, Geary was convicted by the Butte County Superior Court of
27 violating Vehicle Code section 14601.2(a), driving while license suspended for DUI, a

28 ³ Geary was initially charged with driving under the influence of alcohol.

1 misdemeanor. In response to a Bureau inquiry during its background investigation, Geary stated
2 that he was required to take a prevention education program after being convicted for DUI. Geary
3 completed the program through a business that was subsequently closed. Geary received a
4 physical driver's license but learned after being pulled over that his driver's license was still
5 suspended because the California Department of Motor Vehicles did not have a record of Geary's
6 completion of the prevention program. Geary also stated that he was unable to obtain records
7 from the business that conducted the prevention education program. Geary failed to disclose this
8 conviction on his Supplemental.

9 22. On January 20, 2021, Geary was convicted by the Butte County Superior Court of
10 violating Vehicle Code section 14601.2(a), driving while license suspended for DUI, a
11 misdemeanor. Geary disclosed this conviction on his Supplemental. Geary was placed on
12 court/summary probation for a term of one year.

13 23. During the evidentiary hearing, Geary testified in detail regarding his criminal history.
14 Geary testified that his criminal record was primarily from 2005-2010 when he was 18-23 years
15 old. Geary testified that he spent time with the wrong crowd, partying and doing drugs. Geary
16 testified that his felony conviction in 2010 for transport/import/sale of controlled substances was
17 a wake-up call. Geary testified that he spent two months in jail for that conviction. Geary testified
18 that he stopped associating with the same people. Geary testified that he no longer does drugs and
19 is a different person.

20 **Geary's Application**

21 24. Geary's Application consists of two parts. The first part is three pages and requires
22 the applicant to provide personal information. The second part is the Supplemental, which is 12
23 pages and contains 12 sections.

24 25. Section (4) of the Supplemental requires an applicant to disclose their criminal history.
25 Question A) on the Supplemental asks the applicant: "Have you **ever** been convicted or pled
26 guilty or nolo contendere (no contest) to a misdemeanor or felony?" (Emphasis in original.) For
27 each conviction listed on the Supplemental, the applicant is required to provide the approximate
28 date of the conviction, the arresting agency, the city and state of the court location, the criminal

1 conviction, and the factual circumstances that led to the conviction.

2 26. Geary appropriately checked the box marked “yes” to the question in Section (4)
3 of his Supplemental and disclosed the following: (1) May 18, 2005, misdemeanor conviction for
4 reckless driving; (2) September 15, 2009, misdemeanor conviction for DUI; (3) November 12,
5 2010, felony conviction for transport/import/sale of controlled substances; and (4) January 20,
6 2021, misdemeanor conviction for driving while license suspended for DUI. Geary also provided
7 the approximate dates of the convictions, the arresting agencies, the cities and state of the court
8 location, the criminal convictions, and a brief explanation of the factual circumstances that led to
9 the convictions.

10 27. Geary failed to disclose the following convictions on his Supplemental: (1) May 18,
11 2005, misdemeanor conviction for manufacture/possess a dangerous weapon; (2) April 7, 2009,
12 misdemeanor conviction for possession of less than one ounce of marijuana; and (3) October 18,
13 2017, misdemeanor conviction for driving while license suspended for DUI.

14 28. Question E) on the Supplemental asks the applicant: “Are you currently on
15 probation?” If the applicant checks the box marked “yes” to Question E), the applicant is required
16 to provide details. Geary checked the box marked “no” to Question E) even though he was on
17 probation at the time he submitted his Application. As a result, Geary also failed to provide any
18 details regarding his probation status.

19 29. Section (12) of the Supplemental is a Declaration, signed by Geary on or about
20 August 2, 2021, in which Geary declared under penalty of perjury that the information provided
21 in the Supplemental was “true, accurate, and complete.”

22 **Geary’s Failure to Disclose Three Misdemeanor Convictions and Accurate Probation Status**

23 30. As stated previously, Geary failed to disclose three misdemeanor convictions on his
24 Supplemental: (1) May 18, 2005, conviction for manufacture/possess a dangerous weapon; (2)
25 April 7, 2009, conviction for possession of less than one ounce of marijuana; and (3) October 17,
26 2017, conviction for driving while license suspended for DUI. Geary also failed to disclose that
27 he was on probation at the time he submitted his Application.

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1 *Manufacture/Possess a dangerous weapon*

2 31. In response to a Bureau inquiry during its background investigation, Geary stated that
3 his failure to disclose this conviction on his Supplemental was an oversight and that he
4 mistakenly believed this conviction was part of and/or ancillary to his May 18, 2005, wet reckless
5 conviction given that the baton was found during his arrest for DUI.

6 32. During the evidentiary hearing, Geary testified that his failure to disclose this
7 conviction on his Supplemental was an oversight and that he forgot about this conviction because
8 the baton belonged to his mother.

9 *Possession of less than one ounce of marijuana*

10 33. In response to a Bureau inquiry during its background investigation, Geary stated that
11 his failure to disclose this conviction was “nothing but error.” Geary also stated that he did not
12 even think about this conviction because marijuana is now legal in California.

13 *Driving while license suspended for DUI*

14 34. In response to a Bureau inquiry during its background investigation, Geary stated that
15 he forgot about this conviction.

16 *Probation status*

17 35. During the evidentiary hearing, Geary testified that he thought his informal probation
18 would finish once he completed community service. Geary testified that he was not required to
19 call a telephone number or follow up with an officer. Geary testified that he had previously been
20 on formal probation where he was required to report.

21 *Additional information*

22 36. In response to Bureau inquiries during its background investigation, Geary stated that
23 while filling out the Supplemental he focused on the life-changing arrest for the sale of
24 methamphetamine. Geary also apologized for his failures to disclose.

