

A meeting of the Georgia State Board of Cosmetology was conducted on Wednesday November 01, 2006 at the Professional Licensing Boards Division office site.

Those present were:

From the Board

Martha Harris
Wanda Brooks
Betty Carlisle
Kay Kendrick
John Siggers
Cynthia Stein
Don Westbrook
Evelyn Reid
Michelle Turley

From the Staff

Eleanor Surrency, Executive Director
Angela Price, Investigative Specialist
Annie Plummer, Business Regulations & Inspections Supervisor
Annette Wimberly, Board Secretary

Martha Harris called the meeting to order at 9:00.

Kay Kendrick moved, Evelyn Reid seconded and the Board voted unanimously to approve the minutes from the October 04, 2006 meeting.

Executive Director Report

Eleanor Surrency's report included the following:

1. Pursuant to request from the Department of Human Resources (DHR) and the Georgia Higher Education Assistance Corporation (GHEAC), **Kay Kendrick moved, Betty Carlisle seconded, and the Board voted unanimously** that the Board suspends/release suspension of the following licenses to practice for failure to repay a student loan or child support obligation and further move that this suspension will cease upon receipt by the Division Director of a "Notice of Release" from the Department of Human Resources (DHR) or the Georgia Higher Education Assistance Corporation (GHEAC):

<u>Name</u>	<u>Lic.#</u>	<u>Lic. Type</u>	<u>Request</u>	<u>Agency</u>
Bobby T Cochran	CO081325	Master Cos.	Release Suspension	GHEAC
Maria A Joyner	CO098718	Master Cos	Release Suspension	GHEAC
Frankie A Johnson	CO060442	Master Cos.	Release Suspension	GHEAC
Lisa M Smith	CO088310	Master Cos.	Release Suspension	GHEAC
Shonquania Davis	CO094891	Master Cos.	Release Suspension	GHEAC
Ashley S Jordan	COA005884	Cos Apprent.	Release Suspension	GHEAC
Lawrence T Magee	COA004650	Cos Apprent.	Release Suspension	GHEAC
Phuong T Pham	NTA002978	NT Apprent.	Release Suspension	GHEAC
Tonya N Fogle	NT008503	Nail Tech.	Release Suspension	GHEAC

Tuan A Fran	NT007547	Nail Tech.	Release Suspension	GHEAC
Brandi M.				
Leatherwood	CO074190	Mas Cos.	Suspend License	DHR
Robbin S Ingram	ES001333	Esthetician	Suspend License	GHEAC
Veronica F. Wilson	ES001196	Esthetician	Suspend License	GHEAC
Erica Brittain	CO094122	Mas Cos.	Suspend License	GHEAC
Latesha C. Ellis	CO089214	Mas Cos.	Suspend License	GHEAC
Jacquelin R. Griffiths	CO076877	Mas Cos.	Suspend License	GHEAC
Jalana F. Hudson	CO096078	Mas Cos.	Suspend License	GHEAC
Tanita A. Lowe	CO093841	Mas Cos.	Suspend License	GHEAC
Monique Mirabella	CO083922	Mas Cos.	Suspend License	GHEAC
Ryan L. Coleman	COA006972	Cos Apprent.	Suspend License	GHEAC
Chudney Cooper	ES002464	Esthetician	Release Suspension	GHEAC
Carla Benoit	COA005807	Cos Apprent.	Release Suspension	GHEAC
John Dunagan	COA03172	Cos Apprent.	Release Suspension	GHEAC
Darlene Hunter	ES002099	Esthetician	Release Suspension	GHEAC
Bridget D. Williams	COA04795	Cos Apprent.	Release Suspension	GHEAC
Sibyl Porter	CO081044	Mas Cos.	Release Suspension	GHEAC

2. Report of License Issued (October 01, 2006 to October 30, 2006):

Kay Kendrick moved, Cynthia Stein seconded, and the Board voted unanimously to ratify the report as follows:

CO100987	Verela, Casilda Evelyn Samuel	Master Cosmetologist
CO100988	Yoder, Brenda Kay	Master Cosmetologist
CO100989	Hynd, Angela Mary	Master Cosmetologist
CO100990	Lee, Cynthia Dianne	Master Cosmetologist
CO100991	Nguyen, Thanh Thuy Thi	Master Cosmetologist
CO100992	Ross, Rynita Michelle	Master Cosmetologist
CO100993	Baker, Regina H	Master Cosmetologist
CO100994	Howerton, Veronica Ann	Master Cosmetologist
CO100995	Whitehead, Barbara D	Master Cosmetologist
CO100996	Tolbert, Stephanie Ann	Master Cosmetologist
CO100997	Hill, Alfred Leverne	Master Cosmetologist
CO100998	Rose, Diane Marie	Master Cosmetologist
CO100999	Brown, Taklesia Monique	Master Cosmetologist
CO101000	Sanders, Rhonda Michele	Master Cosmetologist
CO101001	Paige-Bey, David S	Master Cosmetologist
CO101002	Jasin, Susan Kathleen	Master Cosmetologist
CO101003	Lott, Jennifer Michell	Master Cosmetologist
CO101004	Welch, Beth M	Master Cosmetologist
CO101005	Nguyen, Phuc Thi	Master Cosmetologist
CO101006	Roberson, Andrea Nadine	Master Cosmetologist
CO101008	Le, Suong T	Master Cosmetologist
CO101009	Debeatham, Danielle Tara	Master Cosmetologist
CO101010	Hoang, Quyen Manh	Master Cosmetologist
CO101011	Hersey, Margaret E	Master Cosmetologist
CO101012	Ackley, Elizabeth M	Master Cosmetologist
CO101013	Jones, Tiffany	Master Cosmetologist
CO101014	Liggins, Janet	Master Cosmetologist
CO101015	Johnson, Helen D	Master Cosmetologist

CO101016	Batts, Ashley Lynn	Master Cosmetologist
CO101017	Tillman, Saintmary Grogan	Master Cosmetologist
CO101018	Allen, Jacqueline Anne	Master Cosmetologist
CO101019	Anglin, Robert Tyler	Master Cosmetologist
CO101020	Barnes, Theresa L	Master Cosmetologist
CO101021	Beatles-Black, Aisha Nailah	Master Cosmetologist
CO101022	Brambila, Linda A	Master Cosmetologist
CO101023	Brown, Annmarie P	Master Cosmetologist
CO101024	Lopez, Virginia	Master Cosmetologist
CO101025	Burke, Nickie Yolanda	Master Cosmetologist
CO101026	Cassandra, Emily	Master Cosmetologist
CO101027	Chandler, Elise Miriam	Master Cosmetologist
CO101028	Cole, Breanna Rochell	Master Cosmetologist
CO101029	Draper, Amanda M.	Master Cosmetologist
CO101030	Dupas, Maeletha	Master Cosmetologist
CO101031	Dykes, Jennifer A	Master Cosmetologist
CO101032	Gray, Deanna M	Master Cosmetologist
CO101033	Hammock, Traci	Master Cosmetologist
CO101034	Hill, Denise Ann	Master Cosmetologist
CO101035	Hopkins, Brittany	Master Cosmetologist
CO101036	Horton, Dana Clarke	Master Cosmetologist
CO101037	Hunter-Brown, Fatimah Naimah	Master Cosmetologist
CO101038	Lauter, Heather K.	Master Cosmetologist
CO101039	Malette, Ronald Matthew	Master Cosmetologist
CO101040	McBurnett, Mary Amanda	Master Cosmetologist
CO101041	Morene, Lynette	Master Cosmetologist
CO101042	Murphy, Tyra LaJuana	Master Cosmetologist
CO101043	Palencia, Evelyn Susely	Master Cosmetologist
CO101044	Panter, Ashley Anne	Master Cosmetologist
CO101045	Peeler, Hannah E	Master Cosmetologist
CO101046	Pena, Amarilis T	Master Cosmetologist
CO101047	Poulson, Kaisha	Master Cosmetologist
CO101048	Price, Athena N	Master Cosmetologist
CO101049	Prock, Megan Rebecca	Master Cosmetologist
CO101050	Rogers, Micah Layne	Master Cosmetologist
CO101051	Sanders, Tamatha Ann	Master Cosmetologist
CO101052	Sherrer, Montrice D	Master Cosmetologist
CO101053	Shiraishi, Miho	Master Cosmetologist
CO101054	Sikes, Keli	Master Cosmetologist
CO101055	Singleton, Angela Marie	Master Cosmetologist
CO101056	Smith, Cheryle Monique	Master Cosmetologist
CO101057	Smith, Olivia Heard	Master Cosmetologist
CO101058	Sosic, Fahrija	Master Cosmetologist
CO101059	Srey, Phally	Master Cosmetologist
CO101060	Stewart, Cateria	Master Cosmetologist
CO101061	Stricker, Sarah Teresa	Master Cosmetologist
CO101062	Swale, Kathryn Ashleigh	Master Cosmetologist
CO101063	Tadesse, Merab A	Master Cosmetologist
CO101064	Vining, Sabrina	Master Cosmetologist
CO101065	Wallace, Jason L	Master Cosmetologist
CO101066	Ancho, Jason	Master Cosmetologist
CO101067	Barrett, Brittany Lynn	Master Cosmetologist
CO101068	Beach, Andrea Harrison	Master Cosmetologist

CO101069	Boyd, Irene K	Master Cosmetologist
CO101070	Boyer, Nikela Latrice	Master Cosmetologist
CO101071	Brown, Tonya Lenora	Master Cosmetologist
CO101072	Burriss, Pamela Rene	Master Cosmetologist
CO101073	Church, Tammy L.	Master Cosmetologist
CO101074	Cineus, Guerline	Master Cosmetologist
CO101075	Cochran, Erica Dawn	Master Cosmetologist
CO101076	Colvard, Shakeitha Shante	Master Cosmetologist
CO101077	Darden, Kipling Denise	Master Cosmetologist
CO101078	Darmajanti, Repkha Sri	Master Cosmetologist
CO101079	Dorsey, Marquita P	Master Cosmetologist
CO101080	Dunn, Valery Felicia -King	Master Cosmetologist
CO101081	Folsom, Melindy Elizabeth	Master Cosmetologist
CO101082	Fowler, Erin Ivey	Master Cosmetologist
CO101083	Francois, Merisena	Master Cosmetologist
CO101084	Gennadopoulos, Maria Brittany	Master Cosmetologist
CO101085	Green, Katherine Elise	Master Cosmetologist
CO101086	Gupta, Vibha	Master Cosmetologist
CO101087	Huynh, Mary	Master Cosmetologist
CO101088	Ingram, Livia	Master Cosmetologist
CO101089	Jones, Amanda Kay	Master Cosmetologist
CO101090	Jones, Annessa	Master Cosmetologist
CO101091	Kim, Hannah S	Master Cosmetologist
CO101092	Kinchen, Amy Beacham	Master Cosmetologist
CO101093	King, Brittany Lee	Master Cosmetologist
CO101094	Klopfenstein, Christina M	Master Cosmetologist
CO101095	Maier, Elizabeth Leigh	Master Cosmetologist
CO101096	Manjic, Esada	Master Cosmetologist
CO101097	Margosian, Terry E.	Master Cosmetologist
CO101098	Marsh, Janena	Master Cosmetologist
CO101099	McCann, D'Lisa Joan	Master Cosmetologist
CO101100	McKnight, Sharinda Sharrell	Master Cosmetologist
CO101101	Meacham, Melissa Dawn	Master Cosmetologist
CO101102	Moeller, Miranda	Master Cosmetologist
CO101103	Moore, Latasha Monique	Master Cosmetologist
CO101104	Morkel, Lindsay Marie	Master Cosmetologist
CO101105	Nguyen, Davina T	Master Cosmetologist
CO101106	Odom, Kate C	Master Cosmetologist
CO101107	Paist, Kristy Cantey	Master Cosmetologist
CO101108	Pilici, Violeta	Master Cosmetologist
CO101109	Powell, Alexis D	Master Cosmetologist
CO101110	Sigmon, Rachel Marie	Master Cosmetologist
CO101111	Skinner, Julia LeAnne	Master Cosmetologist
CO101112	Smith, Shermel Latacha	Master Cosmetologist
CO101113	Stinnett, Toniya Taylor	Master Cosmetologist
CO101114	Stovall, Meridith Lee	Master Cosmetologist
CO101115	Talley, Rachelle Leanne	Master Cosmetologist
CO101116	Tapia, Alma Lizbeth	Master Cosmetologist
CO101117	Targonski, Urszula	Master Cosmetologist
CO101118	Taylor, Andrea	Master Cosmetologist
CO101119	Thompson, Kim L	Master Cosmetologist
CO101120	Tran, Hanh T	Master Cosmetologist
CO101121	Vuong, Nhi Ai	Master Cosmetologist

