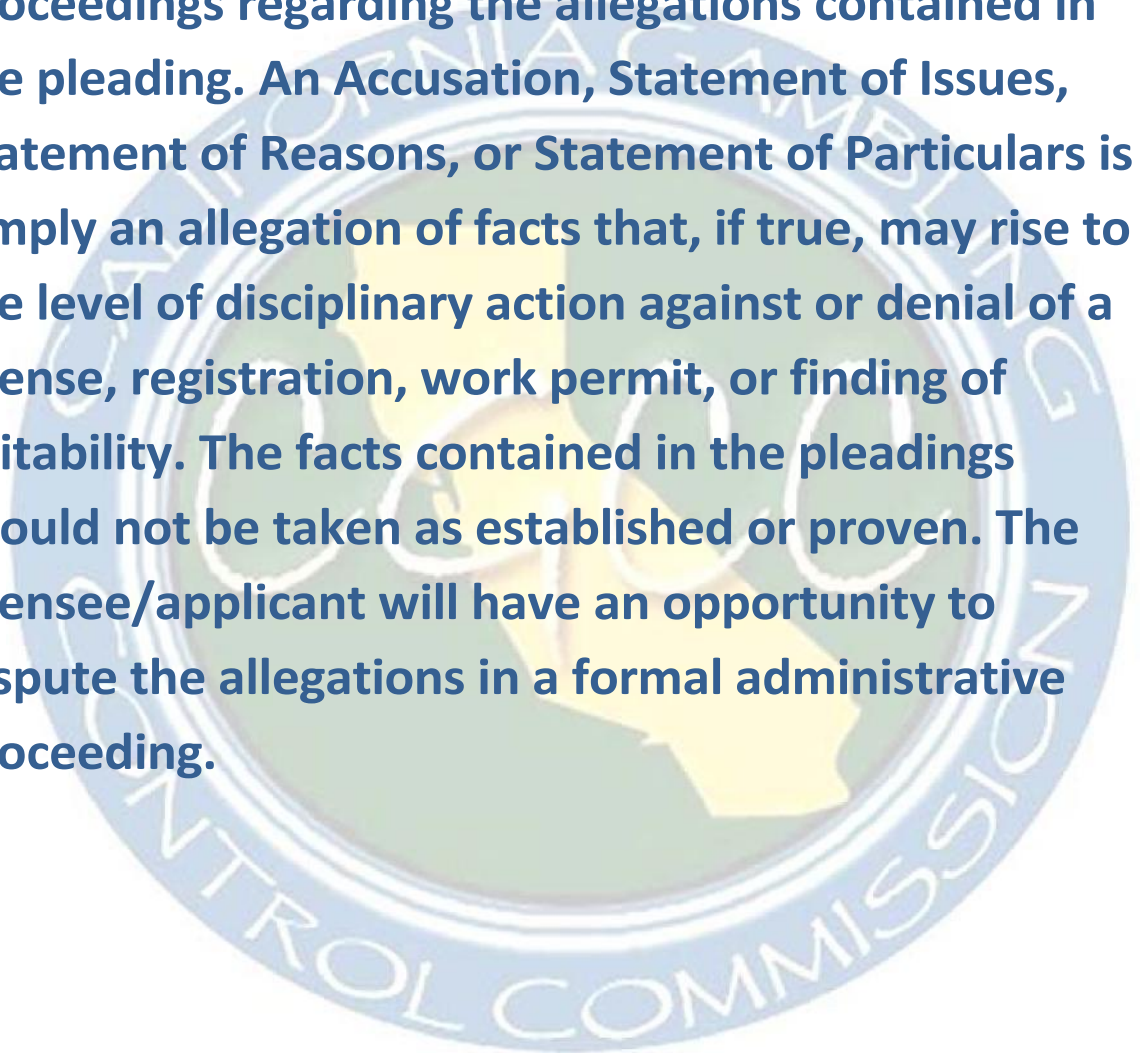


**The Commission is providing a copy of this pleading (Accusation, or Statement of Reasons, Statement of Particulars, or Statement of Issues) so the public is as informed as possible of pending administrative proceedings regarding the allegations contained in the pleading. An Accusation, Statement of Issues, Statement of Reasons, or Statement of Particulars is simply an allegation of facts that, if true, may rise to the level of disciplinary action against or denial of a license, registration, work permit, or finding of suitability. The facts contained in the pleadings should not be taken as established or proven. The licensee/applicant will have an opportunity to dispute the allegations in a formal administrative proceeding.**