25 37. During the evidentiary hearing, Geary testified that he tried to fill out the Application
26 to the best of his knowledge. Geary testified that he regrets not spending more time and effort on
27 the Application. Geary testified that he was open with the Bureau about all of his convictions and
28 that his failures to disclose were errors and not intentional.

1 **Geary’s Credit Profile**

2 38. Geary had two collection accounts in the total amount of \$1,162 and one charge-off
3 account in the amount of \$475 at the time he submitted his Application. According to the Bureau,
4 Geary disclosed these negative accounts by providing the Bureau with a copy of his credit report.
5 Geary’s Equifax and Transunion credit reports provide that Geary has no collection accounts as
6 of February 1, 2025.

7 **Geary’s Additional Testimony**

8 39. During the evidentiary hearing, Geary testified that he takes his duties at Casino Chico
9 seriously, that working in the gambling industry is his passion, and that he has not had any
10 discipline at work. Geary testified that he cleaned up his credit profile. Geary testified that he is
11 not the same person from his youth. Geary testified that he has grown as a person, has structure,
12 and takes his responsibilities seriously. Geary also testified that he currently possesses a valid
13 driver’s license.

14 **Andrea Farris’s Testimony During the Evidentiary Hearing**

15 40. Andrea Farris (Farris) is a Staff Services Manager I in the Key Employee Unit of the
16 Licensing Section of the Bureau. Farris manages four analysts who perform key employee and
17 work permit background investigations. Farris testified that applicant disclosure is important in
18 assessing honesty and integrity and that the Bureau relies upon an applicant’s disclosures for the
19 background process.

20 41. Farris testified that she is familiar with Geary’s Application and that she was the
21 manager who oversaw the background investigation of Geary. Farris testified that the Bureau’s
22 recommendation to deny Geary’s Application is based on his one felony and six misdemeanor
23 convictions, his failure to disclose three misdemeanor convictions and his current probation status
24 on his Application, and that his criminal history as a whole demonstrated a pattern of disregard
25 for the law which demonstrates that Geary is not a person of good character, honesty, and
26 integrity.

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1 Stephen Dalton's Testimony During the Evidentiary Hearing

2 42. Stephen Dalton (Dalton) is a key employee at Casino Chico who has worked with
3 Geary since February 2019. Dalton testified that Geary is warm and personal with patrons who
4 are loyal to the cardroom due to Geary. Dalton testified that Geary is a core employee who takes
5 his job seriously and has not had any gaming infractions. Dalton testified that Geary helps
6 without being asked. Dalton also testified that a patron won \$2,000 from playing poker but
7 dropped a bundle of hundred-dollar bills in the parking lot. Geary identified the money, called the
8 patron, and put the money in the cage for the patron. Dalton testified that Geary had an
9 opportunity to be dishonest and keep the money but did not.

10 Steven Giorgi's Testimony During the Evidentiary Hearing

11 43. Steven Giorgi (Giorgi) has worked in federal law enforcement, for the Financial
12 Crimes Enforcement Network, and as Executive Director of the Commission in the past. Giorgi is
13 the principal of Giorgi & Associates, which specializes in professional management services for
14 federal and state-regulated businesses. Giorgi testified that Giorgi & Associates was retained to
15 conduct reviews of Casino Chico in 2022. Giorgi visited with the management team and owner
16 and interacted with Geary during training and review of cage operations. Giorgi testified that
17 Geary is a go-to for interactions and training. Giorgi testified that he has spoken with Geary six or
18 seven times and that Geary asks good questions. Giorgi testified that he was impressed with
19 Geary and would hire him if Giorgi owned a cardroom. Giorgi also testified that he is not aware
20 of Geary's background or criminal history other than a DUI but does not find it necessary to
21 inquire beyond what he sees in the cardroom. Given that Giorgi's handful of interactions with
22 Geary occurred exclusively during the review and training for employees of Casino Chico,
23 Giorgi's testimony has limited probative value beyond evaluating Geary's understanding of his
24 position at work and cardroom operations.

25 Testimony and Report of Joaquin Jordan

26 44. Joaquin Jordan (Jordan) has known Geary for five years as a patron of Casino Chico
27 when Geary worked as a dealer. During the evidentiary hearing, Jordan testified that Geary was
28 professional, engaging, and compassionate when patrons were obnoxious and aggressive. Jordan

1 testified that Geary never matched patrons' aggressive energy. Jordan testified that Geary was
2 honest and always pointed out when gambling chips had fallen to the floor.

3 45. Jordan also provided a report and testimony as an expert witness in justice
4 involvement, advocacy, and consulting on behalf of Geary. Jordan submitted a Criminogenic and
5 Rehabilitation Assessment Report (CRAR) on Geary. The purpose of the assessment was "to
6 examine the criminogenic and rehabilitative factors in consideration of this matter relating to the
7 hearing for transfer of the youth to the criminal court." The evaluation procedure included a
8 document review, the use of an assessment instrument titled "Rehabilitative Competencies," and
9 structured interview of Geary. The document review on the CRAR includes Geary's letters of
10 reference, Drug Court Graduation Minutes, and the Bureau's Statement of Reasons. The
11 document review on the CRAR does not include Geary's criminal records or his Application. The
12 CRAR's summary provides that Geary's rehabilitative profile reveals strong accountability
13 orientation, cognitive insight into criminogenic history, stability through family and employment
14 identity, and demonstrated moral and behavioral transformation.