CO101122	Waller, Jamie Whitaker	Master Cosmetologist
CO101123	Weaver, Lisa M	Master Cosmetologist
CO101124	Whitehead, Sharelda La'Nise	Master Cosmetologist
CO101125	Williams, Crysta Marie	Master Cosmetologist
CO101126	Williams, Reshandra Nichole	Master Cosmetologist
CO101127	Winfield, Wykisha L	Master Cosmetologist
CO101128	Yu, Yen B	Master Cosmetologist
CO101129	Robinson, Wendy Kay	Master Cosmetologist
CO101130	Ryan, Enjoli Jeanette	Master Cosmetologist
CO101131	Tilden, Maya Ellen	Master Cosmetologist
CO101132	Tellis, Jessica Marie	Master Cosmetologist
CO101133	Ali, Nadia B	Master Cosmetologist
CO101134	Alvarado, Yesenia	Master Cosmetologist
CO101135	Ayanwale, Fausatu A	Master Cosmetologist
CO101136	Black, London G	Master Cosmetologist
CO101137	Bogue, Barbara Raynette	Master Cosmetologist
CO101138	Brownlee, Saushywa T	Master Cosmetologist
CO101139	Bullard, Lindsey Kaye	Master Cosmetologist
CO101140	Bussie, Joquetta Tolore	Master Cosmetologist
CO101141	Callaway, Monica Paige	Master Cosmetologist
CO101142	Campbell, Kevin D	Master Cosmetologist
CO101143	Cisneros, Jacqueline	Master Cosmetologist
CO101144	Cook, Tahesha D	Master Cosmetologist
CO101145	Ellis, George Lee, Jr.	Master Cosmetologist
CO101146	Everett, Rebekah Ann	Master Cosmetologist
CO101147	Falls, Julie Michelle	Master Cosmetologist
CO101148	Goode, Terrayl Michael	Master Cosmetologist
CO101149	Grimes, Amanda Wingfield	Master Cosmetologist
CO101150	Hamby, Kyndall Le-Ann	Master Cosmetologist
CO101151	Harmon, Marisha Denise	Master Cosmetologist
CO101152	Henderson, Tammy	Master Cosmetologist
CO101153	Hernalsteen, Jennifer	Master Cosmetologist
CO101154	Hickman, Briana Jacquiel	Master Cosmetologist
CO101155	Hodges, Felisha Renay	Master Cosmetologist
CO101156	James, Monet Angelique	Master Cosmetologist
CO101157	Jemmott, Geornice	Master Cosmetologist
CO101158	Jenkins, Roseziner	Master Cosmetologist
CO101159	Jiwani, Salima Aziz	Master Cosmetologist
CO101160	Kalwani, Nadia	Master Cosmetologist
CO101161	Kennedy, Patricia	Master Cosmetologist
CO101162	Kennedy, Siobahn Latrice	Master Cosmetologist
CO101163	Kerlin, Amanda L	Master Cosmetologist
CO101164	Knox, Marquise L	Master Cosmetologist
CO101165	Koone, Andrea E	Master Cosmetologist
CO101166	Lank, Tiffany F	Master Cosmetologist
CO101167	Laughlin, Amanda Jo	Master Cosmetologist
CO101168	McCoy, Andrea Pyform	Master Cosmetologist
CO101169	McHugh, Jackie	Master Cosmetologist
CO101170	Minor, Elliott W	Master Cosmetologist
CO101171	Mitchell, Alik Joseph	Master Cosmetologist
CO101172	Monk, Elizabeth Britton	Master Cosmetologist
CO101173	Padgett, Caroline Dotson	Master Cosmetologist
CO101174	Parker, Tameka Evette	Master Cosmetologist

CO101175	Patterson, Ragan Michelle	Master Cosmetologist
CO101176	Queen, Jennifer Jean	Master Cosmetologist
CO101177	Rasheed, Letitia S	Master Cosmetologist
CO101178	Reed, Jennifer Kacy	Master Cosmetologist
CO101179	Shuler, Jeremy True	Master Cosmetologist
CO101180	Sisler, Heather Lynn	Master Cosmetologist
CO101181	Ussery, Arsha Marissa	Master Cosmetologist
CO101182	Virani, Rozie L	Master Cosmetologist
CO101183	Walker, Kristina Nicole	Master Cosmetologist
CO101184	White, Kandice Ellen	Master Cosmetologist
CO101185	Willard, Sherri Marie	Master Cosmetologist
CO101186	Brockington, Tamika Tonyette	Master Cosmetologist
CO101187	Bird , Phillip	Master Cosmetologist
CO101188	Spencer, Sarah Kathryn	Master Cosmetologist
CO101189	Wilson, Tonya Raye	Master Cosmetologist
CO101190	Elder, Leslie Dean	Master Cosmetologist
CO101191	Bartlett-Abrams, Kathleen Laverne	Master Cosmetologist
CO101192	Delbrune, Lince	Master Cosmetologist
CO101193	Burrell, Rhetta Siggers	Master Cosmetologist
CO101194	Patterson, Annietha M	Master Cosmetologist
CO101195	Mohamed, Adishah	Master Cosmetologist
CO101196	Montalvo, Mercedes L	Master Cosmetologist
CO101197	Brown, Shauna T	Master Cosmetologist
CO101198	Duong, Ly Kim	Master Cosmetologist
CO101199	Brewer, Lauren M	Master Cosmetologist
CO101200	Cook, Sarah M	Master Cosmetologist
CO101201	Knowles, Linda Nicole	Master Cosmetologist
CO101202	Pattillo, Tracey D	Master Cosmetologist
CO101203	Copeland, Tina Michele	Master Cosmetologist
CO101204	Bonner, Brandy Lynn	Master Cosmetologist
CO101205	Nguyen, Thanh Tam K	Master Cosmetologist
CO101206	Graham, Shea Danielle	Master Cosmetologist
CO101207	Ho, Lan V.	Master Cosmetologist
CO101208	Adams, Jamaica Takelia	Master Cosmetologist
CO101209	Landry, Jared J	Master Cosmetologist
CO101210	Murdock, Keisha Yvonne	Master Cosmetologist
CO101211	Melaragno, Carly D	Master Cosmetologist
CO101212	Stevens, Stephani LeAn	Master Cosmetologist
CO101213	Long, Terri Melissa	Master Cosmetologist
CO101214	Taylor, Kimberly O'Shea	Master Cosmetologist
CO101215	Barter, Linda Ann	Master Cosmetologist
CO101216	Nguyen, Hai Mong	Master Cosmetologist
CO101217	Parris, Linda J	Master Cosmetologist
CO101218	Johnson, Carmen Savannah	Master Cosmetologist
CO101219	Tavares, Sandra Lois	Master Cosmetologist
CO101220	Bassett, Virginia W	Master Cosmetologist
CO101221	Sargent, Mark	Master Cosmetologist
CO101222	Hudson, Jaime Linn	Master Cosmetologist
CO101223	Richmond, Linda Durham	Master Cosmetologist
CO101224	Earwood, Kenneth	Master Cosmetologist
CO101225	Jordan-Glover, Latorria J	Master Cosmetologist
CO101226	Randolph, Amy N	Master Cosmetologist
CO101227	Moore, Corey	Master Cosmetologist

CO101228	Cerra, JoAnne G	Master Cosmetologist
CO101229	Luong, Tham H	Master Cosmetologist
CO101230	Farnsworth, Coleen D	Master Cosmetologist
CO101231	Bryant, Christine Lee	Master Cosmetologist
CO101232	Buckett, Kristen Lynn	Master Cosmetologist
CO101233	Dowd, Connie Denice	Master Cosmetologist
CO101234	Duncan, Janet M	Master Cosmetologist
CO101235	Hawkins, Alivia Raye	Master Cosmetologist
CO101236	Nguyen, Hanh Thi	Master Cosmetologist
CO101237	Manley, Rebecca Ann	Master Cosmetologist
CO101238	Smith-Ayala, Sandra M	Master Cosmetologist
CO101239	Tran, Jennifer Le	Master Cosmetologist
CO101240	Tran, Trina N	Master Cosmetologist
CO101241	Showalter, Felicia Cherylette	Master Cosmetologist
CO101242	Windsor, Marshon Renee	Master Cosmetologist
CO101243	Melching, Leesa Danielle	Master Cosmetologist
CO101244	Skeens, Jenny M	Master Cosmetologist
CO101245	Luong, Tracy Thi	Master Cosmetologist
CO101246	Galvan, Miranda Michelle	Master Cosmetologist
CO101247	Simmons, Whitney April	Master Cosmetologist
CO101248	Lewis, Sonya M	Master Cosmetologist
COA007120	Johnson, Jessica Lea	Cosmetology Apprentice
COA007121	Johnson, Joylin Patrice	Cosmetology Apprentice
COA007122	Hill, Kevin	Cosmetology Apprentice
COA007123	Smith, Sonya N	Cosmetology Apprentice
COA007124	Pope, Lisa D	Cosmetology Apprentice
COA007125	Tran, Dung Quang	Cosmetology Apprentice
COA007126	Brackett, Amy Rewis	Cosmetology Apprentice
COA007127	Roberts, Connie L	Cosmetology Apprentice
COA007128	Jackson, Sandra Faye	Cosmetology Apprentice
COA007129	Cooper, Ashley Elizabeth	Cosmetology Apprentice
COA007130	Ewing, Catherine Renee	Cosmetology Apprentice
COA007131	Gubaci, Keshia S	Cosmetology Apprentice
COA007132	Smith, Stephen Dustin	Cosmetology Apprentice
COA007133	Lira, Elsa	Cosmetology Apprentice
COA007134	Beldon, Gina R	Cosmetology Apprentice
COA007135	Lewis, Jodi A.	Cosmetology Apprentice
COA007136	Hayes, Erika Smith	Cosmetology Apprentice
COA007137	Francis, Cassandra	Cosmetology Apprentice
COA007138	Bass, Terri	Cosmetology Apprentice
COA007139	Mathews, Melanie Ann	Cosmetology Apprentice
COA007140	Hunter, Sharyne D	Cosmetology Apprentice
COA007141	Bethune, Yolanda	Cosmetology Apprentice
COA007142	Shelley, Robin Tomain	Cosmetology Apprentice
COA007143	Bush, Stephen A	Cosmetology Apprentice
COA007144	Walker, Kimberly Renee'	Cosmetology Apprentice
COA007145	Shelton, Ciji Tatiana	Cosmetology Apprentice
COA007146	Salinas, Maria R M	Cosmetology Apprentice
COA007147	Huggins, Christina Laurel	Cosmetology Apprentice
COA007148	Hammock, Joshua L	Cosmetology Apprentice
COA007149	Westall, Amanda Brooke	Cosmetology Apprentice
COA007150	Williams, Michelle Elan	Cosmetology Apprentice
COA007151	Culbreth, Antonio L	Cosmetology Apprentice