**RECEIVED**

By CGCC Legal Division at 12:05 pm, Apr 28, 2026

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8  
9 **BEFORE THE**  
**CALIFORNIA GAMBLING CONTROL COMMISSION**  
10 **STATE OF CALIFORNIA**

11  
12 In the Matter of the Statement of Reasons for  
Denial of Application for a Third-Party  
13 Proposition Player Services License for:

14 **CARTER NICHOLAS HEDRICK**

15 [REDACTED]  
16 [REDACTED]

17 Respondent.

**BGC Case No. BGC-HQ2025-00010AL**

**CGCC No. CGCC-2025-0508-8A**

**FIRST AMENDED STATEMENT OF REASONS**

Hearing Date: May 8, 2026

Hearing Time: 10:00 a.m.

Hearing Place: 2399 Gateway Oaks, Ste. 100,  
Sacramento, CA 95833

**This hearing will be conducted by means of video conferencing on Zoom. The Zoom meeting code is 285 757 8614.**

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20 Complainant alleges as follows:

21 **PARTIES**

22 1. Yolanda Morrow (“Complainant”) brings this First Amended Statement of Reasons  
23 solely in her official capacity as Director of the California Department of Justice, Bureau of  
24 Gambling Control (“Bureau”).

25 2. On or about July 14, 2025, the California Gambling Control Commission  
26 (“Commission”) issued third-party proposition player services worker temporary license (number  
27 TPWK-010254) to Carter Nicholas Hedrick (“Respondent”), which is set to expire on June 30,  
28 2027.

**THE APPLICATION AND THIS PROCEEDING**

1  
2           3.       On or about August 2, 2025, the Bureau received an initial Application for  
3 Employee Category License along with a Commission Work Permit or TPPPS Worker:  
4 Supplemental Information (collectively “Application”) from Respondent. The Application is to  
5 allow for Respondent’s employment as a third-party worker for KBCH Consultants, Inc. (BGC-  
6 APP. 136127.) The Application listed employment history dating back to February 2021.

7           4.       The Bureau conducted an initial background investigation with respect to  
8 Respondent’s Application and discovered that Respondent had derogatory employment history  
9 and failed to disclose three terminations on his Supplemental Information Form as follows:

10               a.       On August 22, 2023, the Bureau transmitted a “deficiency letter” to Designated  
11 Agent, Connor Henderson requesting that Respondent provide employment history dating back to  
12 2013 and that he provide further information, including the reasons for leaving his cashier  
13 position at Wingstop restaurant in June 2022, line cook position at Dust Bowl Brewing in July  
14 2021, and cashier position at Jack in the Box restaurant in March 2021.

15               b.       On August 29, 2023, Respondent provided an email stating that he was  
16 terminated from Wingstop in June 2022 for harassment and from Dust Bowl Brewing in July  
17 2021 for making coworkers feel unsafe. He added that he left Jack in the Box in March 2021 for a  
18 closer job. He also explained that he was employed by Walmart from December 2019 to March  
19 2020, but was terminated due to a dispute between employees.

20               c.       On August 31, 2023, the Bureau requested a detailed statement explaining the  
21 circumstances leading to his termination from Wingstop and Dust Bowl Brewing, as well as why  
22 he failed to disclose the termination on his Application. The Bureau also requested a detailed  
23 statement explaining the circumstances leading to his termination from Walmart.

24               d.       Respondent submitted a signed statement, dated September 10, 2023,  
25 explaining that he could not recall the details of the circumstances leading to any of the three  
26 terminations and thus, had to give his “best guess as to why.” Respondent further explained that  
27 he did not disclose his terminations from Wingstop and Dust Bowl Brewing because he could not  
28

1 remember the details, did not feel like it was a termination, or he did not know he had to disclose  
2 them.

3 5. In accordance with Business and Professions Code section 19868, subdivision  
4 (b)(1), on February 26, 2025, the Bureau sent a notice to Respondent and Designated Agent  
5 Henderson offering the opportunity for a meeting with the Bureau to generally discuss the basis  
6 for the Bureau’s recommendation to deny Respondent’s Application.

