



INTERNATIONAL MASTERS OF GAMING LAW

REGULATORS OF THE YEAR

2017

By Sue McNabb

Each autumn, International Masters of Gaming Law (IMGL) recognizes outstanding regulators based on stringent standards, including preeminence in the regulatory field and their noteworthy contributions to the overall body of regulatory work.

The regulators are selected from various jurisdictions internationally based on a rigorous nomination and review process. The categories are Europe, North America, South and Central America, Australasia, Indian Country, and Evolving Jurisdictions. A regulator is not necessarily chosen from each category in each year. They are selected only if they receive the required nomination and meet the demands of the review procedure.

The specific criteria for the selection process include that the overall body of work as a regulator be exceptional and that the regulator make contributions to the gaming industry as a whole while demonstrating noteworthy achievements in the regulation of the industry. The nominee must also provide a stable regulatory environment in the jurisdiction, be identified as a person of high integrity, and demonstrate service to the community.

Through this annual selection process, IMGL continues its mission of “advancing gaming law through education” by selecting regulators who reflect a similar mission in their management style while serving as role models in the regulatory environment. This year’s recipients of the award for IMGL Regulator of the Year certainly reflect these characteristics in their professional approach to the task of regulating a challenging and diverse gaming market. IMGL is proud to announce the Regulator of the Year, North America: Ronnie Jones, Chairman of the Louisiana Gaming Control Board; Birgitte Sand, Director of the Danish Gambling Authority, Regulator of the Year, Europe; and David Vialpando, Chairman of the Iipay Nation of the Santa Ysabel Gaming Commission and Terry Hale, past Interim Chief Gaming Regulator of the Seminole Nation of Oklahoma as co-recipients for Regulator of the Year, Indian Country.

IMGL has presented the awards since 2002. For a complete list of all past recipients, please visit our website at imgl.org.

Regulators of the Year INDIAN COUNTRY

This year Indian Country was presented with two outstanding candidates that were equally deserving of selection based upon the Regulator of the Year criteria, particularly in regard to their contributions in enhancing the professionalism of tribal gaming regulatory authorities. As such, David Vialpando, Chairman of the Santa Ysabel Gaming Commission in California, and Terry Hale, past Interim Chief Gaming Regulator of the Seminole Nation of Oklahoma, are recognized as Co-Regulators of the Year, Indian Country for 2017. Both Mr. Vialpando and Mr. Hale exemplify the very best of tribal gaming regulation today, and each has been active in promoting best practices for tribal regulators as part of their participation and leadership in state and national tribal gaming regulators' associations.

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TERRY HALE

**Past Interim Chief Gaming
Regulator of the Seminole
Nation of Oklahoma**

**Seminole Nation Gaming
Agency Deputy Chief Gaming
Regulator/Compliance
Manager**



Terry Hale has worked for the Seminole Nation

Gaming Agency since November 2007. Terry started in the Surveillance department as a Surveillance Operator where he worked for more than three (3) years and he learned the National Indian Gaming Commission's (NIGC) Minimum Internal Control Standards (MICS), the Tribal Internal Control Standards (TICS), and the Gaming Operations, System of Internal Control Standards (SICS).

In 2011, Mr. Hale took his knowledge of learning all the regulations while in Surveillance and used them to further his experience in Compliance. While in Compliance, he learned every aspect of gaming machine software testing, gaming machine par sheets, understanding the difference between Class II and Class III gaming machines. He was a big part of the opening of the Seminole Nation Casino expansion in October 2012.

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Terry Hale was appointed the Deputy Chief Gaming Regulator in December 2015, and when the Chief Gaming Regulator was excused from his position in April 2016, Terry was named the Interim Chief Regulator during a time period that the Nation faced more than 27 alleged violations, potential fines and closure. It was a dark time. The 28 member Seminole Nation General Council terminated the Commissioners and the Gaming Enterprises leadership and worked hard to address lingering problems. Mr. Hale worked tirelessly to address the areas of concern, rebut areas where the National Indian Gaming Commission had it wrong and bring the Nation's three casinos into full compliance. The casinos stayed open and the Nation paid no fines. The NIGC lifted the NOV in December 2016. Terry Hale helped disprove many purported violations with exemplary efforts under very difficult circumstances.

Of this time in his career, Terry Hale states, "After I was the Interim Chief Regulator for only a month, the Seminole Nation was issued a Notice of Violation from the National Indian Gaming Commission. I believe the Settlement Agreement with the NIGC and accomplishing that our Gaming Facilities stayed open with the help from the Gaming Agency and Gaming Enterprise staff are the greatest achievement I have done."