15 46. Jordan's testimony regarding his interactions with Geary while a patron at Casino
16 Chico is helpful and probative to assessing Geary's suitability for licensure. However, the
17 Commission gives minimal weight to the CRAR and Jordan's expert testimony. The
18 Commission's determination to give minimal weight to the CRAR and Jordan's expert testimony
19 is to foreclose any perception by the public and the industry that applicants, many of whom are
20 not represented by counsel and have little resources, need to retain an expert witness to meet their
21 burden. Additionally, the authority and responsibility to assess whether an applicant is a person of
22 good character, honesty, and integrity, or whether an applicant is a threat to the public, rests
23 solely with the Commission. As a result, percipient witness testimony relevant to an applicant's
24 honesty, character and integrity, such as Jordan's lay testimony describing his interactions with
25 Geary while a patron at Casino Chico, is much more helpful and probative to the Commission
26 than that of an expert witness.

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1 **Richard Scott’s Testimony During the Evidentiary Hearing**

2 47. Richard Scott (Scott) is the owner of Casino Chico. Scott has known Geary since
 3 2013. Scott met Geary while playing poker at Casino 99. Scott testified that Geary was the first
 4 employee he hired and dealt the first hand ever at Casino Chico. Scott testified that Geary is
 5 friendly, helpful, and honest. Scott testified that Geary is his best employee. Scott testified that
 6 Geary is the best at working on balance sheets and in the camera room finding coverage errors.
 7 Scott testified that Geary has had no work-related incidents and has never been disciplined. Scott
 8 testified that he directly supervises Geary on a daily basis. Scott testified that he has discussed
 9 Geary’s criminal convictions on multiple occasions, that Geary is sorry for his mistakes, and that
 10 Geary’s criminal history does not affect his opinion of Geary. Scott testified that Geary
 11 demonstrates exemplary honesty, a tremendous work ethic, and handles money perfectly. Scott
 12 testified that Geary is always willing to work if someone else needs time off. Scott testified that
 13 Geary receives phenomenal feedback from patrons. Scott testified that Geary cares about others,
 14 including when he asked what he could do to help the victims of the fire in the town of Paradise.
 15 Scott also testified that Geary feels guilty about his failures to disclose on his Application and
 16 expressed concern about putting Scott in a tough spot.

17 **Geary’s Letters of Reference**

18 48. The following individuals submitted letters of reference in support of Geary’s
 19 Application:

- 20 a. Scott submitted two letters of reference in support of Geary’s Application.
 21 Scott’s letters reiterate and supplement his detailed testimony during the
 22 evidentiary hearing. Overall, Scott’s letters and testimony are effusive in his
 23 praise for Geary, including his work performance and personal attributes.
- 24 b. Carolyn Gallagher (Gallagher) is the Human Resources Manager at Casino 99.
 25 Gallagher provided two letters of reference in support of Geary’s Application.
 26 Gallagher states that Geary is a former employee who worked as a card dealer
 27 for Casino 99 from 2013-2018. Gallagher states she worked with Geary for
 28 five years. Gallagher states that while working at Casino 99, Geary had a great

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work ethic, came to work on time, followed the rules, got along well with co-workers and customers, and helped others when needed. Gallagher describes Geary as honest, humble, and conscientious. Gallagher also states that Geary is trustworthy and has integrity and strong moral character.

c. Daniel Evans (Evans) has known Geary for 15 years and worked as a key employee in another cardroom with him. Evans describes Geary as honest, trustworthy, professional, and dependable. Evans states that Geary is a likeable person to both customers and employees. Evans states he has no issues with Geary’s character and is in full support of Geary receiving his key employee license.

d. Andy Collins (Collins) is a key employee who has worked with Geary for the past 10 years. Collins states that Geary demonstrated growth as a person and has worked tirelessly to become a more thoughtful, responsible, and upstanding individual. Collins states that Geary has shown genuine remorse for past mistakes. Collins states that Geary is a loyal and dedicated employee who demonstrates integrity, work ethic, and leadership. Collins also states that Geary has earned his trust and shows the highest standards of honesty and professionalism.

e. David Stephens (Stephens) is a Senior Supervisor for L.E. Gaming, Inc. (LE Gaming), a licensed TPPPS that provides services at Casino Chico. Stephens states that he has known Geary as a co-worker and friend for over two years. Stephens states that Geary shows an honest commitment to work and handles difficult rulings and highly stressful situations with ease. Stephens also states that Geary treats the TPPPS workers with compassion, respect, and understanding.

f. Daniel Wuestefeld (Wuestefeld) states that he knows Geary through professional and personal interactions at Casino Chico and Quackers Bar and Grill. Wuestefeld vouches for Geary’s character and work ethic. Wuestefeld

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states that Geary has consistently demonstrated integrity, reliability, and good-hearted nature in dealings. Wuestefeld states that Geary values relationships, takes responsibilities seriously, and has taken necessary and commendable steps to address his past issues and move forward in a positive direction.

- g. Aaron Amator (Amator) has known Geary for 15 years from inside and outside the poker club. Amator states that he is impressed by Geary’s character and work ethic. Amator describes Geary as personable, fair, honest, and with unwavering integrity. Amator states that Geary demonstrates commitment to do what is right. Amator also states that Geary is a remarkable individual with strong character, solid work ethic, and an exceptional ability to connect with others.
- h. William Payne, Jr. (Payne) is a longtime patron of local gambling establishments. Payne has known Geary for over 13 years as a card dealer at Casino 99 and Casino Chico. Payne states that Geary is a delight to be around. Payne describes Geary as energetic, positive, funny, outgoing, and a good all-around person. Payne states that Geary has confided with him about his issues in the past and he has seen Geary grow and develop and move his life forward in a positive direction. Payne also states that Geary is admired among his customers and is an asset due to his integrity.
- i. Ramon Jauregui (Jauregui) met Geary when he started visiting the cardroom in 2018. Jauregui states that Geary is a good friend and person who has learned from his mistakes. Jauregui states that Geary makes patrons feel at home and performs duties at work even when he is sick.
- j. Stacy Xiong (Xiong) is a Banker with LE Gaming. Xiong states that in her years working with Geary he has always been a hard worker and team player. Xiong states that she is impressed by Geary’s professionalism, work ethic, and commitment.