7 6. On or around March 11, 2025, the Bureau issued its Level III Third-Party Worker  
8 Initial Background Investigation Report, recommending that the Commission deny the  
9 Application.

10 7. On March 5, 2025, Director Yolanda Morrow and Manager II Jared Revak met via  
11 telephone with Respondent and Designated Agent Henderson and informed them generally of the  
12 basis for the Bureau’s recommendation to deny Respondent’s Application.

13 8. On April 25, 2025, the Commission notified Respondent that his Application would  
14 be considered at its May 8, 2025 meeting. At its May 8, 2025 meeting, the Commission  
15 considered Respondent’s Application and voted, pursuant to California Code of Regulations, title  
16 4, section 12054, subdivision (a)(4), to refer the Application to an evidentiary hearing to be  
17 conducted as a hearing under the Gambling Control Act, Government Code section 19800 et seq.  
18 (“GCA”), pursuant to California Code of Regulations, title 4, section 12060.<sup>1</sup> On May 8, 2025,  
19 the Commission notified Respondent of its action upon the Application and provided Respondent  
20 with a Notice of Defense form (CGCC-CH1-03).

21 9. On or around June 11, 2025, the Commission received Respondent’s Notice of  
22 Defense, dated June 2, 2025.

23 10. On December 19, 2025, Respondent was notified that the evidentiary hearing would  
24 be held before the Commission starting at 10:00 a.m. on May 8, 2026, which will be conducted  
25 via Zoom.

26  
27  
28 <sup>1</sup> The statutes and regulations applicable to this First Amended Statement of Reasons are  
quoted in pertinent part in Appendix A.

1 **JURISDICTION AND BURDEN OF PROOF**

2 11. The Commission has jurisdiction over the licensing of all persons and things having  
3 to do with the operation of gambling establishments. (Bus. & Prof. Code, §§ 19811, subd. (b),  
4 19850.) The Commission’s responsibilities include assuring that licenses are not issued to  
5 unqualified or disqualified persons and that no unqualified or disqualified person is materially  
6 involved with a licensed gambling operation. (Bus. & Prof. Code, § 19823, subd. (a).) The  
7 Commission has all powers necessary and proper to carry out the Act’s policies and purposes,  
8 including the powers to take actions to ensure that no ineligible, unqualified, disqualified, or  
9 unsuitable persons are associated with controlled gambling activities. (Bus. & Prof. Code, §  
10 19824, subds. (b) & (d).)

11 12. Respondent has the burden of proving that she is qualified to receive a license.  
12 (Bus. & Prof. Code, § 19856, subd. (a).)

13 **FIRST CAUSE FOR DENIAL**

14 **(Mandatory Denial)**

15 13. In Respondent’s Supplemental Information Form, Respondent failed to disclose  
16 derogatory employment history as set forth in paragraph 4, above. Respondent’s Application is,  
17 therefore, subject to mandatory denial for failure to clearly establish eligibility and qualification,  
18 failure to provide information required by the Act, and failure to reveal facts material to the  
19 qualification criteria. (Bus. & Prof. Code, §§ 19856, 19859, subds. (a) and (b); Cal. Code Regs.,  
20 tit. 4, §12040 (a)(2).)

21 **SECOND CAUSE FOR DENIAL**

22 **(Discretionary Denial)**

23 14. As described in paragraph 4 above, Respondent was terminated by three different  
24 employers for harassment, an employee dispute, and for making coworkers feel unsafe. By acting  
25 in the manner described herein, Respondent has failed to establish that he is a person of good  
26 character, honesty, and integrity, and/or has failed to establish that his prior activities do not pose  
27 a threat to the public interest of this state, or to the effective regulation and control of controlled  
28 gambling. Respondent’s Application is, therefore, subject to discretionary denial under Business


1 and Professions Code section 19857. (Bus. & Prof. Code, §§ 19856, 19857, subds. (a) & (b); Cal.  
2 Code Regs., tit. 4, §12040 (a)(1).)

3 **PRAYER**

4 WHEREFORE, Complainant requests that a hearing be held on the matters herein alleged,  
5 and that following the hearing, the Commission issue a decision:

- 6 1. Denying Respondent’s Application for Approval of a Third-Party Proposition Player  
7 Services Worker License; and  
8 2. Taking such other and further action as the Commission may deem appropriate.