COA007152	Clay, Heather Nicole	Cosmetology Apprentice
COA007153	Banks, Chasity Nicole	Cosmetology Apprentice
COA007154	Simmons, Cheryl Ann	Cosmetology Apprentice
COA007155	Vinson, Allison Cox	Cosmetology Apprentice
COA007156	Bazemore, Kimberly Brett	Cosmetology Apprentice
COA007157	Henry, Kayla Danielle	Cosmetology Apprentice
COA007158	Diggs, Mallorie Amy	Cosmetology Apprentice
COA007159	Coleman, Sha'Kera A	Cosmetology Apprentice
COA007160	Holliday, Kaireen	Cosmetology Apprentice
COA007161	Murphy, Michael D	Cosmetology Apprentice
COA007162	Molina, Maria M	Cosmetology Apprentice
COI-000946	Shivers, Marilyn C	Cosmetology Instructor
COI-000947	Stephens, Susan Anne	Cosmetology Instructor
COSA036213	A Nu Image at Savvi Salon	Cosmetology Salon
COSA036214	K African Hair Braiding Salon	Cosmetology Salon
COSA036215	Oasis Nails & Skin Care Salon	Cosmetology Salon
COSA036216	Atlanta Great Clips Salon	Cosmetology Salon
COSA036217	Alpharetta Great Clips Salon	Cosmetology Salon
COSA036218	Unique Nails	Cosmetology Salon
COSA036219	Da-Vi Nails Shop #3786	Cosmetology Salon
COSA036220	Unique Hair Designs Salon	Cosmetology Salon
COSA036221	Top Secret Hair Salon	Cosmetology Salon
COSA036222	Merle Norman Cosmetic Studio Salon & Spa	Cosmetology Salon
COSA036223	Ultra Salon Cosmetics & Fragrance inc	Cosmetology Salon
COSA036224	Adole K Hair Salon	Cosmetology Salon
COSA036225	Top Nails Salon	Cosmetology Salon
COSA036226	B I G Styles Salon	Cosmetology Salon
COSA036227	The Art of Touch Day Spa LLC	Cosmetology Salon
COSA036228	Ace Hair Studio Salon	Cosmetology Salon
COSA036229	Angel Nails Salon	Cosmetology Salon
COSA036230	Fashion Nail Shop	Cosmetology Salon
COSA036231	White Wash Studio Salon	Cosmetology Salon
COSA036232	Signature Styles Salon	Cosmetology Salon
COSA036233	Salon De Belleza Rachel's	Cosmetology Salon
COSA036234	Natural Flo Inc Salon	Cosmetology Salon
COSA036235	Icons Hair Studio	Cosmetology Salon
COSA036236	Elcy's Dominican Hair Salon	Cosmetology Salon
COSA036237	Deidra's Hair Salon	Cosmetology Salon
COSA036238	Super Nails and Hair Salon	Cosmetology Salon
COSA036239	Lilly Nails Salon	Cosmetology Salon
COSA036240	GiGi's Salon & Day Spa	Cosmetology Salon
COSA036241	New Creations Hair Salon	Cosmetology Salon
COSA036242	Derma- Luxe Salon	Cosmetology Salon
COSA036243	Derma - Luxe Salon	Cosmetology Salon
COSA036244	Ultimate Nail & Spa Salon	Cosmetology Salon
COSA036245	K P & Company Hair Care Studio Salon	Cosmetology Salon
COSA036246	Lucky Nails	Cosmetology Salon
COSA036247	Nail World Salon	Cosmetology Salon
COSA036248	California Nails Salon	Cosmetology Salon
COSA036249	The Beauty Shop	Cosmetology Salon
COSA036250	Southern Hair Designs by Jennifer Knight	Cosmetology Salon
COSA036251	iBrows Studios Salon	Cosmetology Salon

COSA036252	Hair Studio 111 Salon	Cosmetology Salon
COSA036253	Great Clips Salon	Cosmetology Salon
COSA036254	Original Nail Salon	Cosmetology Salon
COSA036255	Life Spa Salon	Cosmetology Salon
COSA036256	Fulton Salon Inc	Cosmetology Salon
COSA036257	The Strand Hair & Skin Salon	Cosmetology Salon
COSA036258	Conyers Hair Salon	Cosmetology Salon
COSA036259	Passagio Hair Salon	Cosmetology Salon
COSA036260	Reflections Salon	Cosmetology Salon
COSA036261	LTL Make -Up at Sola Salon Studios	Cosmetology Salon
COSA036262	Misti's California Concept Hairdesign	Cosmetology Salon
COSA036263	Jefferson Nail Salon	Cosmetology Salon
COSA036264	East Lake Barber Plus Style	Cosmetology Salon
COSA036265	Fusion Salon and Spa	Cosmetology Salon
COSA036266	En Vision Hair and Nail Salon	Cosmetology Salon
COSA036267	July's Hair Salon	Cosmetology Salon
COSA036268	Crystal Nails Salon	Cosmetology Salon
COSA036269	Cuttin' Up Hair Salon	Cosmetology Salon
COSA036270	Jo Vs Place Nail Salon	Cosmetology Salon
COSA036271	Studio Essentials Salon	Cosmetology Salon
COSA036272	Turn N Headz Barber & Beauty Salon	Cosmetology Salon
COSA036273	Professional Salon Studios Of Atlanta	Cosmetology Salon
COSA036274	Karen's Hair & Tanning Salon	Cosmetology Salon
COSA036275	Shear Illusions Salon	Cosmetology Salon
COSA036276	Creative Image Salon	Cosmetology Salon
COSA036277	Smart Style Salon #10075	Cosmetology Salon
COSA036278	Regal Nails	Cosmetology Salon
COSA036279	Beth's Nails Salon	Cosmetology Salon
COSA036280	Salon Carpe Diem	Cosmetology Salon
COSA036281	Pascal Bensimon Haute Coiffure	Cosmetology Salon
COSA036282	Nail Luv Of Hudson Bridge Salon	Cosmetology Salon
COSA036283	This is Cindy Salon	Cosmetology Salon
COSA036284	Salon Cha Cha	Cosmetology Salon
COSA036285	Luxe Nails Spa Salon	Cosmetology Salon
COSA036286	Fairy Tales Childern's Hair Salon	Cosmetology Salon
COSA036287	Smart Style Salon #10076	Cosmetology Salon
COSA036288	Beautiful Creations Beauty Salon	Cosmetology Salon
COSA036289	Palucci's Hair Salon	Cosmetology Salon
COSA036290	Feather Touch Hair Salon	Cosmetology Salon
COSA036291	Lavender Hill Spa Salon	Cosmetology Salon
COSA036292	Beauty Nail Salon	Cosmetology Salon
COSA036293	Nail Boutique Salon	Cosmetology Salon
COSA036294	A T Nails Salon	Cosmetology Salon
COSA036295	Shear Fantasy Hair & Tanning Salon	Cosmetology Salon
COSA036296	Salon 924	Cosmetology Salon
COSA036297	Heavenly Hair Beauty Salon	Cosmetology Salon
COSA036298	Jandy Hair Studio	Cosmetology Salon
COSA036299	Shulanda's Beauty Shop	Cosmetology Salon
COSA036300	Fine Nails Salon	Cosmetology Salon
COSA036301	Linda Nails Salon	Cosmetology Salon
COSA036302	Atmospheres Salon	Cosmetology Salon
COSA036303	Voltage Hair Studio	Cosmetology Salon
COSA036304	Luxury Nails & Spa Salon	Cosmetology Salon

COSA036305	Westside Wellness Spa & Salon	Cosmetology Salon
COSA036306	Anh Truong/DBA Regal Nails Salon & Spa	Cosmetology Salon
COSA036307	Form & Style Hair Salon	Cosmetology Salon
COSA036308	Nails TLC Salon	Cosmetology Salon
COSA036309	Express Nail Salon	Cosmetology Salon
COSA036310	Hammond Nails & Spa Salon	Cosmetology Salon
COSA036311	Rogers \$ Rogers Beauty & Barbershop	Cosmetology Salon
COSA036312	Pro Top Nails Salon	Cosmetology Salon
COSA036313	Nveva Imagen 7 Salon	Cosmetology Salon
COSA036314	20 West Beauty Salon	Cosmetology Salon
COSA036315	Victoria's Hair Salon	Cosmetology Salon
COSA036316	Nail Time Salon	Cosmetology Salon
COSA036317	Crystal Nails & Waxing Salon	Cosmetology Salon
COSA036318	Stylz Beauty & Hair Salon	Cosmetology Salon
COSA036319	Trinity Beauty Salon	Cosmetology Salon
COSA036320	M & B Nails Salon	Cosmetology Salon
COSA036321	Q T Nails Salon	Cosmetology Salon
COSA036322	A Kut Above Salon	Cosmetology Salon
COSA036323	Concepts Hair Salon	Cosmetology Salon
COSA036324	Collette's Hair Salon	Cosmetology Salon
COSA036325	Nail Spa Salon	Cosmetology Salon
COSA036326	My Time Day Spa and Boutique Shop	Cosmetology Salon
COSA036327	Well Seasoned Salon	Cosmetology Salon
COSA036328	Hair Werks & Co. Beauty Salon	Cosmetology Salon
COSA036329	Anna Jacobs Salon Suites	Cosmetology Salon
COSA036330	Clippers and Scissors Hair Shop	Cosmetology Salon
COSA036331	Lola Ricci Salon	Cosmetology Salon
COSA036332	Beauty Nails Salon	Cosmetology Salon
COSA036333	Dean's Salon	Cosmetology Salon
COSA036334	Studio 115 Salon	Cosmetology Salon
COSA036335	The Hair Studio Salon	Cosmetology Salon
COSA036336	SalonJai	Cosmetology Salon
COSA036337	Backstage Salon	Cosmetology Salon
COSA036338	Kevin Nails Salon	Cosmetology Salon
COSA036339	V. N. Nails Shop	Cosmetology Salon
COSA036340	Shear Expressions Salon	Cosmetology Salon
COSA036341	Judy Kay's Salon & Day Spa	Cosmetology Salon
COSA036342	Na'llahs Hair Studio Salon	Cosmetology Salon
COSA036343	Castle Borrdello Hair Salon	Cosmetology Salon
COSA036344	Designing U Sales & Services	Cosmetology Salon
COSA036345	Mery's Hair Salon	Cosmetology Salon
COSA036346	Kut Factory Barber Shop	Cosmetology Salon
COSA036347	Gabrielles Hair Salon	Cosmetology Salon
COSA036348	Elements Salon	Cosmetology Salon
COSA036349	Julie's Beauty Salon	Cosmetology Salon
COSA036350	Magnolia Manor of Macon Co. Beauty Shop	Cosmetology Salon
COSA036351	Magnolia Manor South Beauty Shop	Cosmetology Salon
COSA036352	Magnolia Manor Of Macon Beauty Salon	Cosmetology Salon
COSA036353	Christina Hair Salon	Cosmetology Salon
COSA036354	Tangles Totes & Tan Salon	Cosmetology Salon
COSA036355	Matrix Salon	Cosmetology Salon
COSA036356	Beauty Central,LLC	Cosmetology Salon