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- 1 k. Peter Khoury (Khoury) states that Geary has consistently demonstrated
2 unwavering commitment to excellence, attention to detail, and a deep
3 understanding of industry standards. Khoury describes Geary as an invaluable
4 member of the team. Khoury states that Geary demonstrates an impressive
5 work ethic, honesty, reliability, and dedication to upholding the highest ethical
6 standards. Khoury states that Geary has a remarkable sense of humor and
7 ability to foster a positive and enjoyable atmosphere. Khoury also states that
8 Geary's interactions are guided by a strong moral compass, that Geary has
9 earned the respect and trust of colleagues and clients, and that Geary's past
10 incidents are not a reflection of his character today.
- 11 l. Cheng Vang (Vang) states that Geary is a wholesome person willing to go
12 above and beyond to help everyone. Vang states that Geary makes the
13 gambling establishment feel like home. Vang states that Geary gets the job
14 done, is easy to work with, and has a positive attitude.
- 15 m. John Amendola (Amendola) states that Geary is a dedicated and responsible
16 floor person and dealer who brings professionalism and integrity to the gaming
17 community. Amendola states that Geary is reliable and fair, maintains a
18 respectful and friendly attitude, and demonstrates consistency and a strong
19 understanding of the rules.
- 20 n. Bradley Debord (Debord) states that he has been coming to Casino Chico since
21 he turned 21. Debord states that at first games were intimidating and he was
22 not sure how to play. Geary was one of the first dealers Debord interacted
23 with. Debord states that Geary was nice, funny, and helpful, and took time to
24 make sure he understood how each of the games was played and that he was
25 playing optimally. Debord describes Geary as genuine, friendly, and a part of
26 community.
- 27 o. Aiden Vaupen (Vaupen) knows Geary through work at Casino Chico. Vaupen
28 states that Geary creates a welcoming and trustworthy environment at work

1 and is dedicated to his role. Vaupen states that Geary is honest, reliable, and
2 committed to doing the right thing. Vaupen states that Geary treats every
3 customer and colleague with the utmost respect. Vaupen also states that Geary
4 is a joy to be around, uplifts those around him, and contributes to a positive
5 atmosphere.

- 6 p. Jesse Auer (Auer) states that he attends Casino Chico pretty regularly. Auer
7 states that he has seen Geary work in many different roles and has never felt
8 that Geary was dishonest or untrustworthy. Auer states that Geary deescalates
9 tough situations with patrons with grace and integrity.
- 10 q. Dave Hungerford (Hungerford) met Geary while playing cards at Casino
11 Chico. Hungerford describes Geary as funny and sociable. Hungerford states
12 that Geary helps with adding the values of cards quickly and is accurate with
13 money and chip exchanges. Hungerford also states that Geary is an honest and
14 knowledgeable employee and that he has never questioned Geary's integrity.
- 15 r. Eric Stanley (Stanley) has known Geary for five and a half years. Stanley
16 states that Geary is upbeat, professional, and a decent man who never acts
17 foolishly or rude to customers.
- 18 s. Delmara Apel (Delmara⁴) is a frequent customer at Casino Chico. Delmara
19 describes Geary as an outstanding individual who embodies professionalism,
20 integrity, and a strong work ethic. Delmara states that she has observed Geary
21 going above and beyond in his role. Delmara states that Geary creates a
22 welcoming environment for patrons and handles responsibilities with care,
23 attention, a positive attitude, and a sense of humor. Delmara states that Geary
24 has an ability to connect with others and remarkable talent for resolving
25 situations with fairness and composure. Delmara also states that Geary is
26 honest, trustworthy, and deeply committed to work.

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28 ⁴ The use of Delmara Apel's first name instead of her last name is because two individuals with the last
name Apel submitted letters of reference. No disrespect to Delmara Apel is intended.

- 1 t. Jordan Henegar (Henegar) has been playing poker at Casino Chico since 2018.
2 Henegar states that Geary is a stand-up and trustable guy and an integral part
3 of the business.
- 4 u. George Sein (Sein) has experience gaming at Casino Chico. Sein states that
5 Geary is honest and has integrity. Sein states that his gaming experience has
6 improved by the efforts of Geary, who has treated him ethically and
7 professionally.
- 8 v. Jason Armfield (Armfield) worked at Casino Chico for multiple years as a
9 dealer. Armfield states that he worked underneath Geary for years and that
10 there have not been any problems or concerns.
- 11 w. Jeff Dow (Dow) states that he has known Geary for five years in the cardroom.
12 Dow states that Geary treated him with dignity and respect. Dow states that
13 Geary is professional and very honest.
- 14 x. Scott Roberts (Roberts) states that he has known Geary for many years on a
15 professional work level and as a father, family man, and friend. Roberts states
16 that Geary is straightforward and honest and that he felt welcome and treated
17 fairly by Geary during their personal interactions.
- 18 y. Kelsey Hendriks (Hendriks) has been a regular at Casino Chico for six years.
19 Hendricks states that she has had a positive experience with Geary. Hendricks
20 states that Geary is honest, professional, respectful, and precise with math
21 when cashing out chips.
- 22 z. Kyle Sanders states that Geary is a remarkable and kind individual and a good
23 friend who brings light into every room he enters.
- 24 aa. Lynn Pierce (Pierce) has participated in poker games in cardrooms in Chico as
25 both a dealer and customer for the past 50 years. Pierce states that she cannot
26 recall a more honest, personable, or friendly person than Geary in any of the
27 Chico cardrooms. Pierce also states that Geary is polite as a customer and
28 professional as an employee.

