



◀ **FREDRIC E. GUSHIN**

PRESIDENT AND CEO

Fredric Gushin founded Spectrum Gaming Group in 1993 after working 13 years for the New Jersey Division of Gaming Enforcement (“DGE”), where he was promoted to Assistant Director and Assistant Attorney General. At the DGE, Gushin oversaw the openings of 12 Atlantic City casino hotels and managed civil and administrative litigation before the New Jersey Casino Control Commission. He personally argued more than 50 cases before the Commission.

Gushin has worked with a variety of private-sector and governmental clients since founding Spectrum. He has advised private casino developers on operational and management issues and provided gaming expertise to a number of gaming jurisdictions over the years. He also served as a commissioner with the Oneida Indian Nation Gaming Commission, which regulates the Turning Stone Resort Casino near Syracuse, NY.

Gushin has worked with private-sector clients throughout the United States, the Caribbean, South America, Asia and Europe on a wide range of issues. At the DGE, he oversaw all compliance-related issues regarding New Jersey’s multibillion-dollar gaming industry, including security and surveillance, development and compliance with accounting and internal control procedures, and development of emergency plans to respond to incidents occurring in casino.

With Spectrum, Gushin has led engagements evaluating casino operations for compliance for private-sector and governmental clients.

Gushin earned his bachelor’s degree from the American University School of Government and Public Administration in 1970, his Juris Doctorate from Rutgers University in 1973, and his master’s degree from American University in 1979.