9  
10 Dated: 04/28/2026

11   
12 \_\_\_\_\_  
13 Yolanda Morrow, Director  
14 Bureau of Gambling Control  
15 California Department of Justice  
16 *Complainant*

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**APPENDIX A**

**BUSINESS AND PROFESSIONS CODE**

1. Business and Professions Code section 19805 provides, in part:

\* \* \*

(b) "Applicant" means a person who has applied for a state gambling license, a key employee license, a registration, a finding of suitability, a work permit, a manufacturer's or distributor's license, or an approval of any act or transaction for which the approval or authorization of the commission or department is required or permitted under this chapter.

\* \* \*

2. Business and Professions Code section 19811, subdivision (b), provides:

Jurisdiction, including jurisdiction over operation and concentration, and supervision over gambling establishments in this state and over all persons or things having to do with the operations of gambling establishments is vested in the commission.

3. Business and Professions Code section 19823 provides:

(a) The responsibilities of the commission include, without limitation, all of the following:

(1) Assuring that licenses, approvals, and permits are not issued to, or held by, unqualified or disqualified persons, or by persons whose operations are conducted in a manner that is inimical to the public health, safety, or welfare.

(2) Assuring that there is no material involvement, directly or indirectly, with a licensed gambling operation, or the ownership or management thereof, by unqualified or disqualified persons, or by persons whose operations are conducted in a manner that is inimical to the public health, safety, or welfare.

(b) For the purposes of this section, "unqualified person" means a person who is found to be unqualified pursuant to the criteria set forth in Section 19857, and "disqualified person" means a person who is found to be disqualified pursuant to the criteria set forth in Section 19859.

4. Business and Professions Code section 19824 provides, in part:

The commission shall have all powers necessary and proper to enable it fully and effectually to carry out the policies and purposes of

1 this chapter,<sup>[2]</sup> including, without limitation, the power to do all of the  
2 following:

3 \* \* \*

4 (b) For any cause deemed reasonable by the commission, deny  
5 any application for a license, permit, or approval provided for in this  
6 chapter or regulations adopted pursuant to this chapter, limit,  
7 condition, or restrict any license, permit, or approval, or impose any  
8 fine upon any person licensed or approved. The commission may  
9 condition, restrict, discipline, or take action against the license of an  
10 individual owner endorsed on the license certificate of the gambling  
11 enterprise whether or not the commission takes action against the  
12 license of the gambling enterprise.

13 \* \* \*

14 (d) Take actions deemed to be reasonable to ensure that no  
15 ineligible, unqualified, disqualified, or unsuitable persons are  
16 associated with controlled gambling activities.

17 5. Business and Professions Code section 19850 provides, in part:

18 Every person who, either as owner, lessee, or employee, whether  
19 for hire or not, either solely or in conjunction with others, deals,  
20 operates, carries on, conducts, maintains, or exposes for play any  
21 controlled game in this state, or who receives, directly or indirectly,  
22 any compensation or reward, or any percentage or share of the money  
23 or property played, for keeping, running, or carrying on any controlled  
24 game in this state, shall apply for and obtain from the commission, and  
25 shall thereafter maintain, a valid state gambling license, key employee  
26 license, or work permit, as specified in this chapter. In any criminal  
27 prosecution for violation of this section, the punishment shall be as  
28 provided in Section 337j of the Penal Code.

6. Business and Professions Code section 19853, subdivision (a), provides in part:

The commission, by regulation or order, may require that the  
following persons register with the commission, apply for a finding of  
suitability as defined in subdivision (j) of Section 19805, or apply for a  
gambling license:

\* \* \*

(3) Any person who does business on the premises of a  
licensed gambling establishment.

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<sup>2</sup> “Chapter” refers to Business and Professions Code, division 8, chapter 5, (commencing with section 19800), also known as the Gambling Control Act.

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7. Business and Professions Code section 19856 provides:

(a) Any person who the commission determines is qualified to receive a state license, having due consideration for the proper protection of the health, safety, and general welfare of the residents of the State of California and the declared policy of this state, may be issued a license. The burden of proving his or her qualifications to receive any license is on the applicant.

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

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

8. Business and Professions Code section 19857 provides:

No gambling license shall be issued unless, based on all of the information and documents submitted, the commission is satisfied that the applicant is all of the following:

(a) A person of good character, honesty, and integrity.