COSA036357	Creme De La Creme Hair Studio	Cosmetology Salon
COSA036358	Joshua's Salon	Cosmetology Salon
COSA036359	Brazilian Wax by Andreia Salon	Cosmetology Salon
COSA036360	Azul Day Spa - Nail and Esthetician Salon	Cosmetology Salon
COSA036361	Hair Works Beauty Salon	Cosmetology Salon
COSA036362	A Cut Above Beauty Salon	Cosmetology Salon
COSA036363	Salon Speaks	Cosmetology Salon
COSA036364	K A Kelley Hair Design Salon	Cosmetology Salon
COSA036365	Dongh Wan Beauty Salon & More	Cosmetology Salon
COSA036366	University Barber Shop	Cosmetology Salon
COSA036367	Nailport Express Salon	Cosmetology Salon
COSA036368	New Zion Nail Salon	Cosmetology Salon
COSA036369	Flava Beauty Salon	Cosmetology Salon
COSA036370	Star Salon	Cosmetology Salon
COSA036371	Nail Dynasty Salon	Cosmetology Salon
COSA036372	The Day Spa Salon at Happy Hollow	Cosmetology Salon
COSA036373	Crossville Family Cuts Salon	Cosmetology Salon
COSA036374	A New You Hair Studio & Spa Salon	Cosmetology Salon
COSA036375	County Line Style Salon	Cosmetology Salon
COSA036376	Connie's Tips & Toes Salon	Cosmetology Salon
COSA036377	Colours Salon	Cosmetology Salon
COSA036378	She's Innovative Salon	Cosmetology Salon
COSA036379	All The Trimmings Spa & Salon	Cosmetology Salon
COSA036380	House of Styles Beauty Salon	Cosmetology Salon
COSA036381	R-Style Salon	Cosmetology Salon
COSA036382	Gracie's Beauty Shop Inc	Cosmetology Salon
COSA036383	Lisa's Hair Salon	Cosmetology Salon
COSA036384	Christian Kutz & Stylez Salon	Cosmetology Salon
COSA036385	Let's Talk About Hair Salon	Cosmetology Salon
COSA036386	Diamond Nails Salon	Cosmetology Salon
COSA036387	Crystal Nails Salon	Cosmetology Salon
COSA036388	M T Nails Salon	Cosmetology Salon
COSA036389	Ghedine's Head 2 Toe	Cosmetology Salon
COSA036390	Lord & Lady Hair & Day Spa Inc	Cosmetology Salon
COSA036391	Focused On You Salon	Cosmetology Salon
COSA036392	Nails Now Salon	Cosmetology Salon
COSA036393	Southern Charm Hair Salon	Cosmetology Salon
COSA036394	Serene Nails & Spa Salon	Cosmetology Salon
COSA036395	Form & Style Dominican Hair Salon	Cosmetology Salon
COSA036396	Unique In U Shop	Cosmetology Salon
COSA036397	K V Nails Salon	Cosmetology Salon
COSA036398	Lana Pham dba Regal Nails Salon & Spa	Cosmetology Salon
COSA036399	Regal Nails	Cosmetology Salon
COSA036400	Best Nails Salon	Cosmetology Salon
ES002845	Reynolds, Michelle Dawn	Esthetician
ES002846	Fertitta, Deborah Ann	Esthetician
ES002847	Billingslea, Beverly R.	Esthetician
ES002848	Blanton, Mary Lindsey	Esthetician
ES002849	Chapman, Celeste Ariel	Esthetician
ES002850	Childres, Vickie L	Esthetician
ES002851	Diaz, Amanda Marlene	Esthetician
ES002852	Dowling, Lorie Britt	Esthetician
ES002853	Dugan, Caitlin Mariah	Esthetician

ES002854	Duong, Vivian	Esthetician
ES002855	Galli, Sarah Swanson	Esthetician
ES002856	Gonzalez, Tracey K	Esthetician
ES002857	Henderson, Laura Ann	Esthetician
ES002858	Hill, Stacy Leona	Esthetician
ES002859	Jones, Antonio Dwight, Jr.	Esthetician
ES002860	Jones, Sharon Ranae	Esthetician
ES002861	Matthew, Carleen P	Esthetician
ES002862	McMahon, Debra A	Esthetician
ES002863	Pinnick, Kelly	Esthetician
ES002864	Price, Tamiko Camille	Esthetician
ES002865	Rinkiewicz, Karen Lee	Esthetician
ES002866	Rossi, Mary Ann	Esthetician
ES002867	Sewell, Tamara Alyce	Esthetician
ES002868	Seyberth, Elizabeth	Esthetician
ES002869	Shivers, Jackie Renee	Esthetician
ES002870	Staten, Amanda Leigh	Esthetician
ES002871	Taylor, Cerissa Chanel	Esthetician
ES002872	Trent, Kim Yvette	Esthetician
ES002873	Underwood, Michaela R	Esthetician
ES002874	Walker, Shelia Carter	Esthetician
ES002875	Wingate, Mona Sobhi	Esthetician
ES002876	Womble, Carla Jean	Esthetician
ES002877	Le, Minh Thu	Esthetician
ES002878	Williams, Lauren Janelle	Esthetician
ES002879	Babayeva, Nelya	Esthetician
ES002880	Shives, Kelly Elizabeth	Esthetician
ES002881	Gulledge, Brittany Lee	Esthetician
ES002882	Ho, Christy	Esthetician
ESA000324	Cumbee, Heather	Esthetician Apprentice
ESA000325	Melvin, Paula Renee	Esthetician Apprentice
ESA000326	Burkhalter, Teri Danielle	Esthetician Apprentice
ESA000328	Ellington, Petra L	Esthetician Apprentice
ESA000329	Huynh, Dung Hue	Esthetician Apprentice
ESA000330	Wheeler, Lucie M	Esthetician Apprentice
ESI-000061	Curtis-Glakas, Karen D	Esthetician Instructor
ESI-000062	Reese, Leonie Amanda	Esthetician Instructor
ESSC000008	En Synergy Southeastern School of Esthetics	Esthetician School
HD000001	Rule, Jennifer L	Hair Designer
HDA000005	Chambers, Jaime Diane	Hair Designer Apprentice
HDA000006	Swan, Luz Adriana	Hair Designer Apprentice
HDA000007	Moniz, Laureen Dale	Hair Designer Apprentice
HDA000008	Delmarr, Alison Regina	Hair Designer Apprentice
HDA000009	Lopez, Julia M	Hair Designer Apprentice
NT013115	McPherson, De'Toya Ronicia	Nail Technician
NT013116	Le, Ha Kim	Nail Technician
NT013117	Bennett, Tonia L	Nail Technician
NT013118	Brooks, Vanessa Ray	Nail Technician
NT013119	Bryan, Ngoc Phuc	Nail Technician
NT013120	Cook, Amber Laureve	Nail Technician
NT013121	Dang, Lay Thi	Nail Technician
NT013122	Dao, Theresa Kim	Nail Technician

NT013123	Do, Phuong T	Nail Technician
NT013124	Do, Van Anh Thi	Nail Technician
NT013125	Duong, Mai Thi	Nail Technician
NT013126	Epps, Diane Michelle	Nail Technician
NT013127	Foster, Jacqueline Y	Nail Technician
NT013128	Hailstock , LaToya	Nail Technician
NT013129	Ho, Lien Ngoc Thi	Nail Technician
NT013130	Hoang, Vang Thi	Nail Technician
NT013131	Huynh, Ly Thi	Nail Technician
NT013132	Jiahui, Xu	Nail Technician
NT013133	Jones, Andrea	Nail Technician
NT013134	Koon, Michelle	Nail Technician
NT013135	Lam, Colin Michael	Nail Technician
NT013136	Lam, Sen Thi	Nail Technician
NT013137	Le, Khanh Tuan	Nail Technician
NT013138	Le, Phong Thanh	Nail Technician
NT013139	Le, Thao	Nail Technician
NT013140	Ly, Minh Thu Thi	Nail Technician
NT013141	Ly, Quyen The	Nail Technician
NT013142	Nguyen, Anh Loan Thi	Nail Technician
NT013143	Nguyen, Anh Tuyet	Nail Technician
NT013144	Nguyen, Hua Thanh	Nail Technician
NT013145	Nguyen, De Hong	Nail Technician
NT013146	Nguyen, Tin Tri	Nail Technician
NT013147	Nguyen, Tram Oanh Thi	Nail Technician
NT013148	Nom, Var	Nail Technician
NT013149	Pham, Mai Thi Thu	Nail Technician
NT013150	Pham, Minh Thi Thi	Nail Technician
NT013151	Scott, Cara Jean	Nail Technician
NT013152	Thai, Phong Qui	Nail Technician
NT013153	Tran, Bach Mai Thi	Nail Technician
NT013154	Tran, Cuong Minh	Nail Technician
NT013155	Tran, Dung Van	Nail Technician
NT013156	Tran, Nuong Hong	Nail Technician
NT013157	Tran, Thuong Tuyet Thuong	Nail Technician
NT013158	Vickery, Carol Page	Nail Technician
NT013159	Ho, Tam Khac	Nail Technician
NT013160	Avant, Sara Ellen	Nail Technician
NT013161	Boykin, Mary Elizabeth	Nail Technician
NT013162	Bradley, Kimberley E.	Nail Technician
NT013163	Bui, Thao Nhi Thi	Nail Technician
NT013164	Clark, Dawn Elizabeth	Nail Technician
NT013165	Do, Hong Anh T.	Nail Technician
NT013166	Duong, Phu T	Nail Technician
NT013167	Duong, Thuy Ngoc	Nail Technician
NT013168	Ellis, Quatavious Denise	Nail Technician
NT013169	Ho, Phuong Minh	Nail Technician
NT013170	Ho, Susan Dung	Nail Technician
NT013171	Jackson, Amy Michelle	Nail Technician
NT013172	Kainneranart, Melissa L	Nail Technician
NT013173	Ke, Yaxian	Nail Technician
NT013174	Lai, Yen Ngoc	Nail Technician
NT013175	Miller, Katherine Jean	Nail Technician

