

HENRY E. SCHJANG

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Professional Summary

Retired, accomplished regulatory compliance professional with more than 30 years of public service experience in licensing, audits, investigations, hearings, and operational oversight. Proven leader with the demonstrated ability to build strong professional and community relationships and collaborate effectively through clear verbal and written communication.

Education

- **Bachelor of Science in Business Administration**
Livingstone College, Salisbury, North Carolina, 1992

Professional Experience

Special Assistant – Licensing and Compliance

Virgin Islands Casino Control Commission | May 2019 – May 2024

- Supervised the licensing of all casino employees, and casino servicing entities to ensure compliance with the casino act and regulations.
- Supervised the issuance and tracking of employee work permits issued to casino and casino hotel employee personnels.
- Reviewed and audited gross revenue income tax returns for accuracy and compliance, ensuring proper reporting by licensed casinos.
- Analyzed financial statements of all licensed casinos to assess fiscal health, identify trends, and support regulatory oversight.
- Prepared and transmitted licensing applications to the Division of Gaming Enforcement for due diligence investigations.
- Collaborated closely with legal counsel to prepare for hearings related to violations of the Virgin Islands Casino and Resort Act and Regulations, ensuring comprehensive support.
- Gained knowledge of the Commission's Rules and Regulations concerning the operations of all licensed casinos in the Virgin Islands and advised the Commission members on all compliance matters related to the enforcement of the Virgin Islands Casino and Resort Act and Regulations.
- Develop and implement policies and procedures for the enforcement of licensing and compliance matters.
- Advised and worked with Commissioners and legal counsel to maintain the integrity and professionalism of hearings, fostering compliance with legal standards and procedural protocols.
- Assisted in the identification and evaluation of potential violations, supporting decision-making processes that align with legal and regulatory guidelines, conducting comprehensive audits and preparing detailed analyses for the Commission.
- Managed the routine inspections and approvals of gaming equipment.
- Prepare and review patron complaints and incident reports and provide recommendations for further action.
- Foster strong relationships with casino management to ensure a cooperative regulatory environment.

Police Recruiter

V.I. Police Department | February 2017 – March 2019

- Successfully recruited qualified candidates for the police department.
- Worked closely with the Internal Affairs Unit to conduct due diligence investigations on individuals applying for a police officer position.
- Organized and executed recruitment activities and community engagement events.

Senior Casino Inspector

V.I. Casino Control Commission | October 1999 – February 2017

- Conducted thorough audits and prepared financial analyses to assess compliance.
- Assisted in the Development of internal audit control measures to improve oversight of the licensed casinos in the Virgin Islands.
- Enforced compliance with the Virgin Islands Casino and Resort Act and Regulations of 1995 across all licensed casinos.
- Conduct audits of casino operations, including slot machines, table games, cage cashier operations and internal controls, to verify revenue and ensure regulatory compliance.
- Supervise the secure transportation, counting, and recording of cash boxes for table games and slot machines.
- Perform routine inspections and approvals of gaming equipment.
- Verify licensing and work permits for casino employees.
- Investigate patron complaints, providing detailed reports and recommendations for further actions.

Revenue Officer

V.I. Bureau of Internal Revenue | October 1995 – October 1999

- Utilized various collection tools to collect payments of outstanding tax liability.
- Enforced the filing of delinquent tax returns.
- Financial information analyzed to assess taxpayers' capacity to pay obligations.
- Designed tailored payment plans and utilized effective collection tools.

Community Service

Vice-Chairman, St. Croix Horse Racing Commission

Member, St. Croix Classes of the 80's, Inc.

Board Member (nominated), Mid-Island Federal Credit Union

Treasurer, Virgin Islands Bowling Federation

Organizer, Government Bowling League