(b) A person whose prior activities, criminal record, if any, reputation, habits, and associations do not pose a threat to the public interest of this state, or to the effective regulation and control of controlled gambling, or create or enhance the dangers of unsuitable, unfair, or illegal practices, methods, and activities in the conduct of controlled gambling or in the carrying on of the business and financial arrangements incidental thereto.

(c) A person that is in all other respects qualified to be licensed as provided in this chapter.

9. Business and Professions Code section 19859 provides, in part:

The commission shall deny a license to any applicant who is disqualified for any of the following reasons:

(a) Failure of the applicant to clearly establish eligibility and qualification in accordance with this chapter.

(b) Failure of the applicant to provide information, documentation, and assurances required by this chapter or requested by the chief, or failure of the applicant to reveal any fact material to qualification, or the supplying of information that is untrue or misleading as to a material fact pertaining to the qualification criteria.

10. Business and Professions Code section 19866 provides:

An applicant for licensing or for any approval or consent required by this chapter, shall make full and true disclosure of all information to the department and the commission as necessary to carry out the policies of this state relating to licensing, registration, and control of gambling.

11. Business and Professions Code section 19870 provides:

(a) The commission, after considering the recommendation of the chief and any other testimony and written comments as may be presented at the meeting, or as may have been submitted in writing to the commission prior to the meeting, may deny the application, grant a license to an applicant who it determines to be qualified to hold the license, or refer the application to an evidentiary hearing.

(b) When the commission grants an application for a license or approval, the commission may limit or place restrictions on the license or approval as it may deem necessary in the public interest, consistent with the policies described in this chapter.

(c) If, during a meeting, the commission denies an application, denies approval, or approves with limits, restrictions, or conditions, the action shall be stayed for a period of 30 days after the meeting, during which the applicant may request an evidentiary hearing. If the applicant does not file a request for an evidentiary hearing within 30 days, the action of the commission taken at the meeting is final. If the applicant waives the right to hearing and assents to the action of the commission in writing, upon receipt of the waiver by the commission, the action shall no longer be stayed. If the applicant files a timely request for an evidentiary hearing, the action shall be vacated and the application shall be reviewed de novo at the evidentiary hearing.

(d) When an application is denied after an evidentiary hearing, the commission shall prepare and file a detailed statement of its reasons for the denial.

(e) All proceedings relating to an application at a meeting of the commission or at an evidentiary hearing shall be recorded stenographically or by audio or video recording.

(f) A decision of the commission after an evidentiary hearing, denying a license or approval, or imposing any condition or restriction on the grant of a license or approval may be reviewed by petition pursuant to Section 1085 of the Code of Civil Procedure. Section 1094.5 of the Code of Civil Procedure does not apply to any judicial proceeding held to consider that petition, and the court may grant the petition only if the court finds that the action of the commission was arbitrary and capricious, or that the action exceeded the commission's jurisdiction.

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12. Business and Professions Code section 19871 provides:

(a) An evidentiary hearing described in Section 19870 shall be conducted in accordance with regulations of the commission and as follows:

(1) Oral evidence shall be taken only upon oath or affirmation.

(2) Each party shall have all of the following rights:

(A) To call and examine witnesses.

(B) To introduce exhibits relevant to the issues of the case.

(C) To cross-examine opposing witnesses on any matters relevant to the issues, even if the matter was not covered on direct examination.

(D) To impeach any witness, regardless of which party first called the witness to testify.

(E) To offer rebuttal evidence.

(3) If the applicant does not testify on their own behalf, the applicant may be called and examined as if under cross-examination.

(4) The hearing need not be conducted according to technical rules relating to evidence and witnesses. Any relevant evidence may be considered, and is sufficient in itself to support a finding, if it is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs, regardless of the existence of any common law or statutory rule that might make improper the admission of that evidence over objection in a civil action.

(b) This section does not confer upon an applicant a right to discovery of the department's investigative reports or to require disclosure of any document or information the disclosure of which is otherwise prohibited by any other provision of this chapter.

**CALIFORNIA CODE OF REGULATIONS**

13. California Code of Regulations, title 4, section 12040, provides, in part:

(a) An application for an initial or renewal license:

(1) Will be denied if the Commission finds that the applicant has not satisfied the requirements of Business and Professions Code section 19857; or,

(2) Will be denied if the Commission finds that any of the provisions of Business and Professions Code section 19859 apply to the applicant.