- 1 bb. Patrick McLaughlin (McLaughlin) has known Geary for years as a patron of
2 Casino Chico. McLaughlin states that Geary is welcoming to all customers,
3 enjoyable with a funny and great attitude, and a great ambassador for the
4 gaming industry.
- 5 cc. Nicole Sadler (Sadler) has interacted with Geary as a customer. Sadler states
6 that Geary is professional, kind, dependable, and has gone above and beyond
7 in his role. Sadler states that Geary ensures that every customer feels welcome
8 and valued. Sadler states that Geary demonstrates integrity, honesty, a positive
9 attitude, and a dedication to work. Sadler also states that Geary is trustworthy
10 with a strong character and moral values.
- 11 dd. Nathaniel Palmquist (Palmquist) is a frequent customer of Casino Chico.
12 Palmquist states that he has interacted with Geary on numerous occasions and
13 describes Geary as one of the most professional, courteous, and dependable
14 individuals. Palmquist states that Geary has an unmatched work ethic, goes
15 above and beyond to ensure a positive experience, and demonstrates attention
16 to detail, problem-solving skills, and the ability to handle challenges with
17 grace. Palmquist also states that Geary has a unique ability to make customers
18 feel welcome and valued through his sense of humor and friendly demeanor.
- 19 ee. Linda Burton (Burton) has interacted with Geary at Casino Chico. Burton
20 describes Geary as professional, courteous, friendly, trustworthy, and a great
21 asset.
- 22 ff. Levi Apel (Levi⁵) is a customer at Casino Chico. Levi describes Geary as
23 sociable, fair, reliable, and honest. Levi states that Geary demonstrates the
24 highest level of integrity, a strong work ethic, and a commitment to excellence.
25 Levi states that Geary has a positive attitude, a willingness to help others, and
26 knowledge of casino rules and procedures. Levi also states that Geary is
27 trustworthy, respectful, and treats others with respect and dignity.

28 ⁵ See footnote 4. No disrespect to Levi Apel is intended.

1 **Prior Decisions and Orders of the Commission**

2 49. Geary provided several unrelated Decisions and Orders of the Commission on other
3 applicants' applications in support of his Application. The Commission determines the suitability
4 of each applicant on a case-by-case basis. As the Decisions and Orders provided by Geary are not
5 precedential and do not contain any information about Geary, these Decisions and Orders are not
6 relevant, have no evidentiary value, and were not considered by the Commission.

7 **Assessment of Geary's Suitability for Licensure**

8 50. For the reasons provided below, the Commission finds that Geary has met his burden
9 of proving that he is qualified to receive a key employee license. Therefore, cause exists to
10 approve Geary's Application.

11 **Geary's disclosure of his felony and three misdemeanor convictions on his**
12 **Supplemental, written explanations, and testimony demonstrate an intent to provide**
13 **true, accurate, and complete information**

14 51. All of the information requested on the application has been considered through the
15 legislative and regulatory processes and determined necessary in order for the Commission to
16 discharge its duties properly. An applicant is neither expected, nor permitted, to determine the
17 importance of the information requested, and instead is required to provide truthful and complete
18 information as requested. To address any issues in completing the application, and to ensure that
19 the information disclosed on an application is "true, accurate, and complete," the burden is on the
20 applicant to carefully and thoroughly read the application, and to seek assistance with filling out
21 the application if necessary. The applicant is responsible for both the information they disclose,
22 and for failing to disclose required information, on the application. The applicant maintains this
23 burden even if the applicant does not understand a question on the application.

24 52. The existence of, and details regarding, an applicant's criminal history are facts
25 material to the qualification for licensure of an applicant. For instance, they may affect the
26 assessment of the applicant's general character, honesty, integrity, and/or ability to participate in
27 controlled gambling. They may lead to a finding that the issuance of a license to such an applicant
28 would be inimical to public health, safety, or welfare, or undermine public trust that the gambling
operations with respect to which the license would be issued are free from criminal and dishonest

1 elements and would be conducted honestly. An applicant’s criminal record may be sufficient to
2 support a factual finding and legal conclusion that the applicant poses a threat to the public
3 interest of this state, to the effective regulation and control of controlled gambling, or creates or
4 enhances the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the
5 conduct of controlled gambling or in the carrying on of the business and financial arrangements
6 thereto. Finally, the existence of, and details regarding, an applicant’s criminal convictions may
7 reveal that the applicant is disqualified from licensure for conviction of a certain felony or a
8 misdemeanor involving dishonesty and/or moral turpitude.

9 53. On his Supplemental, Geary accurately checked the box marked “yes” in Section (4)
10 which asks the applicant “Have you ever been convicted or pled guilty or nolo contendere (no
11 contest) to a misdemeanor or felony?” (Emphasis in original.) For each criminal conviction,
12 Geary was required to provide the approximate date of the conviction, the arresting agency, the
13 city and state of the court location, the criminal conviction, and the factual circumstances that led
14 to the conviction.

15 54. Geary failed to disclose the following convictions on his Supplemental: (1) May 18,
16 2005, misdemeanor conviction for manufacture/possess a dangerous weapon; (2) April 7, 2009,
17 misdemeanor conviction for possession of less than one ounce of marijuana; and (3) October 18,
18 2017, misdemeanor conviction for driving while license suspended for DUI. The facts of, and
19 details regarding, these convictions were discovered by the Bureau during its background
20 investigation.

21 55. Question E) on the Supplemental asks the asks the applicant: “Are you currently on
22 probation?” If the applicant checks the box marked “yes” to Question E), the applicant is required
23 to provide details. Geary checked the box marked “no” to Question E) even though he was on
24 probation at the time he submitted his Application. As a result, Geary also failed to provide any
25 details regarding his probation status.

26 56. By failing to disclose three misdemeanor convictions or provide any of the required
27 details regarding these convictions on his Supplemental and that he was on probation at the time
28 he submitted his Application, Geary failed to provide information required by the GCA and to

1 reveal facts material to his qualification for licensure.