NT013176	Miller, Tammy Michelle	Nail Technician
NT013177	Murray, Sharina C	Nail Technician
NT013178	Newkirk, Aleshia LaDale	Nail Technician
NT013179	Nguyen, Alicia	Nail Technician
NT013180	Nguyen, Truyen T	Nail Technician
NT013181	Sysouvanh, Ratsamy	Nail Technician
NT013182	Toney, Brittanie R	Nail Technician
NT013183	Tran, Thuy Phuong Thi	Nail Technician
NT013184	Van, Tri Minh	Nail Technician
NT013185	Vongkhamchanh, Yommaly	Nail Technician
NT013186	Yates, Bonnie Sue	Nail Technician
NT013187	Nguyen, Thuy Tran-Vinh	Nail Technician
NT013188	Tran, Binh Yen Thi	Nail Technician
NT013189	Nguyen, Khanh Ngoc	Nail Technician
NT013191	Ancrum, Wesley K	Nail Technician
NT013192	Anderson, Rhonda D	Nail Technician
NT013193	Ayala, Paula Mary	Nail Technician
NT013194	Do, Dai Trang	Nail Technician
NT013195	Huynh, Hieu Tony	Nail Technician
NT013197	Janney, Amanda Louise	Nail Technician
NT013198	Keys, Tamara	Nail Technician
NT013199	Le, My Thi	Nail Technician
NT013200	Le, Nhan Van	Nail Technician
NT013201	Ly, Lien Thi	Nail Technician
NT013202	Lynn, Jennifer Nichole	Nail Technician
NT013203	Nguyen, Bich Thi Ngoc	Nail Technician
NT013204	Nguyen, Hong Hoa Thi	Nail Technician
NT013205	Nguyen, Kayla Phuong	Nail Technician
NT013206	Nguyen, Lily Thi	Nail Technician
NT013207	Nguyen, Tan Anh	Nail Technician
NT013208	Nguyen, Tien Thuy	Nail Technician
NT013209	Nguyen, Toan Duc	Nail Technician
NT013210	Nicholson, Natasha	Nail Technician
NT013211	Pham, Anh Tu	Nail Technician
NT013212	Pham, Hong Diep Thi	Nail Technician
NT013213	Thou, Ang	Nail Technician
NT013214	Tim, Sokhom	Nail Technician
NT013215	Tong, Kristy Phoung-An	Nail Technician
NT013216	Trinh, Trung Hoai	Nail Technician
NT013217	Tu, Hue Boi	Nail Technician
NT013218	Vo, Lan Ngoc	Nail Technician
NT013219	Quach, Chung D	Nail Technician
NT013220	Nguyen, Dieu Hoang	Nail Technician
NT013221	Verbal, Candice	Nail Technician
NT013222	Vu, Anna	Nail Technician
NT013223	Ho, Tuan Nguyen	Nail Technician
NT013224	Chang, Phi Cong	Nail Technician
NT013225	Nguyen, Diem Ngoc Thi	Nail Technician
NT013226	Nguyen, Thuy Thanh	Nail Technician
NT013227	Trieu, Trinh Ngo My	Nail Technician
NT013228	Park, Hee Kyung	Nail Technician
NT013229	To, Anh Thoai	Nail Technician
NT013230	Vuong, Mai Kieu	Nail Technician

NT013231	Nguyen, Hong Minh Thi	Nail Technician
NT013232	Tran, Frank	Nail Technician
NT013233	Hua, Thi	Nail Technician
NT013234	Tong, Hai Phuoc	Nail Technician
NT013235	Ho, Amy T	Nail Technician
NT013236	Bui, Tho Thi	Nail Technician
NT013237	Nguyen, Van Thanh	Nail Technician
NT013238	Nguyen, Kyla Thang	Nail Technician
NTA004088	Duong, Sa Kim	Nail Technician Apprentice
NTA004089	Deen, Selena Renee	Nail Technician Apprentice
NTA004090	Nguyen, Phong D	Nail Technician Apprentice
NTA004091	Ho, Be Thi	Nail Technician Apprentice
NTA004092	Nguyen, Thao Thi Thu	Nail Technician Apprentice
NTA004093	Teague, Lisa Lynn	Nail Technician Apprentice
NTA004094	Tran, Thao Thanh	Nail Technician Apprentice
NTA004095	Bui, Hanh Ngoc	Nail Technician Apprentice
NTA004096	To, Linh Thi Hong	Nail Technician Apprentice
NTA004097	Hawk, Candace Rayshawn	Nail Technician Apprentice
NTA004098	Huynh, Thy Thianh	Nail Technician Apprentice
NTA004099	Nguyen, Duc Trung	Nail Technician Apprentice
NTA004100	Easton, Tina Reed	Nail Technician Apprentice
NTA004101	Nguyen, Thuy-Chau T	Nail Technician Apprentice
NTA004102	Ho, Giang T	Nail Technician Apprentice
NTA004103	Tran, Lan Phuong Thi	Nail Technician Apprentice
NTA004104	Dial, Melissa M	Nail Technician Apprentice
NTA004105	Vu, Thanh T	Nail Technician Apprentice
NTA004106	Huynh, Van Tuyet	Nail Technician Apprentice
NTA004107	Hoang, Kiet T	Nail Technician Apprentice
NTA004108	Luong, Son Hai	Nail Technician Apprentice
NTA004109	McWilliams, LaKeisha J	Nail Technician Apprentice
NTA004110	Pham, Nu Ngoc	Nail Technician Apprentice
NTA004111	Cao, Phuong My	Nail Technician Apprentice
NTA004112	Le, Hoa Thi	Nail Technician Apprentice
NTA004113	Le, Kim Xuan Thi	Nail Technician Apprentice
NTA004114	Tran, Van Thi	Nail Technician Apprentice

3. Report of Paid Citations (October 01, 2006 to October 30, 2006):

Kay Kendrick moved, Betty Carlisle seconded, and the Board voted unanimously to ratify the report as follows:

<u>Salon Name</u>	<u>License #</u>	<u>Citation Date</u>	<u>Amount</u>
Scissors Hair Gallery	COSA030723	12/04/03	\$ 500
V-Nails	NTSA003921	03/09/04	\$ 500
Nail Charm Nail Salon	NTSA001333	05/21/04	\$ 500
Tyte Styles Hair Studio	COSA027850	06/23/04	\$ 500
Royal Crown Barb. & Bty	COSA028729	08/10/04	\$ 1000
Hair Expo	COSA032374	05/03/05	\$ 500
Lovely Tan & Nails	COSA026353	07/07/05	\$1500
The Hair Cottage	COSA029810	07/20/05	\$ 500
Happy Nails	NTSA005523	09/27/05	\$1000
Michael Scott Hair Looks	COSA006922	09/29/05	\$1000
USA Nails	NTSA005479	10/06/05	\$1000

Place 4 Nails	NTSA005169	12/16/05	\$1500
Rosa Mae Boykin	CO023284	01/05/06	\$ 500
Best Nails	NTSA005118	05/11/06	\$2000
Salon De Charlemagne	COSA023656	07/06/06	\$1650
Regal Nails	NTSA005134	08/01/06	\$ 500
Kent's Styling Bty Salon	COSA016645	08/11/06	\$ 500
Nail Tek	NTSA005563	08/29/06	\$1000
Classy Nails # 2	NTSA005415	08/30/06	\$1000
Carmella Mela Salon	COSA035195	08/30/06	\$ 500
Nails Services Salon	COSA035124	08/31/06	\$1500
New Nails	NTSA003538	09/07/06	\$ 500
Lovely Nails	NTSA003568	09/07/06	\$ 300
Azar Progressive Style..	COSA000298	09/08/06	\$ 500
Nail Angel Salon	COSA035514	09/12/06	\$1000
Lee Spa Nails	COSA032460	09/12/06	\$2000
Nation Nails	NTSA003126	09/14/06	\$ 500
Pretty Nails Salon	COSA034942	09/14/06	\$1000
C-K Nails Manicurist Salon	NTSA002143	09/18/06	\$ 500
Elegant Nails	NTSA003449	09/18/06	\$ 500
Fashion Nails	NTSA004203	09/18/06	\$ 500
Star Nails	NTSA004229	09/18/06	\$1500
Nail Design	NTSA004324	09/18/06	\$1500
Nails 1rst	NTSA004490	09/18/06	\$ 500
Hair & Nail Design	COSA030751	09/20/06	\$ 500
Lady Nails & Tan	NTSA004716	09/20/06	\$ 500
Magic Nail Salon	COSA035475	09/20/06	\$2500
Nail Optics	COSA030627	09/29/06	\$1500
Regal Nails Salon	COSA034750	09/29/06	\$1500
Pro Nails	NTSA002956	10/02/06	\$1500
Kim Nails Salon	COSA035785	10/02/06	\$ 500
MT Nails	NTSA004286	10/03/06	\$ 500
		Total	\$38,950.

Business Regulation and Inspection Report

1. Annie Plummer advised the Board that a total of 52 complaints had been received in the month of October 06.

The Board requested that future Business Regulation and Inspection Reports have a breakdown of complaints by professions i.e. nail salon, cosmetology salon, schools or personal licenses.

The Board also requested a breakdown of response time to complainants.

An Administrative Appeal Hearing was conducted regarding the citation issued to Antoinette Wilkerson, d/b/a Faithful City Hair Care. The hearing officer placed the board in executive session to deliberate on the matter.

The Board concluded executive session.

The Board voted unanimously to reschedule the hearing to December 06, 2006 due to the respondent did not receive proper notice.

Don Westbrook moved, Kay Kendrick, seconded and the Board voted unanimously to enter into Executive Session in accordance with O.C.G.A § 43-1-2(k) and 43-1-9(h) to deliberate on applications, enforcement matters and to review information on applications and investigate reports. Voting in favor of the motion were Betty Carlisle, Michelle Turley, John Siggers, Cynthia Stein, Wanda Brooks, and Evelyn Reid.

Board Appearances

Legal Services Report

Enforcement Report

The Board concluded Executive Session in order to vote on these matters and to continue public session.

Kay Kendrick moved, Betty Carlisle seconded, and the Board voted unanimously to accept the Voluntary Cease and Desist Orders from Kim Mounq, Holley Shea Lowry, Dao Luong, Gregory M. Murphy, d/b/a Cha'zon's Hair Studio, Brigitte L. Smith, d/b/a La Stars Palace Hair Salon, Fannie L. Cobb, d/b/a Fannie's Hair Salon, Tamara Daniel, d/b/a Brow & Beyond Beauty Studio, Shakita Byrd, d/b/a Hair & Beyond Beauty Salon, Phan Chi Tieu, Kim T. Nguyen, Maria Elizabeth Arreola, and Allen Jones, d/b/a B-I-G Styles.

Michelle Turley moved, Wanda Brooks seconded, and the Board voted unanimously to accept the signed consent orders of Carrie E. Holliday-Cohen, Andre M. Dodd, Gina R. Highfield, Tanavia J. Hodges, Amy Jones, William Lambert, Jr., d/b/a Lailah's Hair Studio Salon, Masheba S. Morris, Judy Motes, Stephanie Simpson, Melissa R. Smith and Kristie Thaxton.

Michelle Turley moved, Wanda Brooks seconded, and the Board voted unanimously to dismiss the citation against Hcx/Salon.

Kay Kendrick moved, Evelyn Reid seconded, and the Board voted unanimously to request hand service on the final order of J&M/HB then give owner 30 days from the date of hand service to pay citation in full or personal license at jeopardy.

Kay Kendrick moved, Michelle Turley seconded, and the Board voted unanimously to approve the application of MR/MASCOS/LIC attaching a consent order that the license is on probation during licensee incarceration and then on probation concurrent with any criminal probation and the, licensee must immediately report any future arrests or convictions.

Kay Kendrick moved, Michelle Turley seconded, and the Board voted unanimously to approve the application of CY/MASCOS/REN attaching a consent order that the license is on probation until 02/23/08 and that licensee must immediately report any future arrests or convictions.