\* \* \*

14. California Code of Regulations, title 4, section 12054, provides, in pertinent part:

(a) At a Commission meeting, the Commission may take, but is not limited to taking, one of the following actions:

\* \* \*

(4) Elect to hold or retract an evidentiary hearing in accordance with Section 12056 and, for a renewal application, issue an interim renewal license pursuant to Section 12035. The Commission will identify those issues for which it requires additional information or consideration related to the applicant's suitability.

15. California Code of Regulations, title 4, section 12056, provides, in part:

(a) If the Commission elects to hold an evidentiary hearing, or an applicant has elected to request an evidentiary hearing following a Commission approval with conditions, restrictions, or limitations pursuant to paragraph (2) of subsection (a) of Section 12054 or a denial pursuant to paragraph (3) of subsection (a) of Section 12054, the hearing will be conducted as a GCA hearing under Section 12060, unless the Executive Director or the Commission determines the hearing should be conducted as an APA hearing under Section 12058.

...

16. California Code of Regulations, title 4, section 12060, provides:

(a) If the Executive Director determines it is appropriate, he or she may set an application for consideration at a GCA hearing in advance of a meeting pursuant to Section 12054. The Executive Director will give notice to the applicant, pursuant to paragraph (2) subsection (c) of Section 12052, to the Office of the Attorney General, and to the Bureau no later than 90 calendar days in advance of the GCA hearing. The Executive Director's determination will be based on information contained in the Bureau's report or other appropriate sources including, without limitation, a request from the Bureau or applicant as well as the Commission's operational considerations.

1 (b) When a GCA hearing is elected pursuant to Section 12056,  
2 subsection (a), the Executive Director will give notice to the applicant,  
3 pursuant to paragraph (2) subsection (c) of Section 12052, to the Office  
4 of the Attorney General, and to the Bureau no later than 60 calendar days  
5 in advance of the GCA hearing.

6 (c) An applicant may request that his, her, or its GCA hearing be  
7 held at a Southern California location instead of the Commission's  
8 principal office in Sacramento, by completing the appropriate section on  
9 the Notice of Defense, CGCC-CH1-03 (Rev. 08/21). The request must be  
10 made on the initial Notice of Defense form submitted to the Commission  
11 and Bureau within the timeframes specified on the form.

12 (1) The Executive Director will approve a Southern  
13 California GCA hearing, if the request is timely made on the initial  
14 Notice of Defense form and meets all of the following criteria:

15 (A) The GCA hearing is estimated by Commission  
16 staff to last no longer than four hours.

17 (B) The primary residence of the applicant is located in  
18 one of the following counties: Imperial, Kern, Los Angeles,  
19 Orange, Riverside, San Diego, San Luis Obispo, San  
20 Bernardino, Santa Barbara, or Ventura.

21 (C) A GCA hearing will be noticed for a Southern  
22 California location only when it is in the best public interest,  
23 promotes judicial economy, and comports with the  
24 Commission's availability.

25 (2) If at any time before the hearing, the Executive Director  
26 determines that the criteria in subparagraphs (A) through (C) of  
27 paragraph (1) are no longer met, Commission staff may cancel the  
28 Southern California GCA hearing and issue a new notice for a  
hearing at the Commission's principal office in Sacramento.

(d) The presiding officer and her or his support staff will have no  
communication with the Commission or Commission staff upon the  
merits of an application prior to the evidentiary hearing. The Executive  
Director will designate a presiding officer which will be:

(1) A member of the Commission's legal staff; or,

(2) An Administrative Law Judge.

(e) The applicant or the complainant, or the applicant and the  
complainant, may request a continuance in writing to the Executive  
Director stating the reason for the continuance and any proposed future  
hearing dates. The Executive Director or Commission may approve the  
request. For a Southern California GCA hearing, if a continuance is  
granted, the hearing may be scheduled in Sacramento or Southern  
California based on the criteria specified in subparagraphs (A) through  
(C) of paragraph (1) of subsection (c).