In the spring of 2017 the Oklahoma Tribal Gaming Regulators Association awarded Mr. Hale a special commendation recognizing his experience and expertise. Terry continues to strive to learn and share his knowledge with all his peers to help the Seminole Nation Gaming Agency to always honor the past, protect the future and lead the nation to a better tomorrow.

When asked what advice he wishes to share with gaming attorneys, industry executives, educators and other regulators, Terry Hale comments, "To always remember to keep your head up when times are rough. If you do not have the answer to a question, reach out to your peers; they may have the answer ready for you." He further shares a final word to his gaming organization, "Always remember we all work for the same goal, to better our Tribe and the Tribal People. I am a proud member of the Seminole Nation of Oklahoma."

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DAVID VIALPANDO

Chairman
Santa Ysabel Gaming Commission



David Vialpando, Chairman of the Iipay Nation of Santa Ysabel Gaming Commission and Director of Gaming Programs for OnCourse Learning, is committed to the highest standards of professionalism and integrity in the gaming regulatory field. In turn, he has been a strong advocate for respecting the professionalism and integrity of other tribal gaming agencies throughout Indian country and their role as the primary regulators of Indian gaming under IGRA. Chairman Vialpando states, "Gaming regulators are the sentries guarding the integrity of gaming on behalf of the casino patron and protecting casino assets on behalf of tribal communities."

David is well respected within the tribal gaming regulators and industry group and has led the way in crafting and promoting tribal regulations for new and innovative gaming products for tribal casinos. In particular, David has led the way in adopting "gold standard" regulations for licensing and classifying Class II gaming systems. He is a frequent author and seminar panelist on regulatory issues at many Indian gaming related conferences held throughout the country.

When asked what he feels is his most meaningful achievement as a regulator, David states, "My greatest achievement has been the friendships and network of dedicated, passionate professional colleagues I have amassed over the years, which represent the people I can count on for counsel and advice in providing the best service I can possibly provide to the Iipay Nation of Santa Ysabel and the community of tribal gaming regulators. The most honorable, selfless individuals in this country's workforce can be found in the tribal gaming industry."

Chairman Vialpando has past law enforcement experience on behalf of the State of California and also extensive experience in Indian gaming regulation as both a state agent and as a tribal gaming regulator. This combination gives him a unique perspective on Indian gaming regulation issues and practices. He states, "Coming from law enforcement, including two decades working in drug law enforcement, entering the gaming industry as a regulator and law enforcement officer was an opportunity to work in a legal industry with which I was unfamiliar, but which in terms of crimes impacting the industry (gangs, cheats, thieves, and criminals who prey on our citizens), I felt I could make a difference and have a positive impact on the safety of the gaming community."

He also is a prolific writer having many publications and presentations to his credit and is a member of an adjunct faculty teaching Criminal Justice courses where his experience in law enforcement and as a special agent for the California Department of Justice has served him well.

Notwithstanding his vast experience in law enforcement and gaming, Chairman Vialpando candidly acknowledges the challenges in being a regulator. He states, "Two issues represent the greatest challenge I've experienced as a tribal gaming regulator: overcoming the lack of confidence and faith by state and federal government agency gaming regulators

and attorneys in the ability of tribal gaming regulators to ensure the accountability and legal conduct of gaming on sovereign lands, and forecasting the challenges for regulators in managing evolving trends in gaming, such as social gaming, skill-based gaming, daily fantasy sports, and I-gaming." By also serving as Director of Gaming Programs for OnCourse Learning, Dave Vialpando is helping OCL bring cutting-edge E-learning gaming courses to the industry. He believes that leveraging technology, such as digital surveillance analytics, digital employee onboarding, and e-learning and compliance education, represents the future of gaming regulation.

When discussing the regulation of the industry with Chairman Vialpando, one quickly realizes that he is not only a great leader in his field but also most articulate in expressing his view regarding gaming regulation. He shares the following advice, "Gaming operators and gaming regulators are the offense and defense on the same team working hard to ensure a winning season. The gaming regulatory agency able to establish the connection with casino management stressing the importance of accountability, integrity, and compliance realizes greater success in accomplishing the goals of the enterprise."

Finally, Chairman Vialpando shares the following advice with IMGL publication readers, "In its most desirable form, the gaming industry is an amalgam of diverse disciplines, staffed with tremendously talented professionals, coming together to serve their consumer base and share the rewards of their labor through philanthropic endeavors which benefit underserved communities and individuals in our society. In short, gaming is an industry to which we can all be proud to dedicate our professional lives." ❁