2 57. However, Geary disclosed his felony conviction and three misdemeanor convictions
3 on his Supplemental. Geary provided all of the required information related to these disclosed
4 convictions, including the approximate date of the convictions, the arresting agencies, the city and
5 state of the court location, the criminal convictions, and the factual circumstances that led to the
6 convictions. These disclosures, and particularly the disclosure of his felony conviction,
7 demonstrate an intent to provide true, accurate, and complete information.

8 58. Geary's explanations for failing to disclose three misdemeanor convictions and his
9 current probation status on his Supplemental were credible. Geary stated that his failure to
10 disclose his misdemeanor conviction for manufacture/possess a dangerous weapon was an
11 oversight and that he mistakenly believed this conviction was part of and/or ancillary to his May
12 18, 2005, wet reckless conviction given that the baton was found during his arrest for DUI and
13 belonged to his mother. Geary stated that his failure to disclose his misdemeanor conviction for
14 possession of less than one ounce of marijuana was "nothing but error" and that he did not think
15 about this conviction because marijuana is now legal in California. Geary stated that he forgot
16 about one of his misdemeanor convictions for driving while license suspended for DUI.
17 Regarding his failure to disclose his probation status on the Supplemental, Geary stated that he
18 thought his informal probation would finish once he completed community service. Geary stated
19 that he was not required to call a telephone number or follow up with an officer and that his
20 previous experiences on formal probation required him to report.

21 59. Additionally, none of the information provided by Geary on his Supplemental and in
22 response to Bureau inquiries was untrue or misleading. Geary was very responsive to the Bureau
23 during its background investigation and testified in detail regarding his criminal history during the
24 evidentiary hearing. Geary's failures to disclose were not purposeful, deliberate, or intended to
25 conceal any aspect of his criminal history. Overall, Geary's disclosure of his felony conviction
26 and three misdemeanor convictions on his Supplemental, his responsive written explanations to
27 the Bureau, detailed and credible testimony during the evidentiary hearing, and the fact that
28 Geary did not provide untrue or misleading information on his Supplemental, demonstrate an

1 intent to provide true, accurate, and complete information on his Supplemental. Therefore, the
2 Commission finds that Geary's Application is not subject to denial pursuant to Business and
3 Professions Code section 19859(b) and CCR section 12040(a)(2).

4 **Geary met his burden of proving that he is a person of good character, honesty, and**
5 **integrity**

6 60. An applicant demonstrates good character, honesty, and integrity by providing
7 truthful, accurate, and complete responses on their application and supplemental, in response to
8 Bureau inquiries during its background investigation, and while testifying during the evidentiary
9 hearing. An applicant demonstrates good character and integrity by complying with the law. An
10 applicant also demonstrates good character and integrity by accepting responsibility for their
11 actions and demonstrating rehabilitation from past criminal behavior. Additionally, an applicant
12 demonstrates good character, honesty, and integrity by engaging in honest, ethical, and legal
13 conduct while working, particularly in controlled gambling.

14 61. Conversely, an applicant demonstrates a lack of good character, honesty, and integrity
15 by omitting pertinent information, or providing untrue, misleading, and/or contradictory
16 information on their application and supplemental, in response to Bureau inquiries, and while
17 testifying during the evidentiary hearing. An applicant demonstrates a lack of good character and
18 integrity by failing to comply with the law, particularly with regard to repeated or egregious
19 criminal actions. An applicant also demonstrates a lack of good character and integrity by failing
20 to take responsibility for their actions and continuing with a pattern of criminal or other
21 derogatory behavior. Additionally, an applicant demonstrates a lack of good character, honesty,
22 and integrity by engaging in dishonest, unethical, or illegal conduct while working, particularly in
23 controlled gambling.

24 62. Geary was convicted of one felony and six misdemeanor offenses. The felony
25 conviction alone would have disqualified Geary from licensure had Geary not successfully
26 petitioned the court to reduce it to a misdemeanor. The convictions for sale of methamphetamine,
27 DUI, and reckless driving demonstrate a disregard for the safety and well-being of others.
28 Geary's convictions for possession of marijuana and DUI occurred just four years after being

1 pulled over for a DUI and pleading to a reduced charge of reckless driving. One year after his
2 possession of marijuana and DUI convictions, Geary was convicted of sale of methamphetamine,
3 a felony. The sequence and time period of these convictions demonstrates a failure to modify his
4 behavior to comply with the law. Geary's last misdemeanor conviction, for driving on a
5 suspended license, occurred in 2021. As a result of this conviction, Geary was on probation at the
6 time he submitted his Application for licensure. This criminal history reflects poorly on Geary's
7 character.

8 63. However, there is substantial evidence that supports a finding that Geary currently has
9 the requisite good character, honesty, and integrity to receive a key employee license. Geary
10 disclosed his potentially disqualifying felony conviction and three misdemeanor convictions on
11 his Supplemental. As provided above, although Geary failed to disclose three misdemeanor
12 convictions and his current probation status on his Supplemental, the Commission finds that
13 Geary intended to provide true, accurate, and complete information. Additionally, Geary did not
14 provide untrue or misleading information on his Supplemental or in response to Bureau inquiries.
15 As a result, Geary's failures to disclose did not demonstrate an intent to deceive the Bureau or
16 Commission.

17 64. Geary's criminal record, though very concerning, mostly occurred from 2005 to 2010
18 when Geary was 18-23 years old. These convictions were 11-16 years old at the time he
19 submitted his Application and primarily involve alcohol and drugs. During the evidentiary
20 hearing, Geary testified in detail regarding his use of alcohol and drugs. Geary's testimony that
21 his felony conviction for sale of methamphetamine was a wake-up call and that he no longer does
22 illegal drugs is credible and supported by the fact that Geary's only two convictions since 2010
23 were for driving on a suspended license. These newer convictions could exhibit a continued
24 propensity to violate laws by connecting to his past criminal conduct. However, Geary accepted
25 responsibility and expressed remorse for his prior criminal behavior. Geary's testimony that he is
26 a changed person from his youth and someone who values his family and career is credible and
27 supported by his actions.