(f) The complainant will provide to the applicant, subject to  
subsection (b) of Section 12056, at least 45 calendar days prior to the

1 GCA hearing, and the applicant must provide to the complainant, at least  
2 30 calendar days prior to the GCA hearing, the following items:

3 (1) A list of potential witnesses with the general subject of  
4 the testimony of each witness;

5 (2) Copies of all documentary evidence intended to be  
6 introduced at the hearing and not previously provided;

7 (3) Reports or statement of parties and witnesses, if  
8 available; and

9 (4) All other written comments, writings, or other items  
10 containing relevant evidence.

11 (g) The provisions of subsection (f) of this section provide the  
12 exclusive right to and method of discovery between the applicant and  
13 complainant to a GCA hearing. Discovery is not permitted upon a  
14 Commission member or an advisor of the Commission unless a showing  
15 is made that they have direct personal factual information pertaining to  
16 material issues related to the application at issue and the information to  
17 be gained from the Commission member or advisor of the Commission is  
18 not available through any other sources.

19 (h) A presiding officer will rule on the admissibility of evidence and  
20 on any objections raised except for objections raised under subsection  
21 (h). A ruling by the presiding officer is final.

22 (1) In advance of the GCA hearing, upon a motion of a party  
23 or by order of the presiding officer, the presiding officer may  
24 conduct a pre-hearing conference, either in person, via  
25 teleconference, or by email exchange, subject to the presiding  
26 officer's availability and will issue a pre-hearing order if appropriate  
27 or requested by either party. The pre-hearing conference and order  
28 may address the following:

(A) Evidentiary issues;

(B) Witness and exhibit lists;

(C) Alterations in the Bureau recommendation;

(D) Stipulations for undisputed facts and/or the  
admission of evidence including without limitation the  
Bureau's report;

(E) Authorizing offsite livestreaming appearances for  
parties or witnesses if good cause has been presented and  
only if the process for offsite livestreaming has been  
approved by the Executive Director; and,

(F) Other issues that may be deemed appropriate to  
promote the orderly and prompt conduct of the hearing.

(2) The GCA hearing need not be conducted according to  
technical rules of evidence. Any relevant evidence may be

1 considered, and is sufficient in itself to support findings if it is the  
2 sort of evidence on which reasonable persons are accustomed to  
3 rely in the conduct of serious affairs, regardless of the existence of  
4 any common law or statutory rule that might make improper the  
5 admission of that evidence over objection in a civil action.

6 (i) The Commission may, at any time upon a showing of prejudice  
7 by the objecting party:

8 (1) Prohibit the testimony of any witness or the introduction  
9 of any documentary evidence that has not been disclosed pursuant  
10 to subsection (f); or

11 (2) Continue any meeting or hearing as necessary to mitigate  
12 any prejudice.

13 (j) The complainant will present all facts and information in the  
14 Bureau report, if any, and the results of the Bureau's background  
15 investigation, and the basis for any recommendation, if the Bureau filed  
16 one with the Commission according to Business and Professions Code  
17 section 19868, to enable the Commission to make an informed decision  
18 on whether the applicant has met his, her, or its burden of proof. The  
19 complainant may but is not required to recommend or seek any particular  
20 outcome during the evidentiary hearing, unless it so chooses.

21 (k) The burden of proof is always on the applicant to prove his, her,  
22 or its qualifications to receive any license or other approval under the  
23 Act.

24 (l) The applicant may choose to represent himself, herself, or itself,  
25 or may retain an attorney or lay representative. Lay representatives may  
26 assist the applicant but are not authorized to serve as an attorney as  
27 otherwise defined and regulated by state law.

28 (m) Except as otherwise provided in subsection (i), the complainant  
and applicant will have the right to call and examine witnesses under  
oath; to introduce relevant exhibits and documentary evidence; to cross-  
examine opposing witnesses on any relevant matter, even if the matter  
was not covered in direct examination; to impeach any witness,  
regardless of which party first called the witness to testify; and to offer  
rebuttal evidence. If the applicant does not testify on his, her or its behalf,  
the applicant may be called and examined, under oath, as if under cross-  
examination.

(n) Oral evidence will be taken upon oath or affirmation, which may  
be administered by the Executive Director, a member of the Commission,  
or the presiding officer if an Administrative Law Judge.

(o) At the conclusion of the evidentiary hearing, the members of the  
Commission will take the matter under submission, may discuss the  
matter in a closed session meeting, and may schedule future closed  
session meetings for deliberation.