Michelle Turley moved, Cynthia Stein seconded, and the Board voted unanimously to approve the application of KS, d/b/a EHS as complete and to issue the license.

Betty Carlisle moved, Wanda Brooks seconded, and the Board voted unanimously to approve the application of ZP, d/b/a PCSS as complete and to issue the license.

Kay Kendrick moved, Michelle Turley seconded, and the Board voted unanimously to approve the application of ANS/MASCOS/LIC attaching a consent order that the license is on probation until 02/03/2008 and the licensee must immediately report any future arrests or convictions.

Michelle Turley moved, Betty Carlisle seconded, and the Board voted unanimously to approve the application of LH/MASCOS/LIC attaching a consent order that the license is on probation until 08/17/2000 and the licensee must immediately report any future arrests or convictions.

Kay Kendrick moved, Evelyn Reid seconded, and the Board voted unanimously to table the application of SLK/MASCOS/LIC to the next meeting for guidance from the assistant attorney general.

Michelle Turley moved, Kay Kendrick seconded, and the Board voted unanimously to approve the application of EKL/MASCOS/RECIP as complete and to issue the license.

Michelle Turley moved, Kay Kendrick seconded, and the Board voted unanimously to approve the application of HM/MASCOS/RECIP as complete and to issue the license.

Michelle Turley moved, Kay Kendrick seconded, and the Board voted unanimously to approve the application of YMA/ESTH/LIC as complete and to issue the license.

Michelle Turley moved, Evelyn Reid seconded, and the Board voted unanimously to approve the application of TK/NT/REIN as complete and to issue the license.

Michelle Turley moved, Kay Kendrick seconded, and the Board voted unanimously to allow board staff to administratively process the application of M-SSB/MASCOS but to send licensee a letter advising her of O.C.G.A § 43-1-27 and for legal services to run follow-up check in three months.

Wanda Brooks moved, Betty Carlisle seconded, and the Board voted unanimously to table the application of TGF/MASCOS/LIC to the next meeting for guidance from the assistant attorney general.

Wanda Brooks moved, Betty Carlisle seconded, and the Board voted unanimously to approve the application of TRB/MASCOS/RECIP. as complete and to issue the license.

Michelle Turley moved, Wanda Brooks seconded, and the Board voted unanimously to approve the request from VD to change the status of VBS/Salon from probation to active.

Michelle Turley moved, Evelyn Reid seconded, and the Board voted unanimously for the assistant attorney general's office to proceed with a hearing against YHBB/Salon for violation of the OSAH order for non-payment of the fine.

Old Business:

Board member John Siggers distributed draft copies of the Georgia State Board of Cosmetology Sanitary Regulations for Salons and Schools. He requested that members review and provide input for possible vote at the December meeting.

Board member Kay Kendrick advised the members of the upcoming NIC meeting in May 2007 and that the meeting will be held in Savannah, Georgia.

Verbatim discussion of Board members requested meeting with the inspectors:

Martha Harris- as far as the day that the Board was to meet with the inspectors that was denied, I had corresponded with Mollie Fleeman and Eleanor Surrency and I made sure that you all got a copy of the emails and they did to, and basically from what I understand, the opportunity for the Cosmetology board members to meet with the inspectors was denied and any communication that we have with the inspectors will be made through Annie, their supervisor, or Eleanor. This is not satisfactory as far as covering the issues that need to be covered and I would like the Board to consider a motion to re-request that a meeting be set up with all of the inspectors as soon as possible.

Kay Kendrick- I make the motion.

John Siggers- I second.

Martha Harris- Any further discussion? All in favor? Any opposed?

Annette Wimberly- Who made the motion?

Kay Kendrick- I made the motion.

Martha Harris- This meeting needs to be on a Monday because the inspectors usually or sometimes come to Macon on Mondays and also the fact that a lot of salons are closed on Monday's and we don't want to take them away from their duties as our inspectors.

Eleanor Surrency- May I inquire as to what the meeting would be in regards to?

Martha Harris – Well, uh, number one thing we have five new inspectors we've never met.

Eleanor Surrency- And you will have the opportunity to meet them, um, as what we've had them in the field for training purposes, they do not currently have their cars for it to be feasible and economical to come back to the Board meetings so as soon as cars are assigned....

Martha Harris- Oh really, the Barber Board already met a couple of them. Why not the Cosmetology Board?

Eleanor Surrency- Because they were here on that day for in-service training and it just happened to be a good time for them to just come down and meet with them.

Martha Harris - Alright, well I'm going to let each Board member that wants to make comments on why we want to have a meeting with the inspectors besides I wanted to

meet them since they represent me and I've been denied that opportunity. Correct?

Correct?

Eleanor Surrency- The new Board uh, the new staff, will have the opportunity to meet with the Board when they get assigned their vehicles.

Martha Harris – And the old ones will be able to come to Board meetings starting again, when?

Eleanor Surrency - The old ones, we are not going to have coming to Board, we're not going to have inspectors coming to Board meetings on a rotating, periodical, um, basis. The Board has two representatives of direct supervision to the inspectors as we stated in the email, um, we will be happy to um, you know, um, for you to give us what you want to discuss with them. We will make a decision um, any hand-outs, any video's, we will review for relevancy, um, of how it should be presented, um, not relevancy of content so much but as to how it should be presented and then we will make that decision as management as to whether the staff should come to a whole Board meeting. We have to look at the economical distribution of their time and the expenses.

Martha Harris - The economical? How much money you mean it will cost the State of Georgia for the inspectors that inspect our salons, that write citations, protecting consumers, how much it cost to have a meeting with them?

Eleanor Surrency- Yes, that has to be considered. Also um, it has to be considered that

Martha Harris- Who considers that, uh, the division director or our executive director?

Eleanor Surrency- Our management staff.

Martha Harris - And that is who?

Eleanor Surrency - The management staff is myself, Ms. Plummer, Ms. Battle and Ms. Fleeman. Um, what will happen is um, you have two representatives on the Board who our responsibility is to supervise those individuals. The Board has no jurisdiction over the supervision of staff.

John Siggers- But we do have jurisdiction over teaching them what they should do.

Eleanor Surrency – That is training of inspectors falls under my and Ms. Plummer's guidelines to provide that training. We're supposed to uh, you know, obtain the information that you presents in Board meetings that you want shared.

John Siggers – You mean if we as a Board think they we're better off guiding those inspectors as far as what they should check, you're going to stand in the way of us teaching them how to do that?

Eleanor Surrency – I'm not standing in the way. I'm performing my job duties to, to go and see that that's the training being done.

John Siggers- You mean the rules of the state the board can't directly teach an inspector things.

Eleanor Surrency - It is the duties of the Board staff to do that and we meet with you to get an understanding.

John Siggers - Where does it say that?

Eleanor Surrency - It is, it is in, it's public record that the Board has no jurisdiction over staff and that content. Now if you feel that we can't articulate what the rule is and the way you want it enforced through our inspectors, if that is what your saying, you, we were going to plan a training manual that is going to have your priv, uh, your preparation, your review, your sign off, and then that manual will be shared with those inspectors through a training process.

John Siggers – In my opinion, in my opinion, if we want those inspectors to do the best job,

Eleanor Surrency – Uh hum

John Siggers - we need to listen to them and guide them on what to do. I'm familiar with what goes in a hair salon as the secretary of state's office doesn't have anybody that has that experience.

Eleanor Surrency - Ms. Plummer has that experience.

Martha Harris - Ms. Plummer has never worked as an inspector.

Eleanor Surrency – It

John Siggers - If I were going to get information about an esthetician, I'd go right there, that's where I'd get my information from. If I needed consumer protection guidance, there is where I'd go.

Eleanor Surrency - And that is relayed through the rules, through policies that you develop and then we share that with them and they can go and, and, and, carry out your expectations, but um, that's, that's the role of my job and Ms. Plummer's job.

Martha Harris - Well why are we getting so many complaints from salon owners and fellow licensees if the inspectors are so well trained by the staff that we have here at the Board office in Macon and Ms. Fleeman? I don't understand.

Eleanor Surrency – Ms. Fleeman doesn't train staff. Uh, um, training is an on-going process, it is something that should never, something, you know, be stopped because this field is changing, uh, you're really revamping all of your rules, uh, so training is an on-going process. I think the field changes, uh, we're gonna share some questions today with you that we have, um, received from a franchise of Fantastic Sams. Uh, salons are set up in different ways, we're going to get your input and then we're going to share with the inspectors and how they should handle the inspection process in that type, um, of franchise set up, so um a complaint, complaints are high

Martha Harris - Every salon, every salon, whether it's a franchise or an individual is going to be inspected exactly the same according to the inspection sheet and the rules and laws of the Georgia State Board of Cosmetology.

Eleanor Surrency - That is true but there are some different little nuances that the people brought forth questions that they want staff to ask the Board to get clarity on.

Martha Harris - You couldn't find clarity when you read the rules and regulations?

Eleanor Surrency - No, it was not covered.

Don Westbrook – I have one thing. Go ahead.

Michelle Turley- Oh, I, uh, see I'm a newbie so I'm still learning, everybody continue training me. What I want to know is as director, because that is your job, why, why, is your hesitation with letting the Board communicate or meet directly with the inspectors? Is there some type of danger that you see or is there some financial *inaudible* that it's going to be expensive to bring them all in or is it just because that's the rule and this is the way we're going to do it?

Eleanor Surrency – No. I look at it from a, uh, financial cost of bringing them in then I also look at it from a stand point that when they have come and sat in these meetings they will, you know, your planning rules, and uh, and I know what your request different to have a dedicated training time, but they have you know, you're planning a rule and say that this is going to be imple, changed, they will leave and go back and tell their peers that this is the way it should be done now, not knowing that the rule has to post 30 days or may end up coming back.

Martha Harris – You didn't communicate, you didn't communicate with them after the Board meetings that that was not the final rule?

Eleanor Surrency- Yes we do. We share and we share when the rules are finalized but they will go back and start implementing them and call in and say well so and so and I said that is not in effect currently. And so what we try to do, and, and Ms. Plummer has

done a very good job is to write down everything that she is covering in a meeting. Just like, uh, uh, you know, uh and so therefore when they leave, they leave with a different interpretation sometimes and not saying they are at fault you know, human nature, perception of something uh, they're excited that this is going to happen, they share in a conversation, that shares it with another one, when it's not really in effect at that time. Sometimes so, I think sometimes it does cause for miscommunication when they do sit in. Uh and they need to hear it from their supervisor, get it in writing. We have the effective dates and everything down so that we can also hold them accountable as to when they are starting to look for certain things when they go out in the field.

