

**Kevin C. Hayes**  
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Kevin C. Hayes is a seasoned gaming law attorney with over 19 years' experience within the gaming industry. Kevin represents casinos, racetracks, gaming manufacturers, interactive online gaming operators, technology providers, sportsbook operators and video terminal operators in a variety of corporate, regulatory and compliance matters.

Kevin closely monitors the ever-evolving regulatory landscape for gaming clients and keeps them apprised of regulatory changes and developments which impact their businesses. Kevin navigates his clients through various gaming licensing application processes in jurisdictions throughout North America. Land-based casinos, sportsbooks and online casino providers rely on Kevin to assist them in launching their operations in a regulated environment. He frequently appears before regulatory agencies on behalf of his clients. Kevin has successfully represented gaming clients in both state and federal courts.

Prior to entering private practice, Kevin served as the first Director of Gaming Operations for the Pennsylvania Gaming Control Board (PGCB), where he established and supervised the Bureau of Gaming Operations. As the Director, Kevin acted as the agency's Chief Compliance Officer and was responsible for reviewing and approving the gaming floor plans, internal controls and audit protocols of all licensed casinos in Pennsylvania. Kevin joined the PGCB in 2005 as an Assistant Chief Counsel, assigned to the Bureau of Licensing and the Office of Racetrack Gaming. In 2007, Kevin was appointed as head of the PGCB's Opening Team and supervised the successful openings of: Harrah's Chester Casino and Racetrack; Presque Isle Downs and Casino; The Meadows Racetrack and Casino; Mount Airy Casino Resort; and Hollywood Casino at Penn National Race Course.

## EDUCATION

Fairfield University, B.A., *cum laude*, 2001

Villanova University School of Law, J.D., 2005

## HONORS & AWARDS

Listed In:

- Chambers USA - Nationwide Gaming & Licensing - 2025

- Pennsylvania Super Lawyers® - Rising Stars 2010, 2012