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1 65. Geary had four witnesses testify on his behalf. Giorgi’s testimony and Jordan’s expert
2 testimony had little probative value. However, Scott’s extremely detailed and supportive
3 testimony that Geary is trustworthy, honest, and has good character is highly probative. Scott’s
4 specific testimony regarding Geary’s interest in providing support to the victims of the fire in the
5 town of Paradise demonstrates Geary’s interest in helping others. Dalton’s testimony was also
6 credible and helpful, and particularly his testimony regarding an occasion where Geary found a
7 bundle of hundred-dollar bills in the parking lot, notified the patron who dropped it, and properly
8 returned it to the cage. Geary’s actions in this situation demonstrate good character, honesty, and
9 integrity. Jordan’s testimony regarding Geary based on his experiences as a patron of Casino
10 Chico also provided useful additional support regarding Geary’s character.

11 66. Thirty individuals provided 32 letters of reference in support of Geary’s Application.
12 These letters came from a variety of individuals, including Geary’s boss, co-workers, TPPPS
13 workers, friends, and patrons. These letters were individualized and very detailed. All the
14 individuals stated that their interactions with Geary were very positive and provided that Geary is,
15 among other things, helpful, moral, thoughtful, hard-working, and professional. These letters
16 demonstrate that Geary has a tremendous amount of support at work and in his community.

17 67. Overall, the testimony and letters of reference provide strong additional support that
18 Geary has the requisite good character, honesty, and integrity to receive a key employee license.

19 68. Lastly, there was no evidence that Geary has had any derogatory work history in his
20 12 years of working in controlled gambling. Instead, Scott, Dalton, and numerous other co-
21 workers, TPPPS workers, and cardroom patrons testified and provided numerous letters in
22 support of Geary’s helpfulness, proficiency, reliability, and trustworthiness at work.

23 69. Based on the foregoing, Geary has met his burden of demonstrating that he is a person
24 of good character, honesty, and integrity.

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1 **Geary met his burden of proving that his prior activities, criminal record, if any,**
2 **reputation, habits, and associations do not pose a threat to the public interest of this state,**
3 **or to the effective regulation and control of controlled gambling, or create or enhance the**
4 **dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of**
5 **controlled gambling or in the carrying on of the business and financial arrangements**
6 **incidental thereto**

7 70. An applicant's criminal record can pose a threat to the public interest of this state.
8 The sale of methamphetamine, DUIs, and reckless driving pose a threat to the public interest of
9 the state because it places the individual and others at risk for their safety and well-being. Driving
10 on a suspended license, especially when done repeatedly, poses a threat to the public interest of
11 this state because the driver does not have the proper credentials to operate a motor vehicle on
12 public roads.

13 71. However, most of Geary's convictions took place from 2005 to 2010, when Geary was
14 18-23 years old. Most of these convictions also involved alcohol or drugs. Since 2010, Geary has
15 had two misdemeanor convictions for driving on a suspended license, but no convictions related
16 to alcohol or drugs. During the evidentiary hearing, Geary testified in detail regarding his
17 criminal history and his testimony was credible. The lack of any convictions related to alcohol or
18 drugs in the past 15 years, Geary's acceptance of responsibility and expression of remorse for his
19 actions, and his incredibly strong support network suggest similar issues with alcohol and drugs
20 are extremely unlikely to be repeated. Although Geary's two misdemeanor convictions for
21 driving on a suspended license are fairly recent, the probability of future similar convictions is
22 minimal given that Geary now possesses a valid driver's license.

23 72. Additionally, there was no evidence that Geary has had any derogatory work history in
24 his 12 years of working in controlled gambling. Instead, the testimony of Scott, Dalton, and
25 Jordan, and the numerous letters of support from various co-workers, TPPPS workers, and
26 cardroom patrons provide substantial support of Geary's helpfulness, proficiency, reliability, and
27 trustworthiness at work. Therefore, the risk that Geary's criminal record will pose a threat to the
28 effective regulation and control of controlled gambling is minimal.

73. Based on the foregoing, Geary has met his burden of proving that his prior activities,
criminal record, if any, reputation, habits, and associations do not pose a threat to the public

1 interest of this state, or to the effective regulation and control of controlled gambling, or create or
2 enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the
3 conduct of controlled gambling or in the carrying on of the business and financial arrangements
4 incidental thereto.

5 74. All documentary and testimonial evidence submitted by the parties that is not
6 specifically addressed in this Decision and Order was considered but not used by the Commission
7 in making its determination on Geary's Application.

8 **LEGAL CONCLUSIONS**

9 **Applicable Statutes and Regulations**

10 1. The GCA is an exercise of the police power of the state for the protection of the
11 health, safety, and welfare of the people of the State of California, and shall be liberally construed
12 to effectuate those purposes. Business and Professions Code section 19971.

13 2. Public trust and confidence can only be maintained by strict and comprehensive
14 regulation of all persons, locations, practices, associations, and activities related to the operation
15 of lawful gambling establishments. Business and Professions Code section 19801(h).

16 3. The Commission has the responsibility of assuring that licenses, approvals, and
17 permits are not issued to, or held by, unqualified or disqualified persons, or by persons whose
18 operations are conducted in a manner that is inimical to the public health, safety, or welfare.
19 Business and Professions Code section 19823(a)(1).

20 4. An "unqualified person" means a person who is found to be unqualified pursuant to
21 the criteria set forth in Section 19857, and "disqualified person" means a person who is found to
22 be disqualified pursuant to the criteria set forth in Section 19859. Business and Professions Code
23 section 19823(b).