Don Westbrook I have a question or a statement really. Uh I don't it, I, I, don't know about them coming to the meetings, I understand what you're saying, it's hard. I think training sessions, maybe Board meetings, I don't know, but to have communication with the people that are representing this Board, the Board needs to have communication. I believe that and the reason I believe that. I'll give you an example. When I first got on this Board a year ago, a little over a year ago, in January we came to a training sessions for the people doing the grading for the state Board. The state Board sat a table over there, the people that work for, the graders were over here and Craig was up front teaching how to do haircuts and I thought this confirms my worst fears, confirms my worst fears and that is we got somebody that's a very intelligent man who graduated from Auburn teaching people how to do haircuts and I asked the question, I walked up to the front and I talked about haircuts. I'm using this as an example, we sent kids home who failed by one point, two points on the state Board because they had a long pair of barber scissors, barbers been using probably since Jesus was around, been cutting hair like that and we were failing them. We sent untold hundreds, if not thousands of people home, failed the state Board because they were doing something that simple. Where is this, of course the inspector, not the inspector, the people doing the grading and Craig said you can't cut past your knuckle. I said find it for me in a book. So, big search went on. Couldn't find it. Somebody somewhere read something and misinterpreted it. They either went home and thought about it and anyway we were failing kids, untold thousands, hundreds if not thousands of people told to go home and have to not work for a living or get a job shoveling horse manure or whatever they could get until they could get back and take the state Board. At that time they could not find it in a book, it was not in no books, it wasn't there. It went for years we've been doing that. This Board had been doing that, the Secretary of State's office had been doing that. Communication with the people that are practitioners is a good thing. I know you have experience, I know you have experience...

Annie Plummer - Thank you

Don Westbrook - ...but this Board was appointed to do one thing, to oversee things. If I was appointed to oversee it, I expect to be able to do that, at least communicate with the people doing the inspections and have some input in the training of those people. Now I believe that with every fiber of my being that I was appointed for that reason, for a lot of reasons. To me, I always said, you know, protection of the consumer, but protection of the practitioner or the licensees or my fellow professionals, I'm here to protect them too.

Martha Harris – They are consumers also.

Don Westbrook – They are. They're not our adversaries, they're not our enemies, they're not any of those things and I believe that beyond any shadow of a doubt that most people would believe that the Board of Cosmetology should have some, not just input, but communication in a training session because without that training sessions that day in January 06 I would have never been able to get it across. Now somebody made this up.

We've been causing harm, grave harm because somebody misinterpreted a book or made it up. I don't know which one it was and it don't make no difference but we caused hundreds of people to have to go home and quit work, thousands probably over the years. So me having access to knowledge of exactly what's going on in a training session and the people that come after me having that knowledge, and the people, you're going to be gone some day and you're going to be gone someday, and if you do it perfect, the next person who says the next person will. This Board needs to have some oversight. That's my opinion for what it's, I mean, and I believe it with everything in me. If I, I, uh, uh, and I can't see it no other way. I'll lobby, I'll work, I'll do anything I can do, not to take your job, not to intrude on you, not to, not to, uh diminish it in any capacity, but this Board needs to have oversight in the training process and communication there that day. I believe that. That's my dog and pony show guys.

Martha Harris – Thank you Don. Do any of the other Board members have any input? The only thing I've gotten out of this so far is the financial impact of the meetings. Is that correct? Did anybody else get anything else out of it?

Eleanor Surrency – There were two points.

Martha Harris - Alright number one was the financial impact.

Michelle Turley – One was the financial impact basically and the other thing that she is saying is that um, basically, what I'm sort of gathering is that the general discussion ends up confusing the inspectors and it's better to consolidate the information.

Eleanor Surrency - Yes it is for them to refer back to and um, a typical example is when they sat, when Anthony sat up here and stated they didn't have proper C and D training. We had a whole morning, until 1:00, went to 12:30 'cause they did end up leaving for lunch about 1:30, 2:00 and said, they had the C and D training. Okay. They were going through it, someone was lecturing to them, they had a copy of the form, they could make notes, ask questions and the whole group did that. And they don't leave and follow the proper procedures, so I think the Board is on the right track, it's just that we're not all agreeing on the method of delivery. The manual needs to be developed, it needs to be, they have to have it in writing, if not they won't understand it. Second, understanding was that M-Check machine that had the training, could ask questions, we had a follow up training, told them what they were supposed to do. We're still getting calls. She even, in the second training, we said they have to have a cheat sheet, little manual that they can carry with them. You know because that's the only way we can hold them accountable is that it needs to be in writing. They need to be able to reference back to some kind of policies and procedures guidelines that you can go and say this was covered in this training, this was approved by the Board, this was what the Board wanted you to do, to share in reference to the drawers of closed containers, the sterilization of implements. Because if not, they, you know, and not just our inspectors, individuals won't retain all of that.

Betty Carlisle – Are you saying that you all had a meeting with the inspectors, a training session with them?

Eleanor Surrency – Yes, regarding M-Check.

Betty Carlisle – Couldn't the Board have been at that meeting or invited to that meeting?

Eleanor Surrency – I will have to check on that. The purpose of the meeting was for the training of the inspectors on M-Check, not, they wouldn't have been...

Betty Carlisle – *inaudible*...training.

Eleanor Surrency - ...that technical expert person was IT to provide the training on the M-Check machine. We're going to give you an overview of that training today.

Martha Harris – How do they get that printer and M-Check machine into a salon?

Michelle Turley – It's not that bad.

Annie Plummer - You were with me when I set it up.

Michelle Turley - To be honest with you when I read that email I thought that person was lying because I got the privilege of riding, I did want to say I got the privilege of riding with Ms. Plummer for a couple of hours and getting lost with Ms. Plummer on a school inspection earlier this month, and, um, first of all I think her qualifications for her position are outstanding. She has more licenses and education than anybody I've ever heard of in my entire life. Her whole families like that, but I did get to see the M-Check machine, um, I think it's very compact, the only thing I would have said is that I think the connections are probably, if they could tweak that a little bit, so it wasn't so difficult to connect together, but I thought it was quite concise as far as functional and when I saw that email I thought that's just somebody whose looking for *inaudible*.

Martha Harris – What about the car situation?

Eleanor Surrency - It is a work in progress, I'll address that question in a minute, let me expand on this one, and like we tell them, we're willing to entertain their questions or workarounds if, and in some shops you don't have a lot of, you know, places to set up, well they can go back to their car and print them out and bring it back in, or it can be mailed back to them. We're not saying, you know, you do it, but that person you're inspecting would like to have it that day but they can set it up in their car. I have requested for them to look at a charger, you know, that can be stationary in their car for that purpose, of printing that, so we're willing to work with them, surely they're going to come up with a lot of suggestions as they're field testing it really this week for the first time. They had an opportunity to field test before and give some input, some of them didn't even take it out, so you know you're dealing change, you know change, well adjusting to change is fear of the machine.

Michelle Turley – Old dog, new trick.

Eleanor Surrency – I won't have this paper, we said if you want your cards and that's how you get directions or know, or plan better, you can keep your cards, you can keep your paper, but if you're a person that you can work with technology and not have it, then that's what you can do, so they have options as with anything. As with the cars, all the cars are not in, all the inspectors will not get new cars. The cars that are coming in, I think they may have ten now, they did have three, with ten, they have to be shared with enforcement investigators, so there will be a meeting and we will discuss how to have a prorated share of those cars and then we'll have to look the assignment of those, um, you know, I don't say it to, I think, I don't say it to be, how do I want to put it, to have a power thing or to try to keep the Board from the inspectors. I think the inspectors are coming to you, and this is my subjectivity, and subjectivity can be a bad thing to have sometimes 'cause you should have enough evidence to be objective but you don't in every situation, is that they're trying to utilize the Board to get some things that they feel, they're disgruntled, like I asked what do you want on the agenda to meet with the Board? M-Check. Well M-Check is something that the agency has invested money in and it's here, it's not going away, it's to make them work more, to help them, hopefully, work more efficiently. You know that's something, then the other thing you know was about the cars. The cars are an administrative agency thing that's going to be divided fairly. If we can get some cars from um the inspectors that are turning in their cars that have lower mileage we will certainly do that and change out the cars that we don't have enough to give everybody a new car.

Kay Kendrick – Explain to us the deal with the cars. Okay, explain to me, each inspector is, is given a state car to drive. Is that correct?

Eleanor Surrency - Yes.

Kay Kendrick- Some are old, some are new, and if you have an inspector that has an old car and something happens to that car and say, the car is down for a couple of weeks, that means that inspector is immobile.

Eleanor Surrency- That is the other thing the inspectors are having a hard time dealing with is that they are all based from the Macon office and what occurred with that inspector is that we kept getting a report that the car will be available tomorrow and to call and so we hate to have them come into the office and have to go back out to get that car so we asked them if they have some paperwork they could work on from home, can they plan their schedule for next week We gave that person home assignments and sure, it was unfortunate that it may have turned out to be three or four days, I don't recall exactly, but that same inspector was out last week and sent the Board a notice that they couldn't do their complaint assignments by the Board. The agency spent \$2000.00 on a rental car for that individual while that state car was being repaired.

Kay Kendrick - If they have a car that's down do you automatically give them the opportunity, or to request the opportunity to rent a car? If their cars out, they're just out of work, other than paperwork?

Eleanor Surrency- The agency, we found out, can no longer rent the car for them and be responsible so they didn't have to come out of their pocket which, you know, we would hope could happen, but you know, what the person has to do, the inspector has to rent the car and then they have to be reimbursed for the car. But this past week, everyday they kept saying we were going to get it and Ms. Plummer took the car and drove it down there to the inspector, it worked a couple of days, the car quit working, it went into a shop and then they repaired it, she got it back, went back into the shop the same day.

Kay Kendrick - When an inspector got a car, and you said the cars are here at this office, that means that say, on Monday, they come to Macon in their own car and they pick up a state car and then they go out for how long?

Eleanor Surrency - What happens typically, and we used to have cars just available for staff, in the parking lot, or the little area enclosed and what they would do if their car was torn up, they would get another inspector that's close by, in the Atlanta area, but a couple of inspectors would have to have someone bring them and they pick up a car. There are no more cars available. Now those new cars are out there but the tags haven't come in nor the decals.

Kay Kendrick – That didn't really answer my question. My question is how long do they keep these cars out as an individual? Let's say I'm an inspector and I'm up in north Georgia...

Eleanor Surrency – They keep it all the time.

Kay Kendrick – It's continuous, I don't have to keep back and forth?

Eleanor Surrency - No.

Kay Kendrick - Now if that car is down and they have to use their own car or they have to lease a car, how long does it take them to get a reimbursement on their money? Because let's say maybe their income doesn't allow them to rent a car for an excessive amount of time and if it's going to take them a month or two to get reimbursed for that car rental, they're not going to rent that car.

Eleanor Surrency - Exactly. You're right about that, they are not to use their personal car to do inspections period.

Kay Kendrick - Okay.

Eleanor Surrency – They did the workarounds in the one situation, the first time we had it to happen since I've been here. Mr. Munday approved the rental car and then found out that, he got chewed out by Atlanta, that he shouldn't have done that and that person has to rent and wait to get reimbursed. It could be a process, you know, unless the person submits a weekly travel request. I really couldn't guarantee when they would get that reimbursement back, the hope would be within two weeks to thirty days but then you've got inspectors that don't make a lot of money...

Kay Kendrick - Exactly.

Eleanor Surrency - ...and they couldn't afford that, to have that money tied up.

Martha Harris - To be out of work, sitting at home.

Eleanor Surrency- We have made assignments the only other option around it, is to have them drive here daily with no reimbursement to work.

Kay Kendrick- They're not going to do that either.

Eleanor Surrency - They will do it if management says that they have to but that puts a hardship on them so what we have done is try to have them have assignments at home that they can do.

Martha Harris- I live in Valdosta, I'm going to leave home on state business and drive to Macon and not be reimbursed from the time I leave home to the time I get to Macon.