24 5. The Commission shall have all powers necessary and proper to enable it fully and
25 effectually to carry out the policies and purposes of this chapter. Business and Professions Code
26 section 19824.

27 6. The Commission has the power to deny any application for a license, permit, or
28 approval for any cause deemed reasonable by the Commission. Business and Professions Code

1 section 19824(b).

2 7. The Commission has the power to take actions deemed to be reasonable to ensure that
3 no ineligible, unqualified, disqualified, or unsuitable persons are associated with controlled
4 gambling activities. Business and Professions Code section 19824(d).

5 8. The burden of proving his or her qualifications to receive any license from the
6 Commission is on the applicant. Business and Professions Code section 19856(a); CCR section
7 12060(j).

8 9. An application to receive a license constitutes a request for a determination of the
9 applicant's general character, integrity, and ability to participate in, engage in, or be associated
10 with, controlled gambling. Business and Professions Code section 19856(b).

11 10. In reviewing an application for any license, the commission shall consider whether
12 issuance of the license is inimical to public health, safety, or welfare, and whether issuance of the
13 license will undermine public trust that the gambling operations with respect to which the license
14 would be issued are free from criminal and dishonest elements and would be conducted honestly.
15 Business and Professions Code section 19856(c).

16 11. No gambling license shall be issued unless, based on all of the information and
17 documents submitted, the Commission is satisfied that the applicant is a person of good character,
18 honesty, and integrity. Business and Professions Code section 19857(a).

19 12. No gambling license shall be issued unless, based on all of the information and
20 documents submitted, the Commission is satisfied that the applicant is a person whose prior
21 activities, criminal record, if any, reputation, habits, and associations do not pose a threat to the
22 public interest of this state, or to the effective regulation and control of controlled gambling, or
23 create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in
24 the conduct of controlled gambling or in the carrying on of the business and financial
25 arrangements incidental thereto. Business and Professions Code section 19857(b).

26 13. The Commission shall deny a license to any applicant who is disqualified for failure of
27 the applicant to provide information, documentation, and assurances required by this chapter or
28 requested by the chief, or failure of the applicant to reveal any fact material to qualification, or the

1 supplying of information that is untrue or misleading as to a material fact pertaining to the
2 qualification criteria. Business and Professions Code section 19859(b).

3 14. An application will be denied if the Commission finds that any of the provisions of
4 Business and Professions Code section 19859 apply to the applicant. CCR section 12040(a)(2).

5 15. The hearing need not be conducted according to technical rules relating to evidence
6 and witnesses. Any relevant evidence may be considered, and is sufficient in itself to support a
7 finding, if it is the sort of evidence upon which reasonable persons are accustomed to rely upon in
8 the conduct of serious affairs, regardless of the existence of any common law or statutory rule that
9 might make improper the admission of the evidence over objection in a civil action. Business and
10 Professions Code section 19871(a)(4); CCR section 12060(g)(2).

11 16. An applicant for licensing or for any approval or consent required by this chapter,
12 shall make full and true disclosure of all information to the department and the commission as
13 necessary to carry out the policies of this state relating to licensing, registration, and control of
14 gambling. Business and Professions Code section 19866.

15 17. The Bureau relies, in large part, on the applicant's disclosures while conducting a
16 background investigation. The failure to honestly, accurately, and completely disclose
17 information on an application subverts the Bureau's efforts to conduct a thorough and complete
18 investigation. Business and Professions Code sections 19826(a) and 19866.

19 18. Both the substance of an applicant's disclosures, and the truthfulness and
20 thoroughness of an applicant's disclosures, are considered by the Bureau in making a
21 recommendation as to the applicant's suitability for licensure, and by the Commission in making
22 a determination whether to approve or deny a license application. Business and Professions Code
23 sections 19824(a) and (d), 19826(a), and 19866.

24 **Approval of Geary's Application**

25 19. Geary met his burden of proving that he is a person of good character, honesty, and
26 integrity. Therefore, Geary is qualified for licensure pursuant to Business and Professions Code
27 section 19857(a).

28 ///

1 20. Geary met his burden of proving that his prior activities, criminal record, reputation,
2 habits, and associations do not pose a threat to the public interest of this state, or to the effective
3 regulation and control of controlled gambling, or create or enhance the dangers of unsuitable,
4 unfair, or illegal practices, methods, and activities in the conduct of controlled gambling or in the
5 carrying on of the business and financial arrangements incidental thereto. Therefore, Geary is
6 qualified for licensure pursuant to Business and Professions Code section 19857(b).

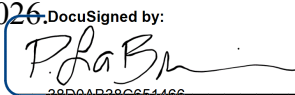
7 21. Geary met his burden of proving that he is a person that is in all other respects
8 qualified to be licensed as provided in the GCA. Therefore, Geary is qualified for licensure
9 pursuant to Business and Professions Code section 19857(c).

10 **ORDER**

- 11 1. Jeffrey Geary’s Application for Key Employee License is APPROVED.
- 12 2. No costs are awarded.
- 13 3. Each side to pay its own attorneys’ fees.


14 This Order is effective on February 5, 2026.

15 Dated: 2/5/2026

Signature: 
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16 Paula LaBrie, Chair

17
18 Dated: 2/5/2026

Signature: 
928DBCE0554B423

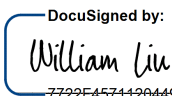
19 Stacey Luna Baxter, Commissioner

20
21 Dated: 2/5/2026

Signature: 
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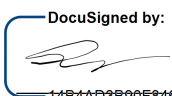
22 Eric Heins, Commissioner

23
24 Dated: 2/5/2026

Signature: 
7722F4571120449...

25 William Liu, Commissioner

26
27 Dated: 2/5/2026

Signature: 
14B4AD3B90F8462...

28 Edward Yee, Commissioner