Eleanor Surrency - It is not state business. Macon is their duty station of work. When you come in to your duty station of work you cannot be reimbursed in your personal vehicle.

Martha Harris - So if I pass ten salons that morning on my way in that I can't inspect because I don't have a state car and I'm not on state time until I get to work.

Eleanor Surrency – Exactly, in Macon.

Martha Harris – Okay.

Michelle Turley – I'm sitting here processing all of this and I really am sympathetic to what you're saying because I can understand getting a group of inspectors and none of us talking because I get confused sometimes when I'm just talking. However, communication is essential and I'll give you an example. Because I was able to go with Annie on that inspection I was able to say I think this is a good thing and I that is why I think there needs to be communication between the board and inspectors even if it's that we choose two people that represent us that can go and sit in those training meetings. One, that they can ask us directly and two, to bring information back and maybe I mean, to be quite honest with you, it may even back you up if we're having questions because Don will be able to go, wait a minute this is the situation with the car and I was able *inaudible* directly. I don't think communication is a bad thing...

Eleanor Surrency – It's a good thing.

Michelle Turley - ... but there's got to be some type of compromise where the board or at least representatives from the board can have some type of communication with the inspectors and back this way. So my suggestion to everybody, just my two cents, is that the board appoints a liaison committee to go to meetings with the inspectors, to take issues from the board and bring it back from us so that one, there is some connection between the board and the inspectors, and two, just sort of be able to back you guys up when some issues arise so it's not a he said she said situation.

Eleanor Surrency – In our meeting with them basically what transpired there, their concerns were not getting reimbursed when they drive to the office, not having comp time, not being able to decide when they gain comp time. You've got some that don't even work on a Friday when Friday is one of your busiest days. They will be done gathered what they say is comp time, Ms. Plummer had two meetings, I had meetings

with them. You do not accrue comp time unless it is prior approved, you may flex a day with prior approval and work, start your day as late as 10:00 and end it as late as 7:00, but they just want to go well I worked three hours over today, I was stuck in traffic so I had four hours of comp time today. You can't do, you can't run, you can't have staff doing that, so I'm taking off on Friday because I have eight hours of comp time and just telling your supervisor, not asking for prior approval. That's what was occurring then, I'm trying to think of some of the other things that they had. They didn't really want to embrace the C and D process. We didn't want that for them either. We felt that investigators had more clout so to speak, to do the C and D's but it was an administrative decision. They felt by the time you go back out there the persons closed down so enforcement waste a trip out there. That is why we try to hold some of those things for thirty to sixty days, trying to allow people to get a license, then go in and check it and if they got a license there okay, you know things of that nature but I know time is of the essence and I would go over other things.

Martha Harris – I will say something too. I don't think there's anything wrong with giving the inspectors the opportunity to have gripe session. They just want to talk about it and if no action is taken on it, if it is deemed not to be necessary, then just let them talk, let them complain, let them gripe, let them verse their concerns to us, they're representing us.

Eleanor Surrency – There are certain issues that you wouldn't have jurisdiction over.

Martha Harris - I didn't say we would. I just said deemed necessary, whatever.

Eleanor Surrency – We called them together trying to address all their concerns. One of their concerns that they had was work incentives. I have no power over work incentives. One of the things that did come out of everything is they will be getting a pay increase. I don't know the percentage amount and I do not know the effective date. As soon as we get that we'll let you know. I think they are very warranted of that, the field they are working in is changing, it's becoming more hostile. One of the things they were saying is they take beatings. People are griping and complaining about the agency and what I say is that when you step out these doors, the PLB is the best thing going, you represent the most positive way, you cannot get involved in negative conversations. One of the other things they have is overstepping their boundaries of their job. They are inspection regulatory, they want to be out there and tell somebody how to get and license and this. That's the office staffs responsibility and they say all the forms they have to carry around. They're carrying applications, that's a good thing but it's not mandated that they share those. I think that they should provide a shop application, but you've got to tell someone if they need a reciprocity, an apprentice or something, to guide them to the website to get that and things of that nature, but I'll share some of the other things with you.

Kay Kendrick - I just have one comment I want to say real quick. I don't think any of us are trying to do your job, that's what I want ya'll to understand to start off with but I think, like you said, a manual needs to be made.

Eleanor Surrency - I agree and I believe Mr. Siggers made a request when the manual was put together, when I have that training session, that the board members be there in that training session to explain their reasoning for what rules are, why these rules are in place, how they should be implemented.

Kay Kendrick - I don't think that's unreasonable for us as board members, that have made up these rules, to be, request being there and help explain all our rules in a training session. As far as them coming to the board meetings that's not the issue.

Eleanor Surrency – Once that training manual...

Kay Kendrick - The issue is we have to be able, because when a consumer calls us as a board member and says this inspector did this, if we can't say we had input in training that inspector and what that inspectors doing or not doing, how can we answer those complaints to these consumers? There's no way. All we can say is we don't control the inspectors, that's exactly what you're telling us today. That would be the only response we would be able to give to those consumers that call us, so I think the compromise as Michelle said, has got to come is that when you set those people down and you have a training, when all of the rules are finished posting and everything is done, you develop the manual and let John, let whoever else on this board that wants to help you develop and then let the whole board be there when you train those inspectors, that's what we've asked for.

John Siggers – Because we all need to be on the same page.

Eleanor Surrency – But I think the Board should develop the manual and we all agreed and had started doing that and we sort of stopped because you were updating all your rules and things of that nature. But I think as long as there's some clarification that we don't overstep the issues when it gets to personnel...

Martha Harris – We never intended to.

Eleanor Surrency - I'm not accusing the board. I think the staff wants your intent and involvement in that, the inspectors do.

Don Westbrook - You mean the management of them.

Eleanor Surrency – Yes. Let me give you an example, and I know Mr. Siggers meant nothing about it, so Anthony and I can get together and talk about this rule and work some things out and he can give me some input. They're just human nature and people's perception is real to the individual sometimes because you know. I utilized Anthony in some training because we were short on inspectors, you got his input to put it into *inaudible*. Well the other inspectors said who is he to have special privileges and for the board member to call and get input from him. See it starts that among them, and he's the one who knows everything and we weren't asked.

Martha Harris and John Siggers – We want that from all of them.

Eleanor Surrency – I'm taking it all in and trying to be very open-minded about what you're saying, your reasons and justifications as I hope you are with what I'm sharing and there is some good to all of it, but you got to know what some of their issues are too. Just in regards to cars, they're wanting preferential treatment. They have a bone to pick with me because cars will be assigned based on need and not seniority.

Martha Harris – Is the next person here

Don Westbrook –That's your deal. That's your deal.

End Verbatim discussion of Board members requested meeting with the inspectors

New Business:

Assistant Attorney General Gretchen Dees distributed a Status and Activity Report for all pending administrative cases.

Assistant Attorney General Gretchen Dees also distributed a memorandum to the Board to consider adopting a policy and to possibly set forth guidelines regarding whether a salon license is required for space rented inside of a licensed salon.

Martha Harris requested that Board members review a proposed rule to replace 130-.5-.08 and be ready to discuss at the December 06 meeting.

Eleanor Surrency and Annie Plummer presented questions to the Board from Fantastic Sams regarding new Board policies. The Board gave specific answers and requested Ms. Plummer to communicate in writing the Board's answers with the applicable rule number(s).

John Westbrook requested that Board members and staff discuss the complaint process and why there was time spent on anonymous complaints. He discussed examples of why investigating anonymous complaints did not sound logical and was not a good use of state time.

Eleanor Surrency distributed to all Board members copies of the Explanation of Complaint Process and the Georgia Professional Licensure Complaint form that is currently on the Georgia Secretary of State website. The complaint process was reviewed and discussed during which time the Board chair, **Martha Harris**, stated that the Board would work on the complaint process at another meeting.

Cynthia Stein moved, Betty Carlisle seconded, and the Board voted unanimously to establish a policy to no longer investigate anonymous complaints.

Wanda Brooks moved, Evelyn Reid seconded, and the Board voted unanimously that the policy to no longer investigate anonymous complaints would become effective when the November 01, 2006 minutes are accepted.

Michelle Turley moved, Evelyn Reid seconded, and the Board voted unanimously to establish a policy that all applications with murder convictions of life sentences with the possibility of parole will be considered for licensure at the time of parole hearings.

Michelle Turley moved, Evelyn Reid seconded, and the Board voted unanimously to accept the proposed Y2007calendar for Cosmetology Board meetings as follows: January 10, 2007; February 07, 2007; March 07, 2007; April 04, 2007; May 09, 2007; June 06, 2007; July 11, 2007; August 08, 2007; September 12, 2007; October 03, 2007, November 07, 2007 and December 05, 2007.

Kay Kendrick moved, Cynthia Stein seconded, and the Board voted unanimously to ratify the report and approve the following applications that were reviewed by committee on October 11, 2006:

Name	Application Type	Board Decision
Soon Jin Ok	MASCOS/Recip/S. Korea	Approved
Annesah Nasheed	ESTH/Instructor/Exam	Approved
Nicole Benson	MASCOS/Recip/New Mexico	Approved
Holly Nguyen	MASCOS/Recip/Vietnam	Approved
James McKinley	MASAPPRENT/accept late hours	Denied
Beauty Education & Resour.	CE Provider	Approved

Cynthia Stein moved, Wanda Brooks seconded and the Board voted unanimously to approve the following actions on applications, requests, etc.:

<u>Name</u>	<u>Request</u>	<u>Action</u>
Vestrída Prater	Review failed exam score	Upheld score
Tessa Cowen	Review failed exam score	Upheld score
Janene Channel	Review failed exam score	Upheld score
Atache USA Inc	CE Provider	Denied
Deborah Beatty/Cos. Conc.	CE Provider	Approved
Beauty Education & Res.	CE Provider	Approved
Columbia Beauty Supply	CE Provider	Approved
Julie Ann Gresham	CE Provider	More Info
J'Lore Ed. & Mentoring	CE Provider	More Info
Juliette Smith	Accept proof of HS education	Tabled
Lucia Parsaud	MasCos/Recip/NY	Tabled
Yvonne Blackshear	Waive MasCos Rein. Fee	Denied
Jacquelyn Shelton	Waive MasCos Renew Fee	Denied
J. Michael DeMarco	MasCos Instructor	Approved
Cecilia Jarvis	MasCos/Recip/Columbia SA	Approved
Margarita Aldana	MasCos/Recip/Columbia SA	Approved
Guillermina Martinez	MasCos/Recip/Virginia	Approved
Vicki Harris	MasCos/Recip/Australia	Approved
Esmeralda Paredes	MasCos/Recip/Mexico	Approved
Aruna Patel	Esthetician/Recip/India	Denied
Rachel Herrman	MasCos/Recip/NY	Approved
Jacqueline Stauder	MasCos/Recip/NY	Approved
Rosemarie Dacosta	MasCos/Recip/NY	Approved
Margaret Braun	MasCos/Recip/NY	Sit for exam
Jeanette Hirschak	MasCos/Recip/NY	Sit for exam
Niya Toppin	Nail Tech/Recip/NY	Denied
Deborah Bowles	MasCos/Recip/NY	Denied
Carie Paez Hicks	MasCos/Apprentice	Approved
Terry Watkins	MasCos/Apprent/accept late hours	Denied
Rebecca Rogers	Nail Tech/Recip/Fl	Approved
Rebecca Rogers	Esthetician/Recip/FL	Approved
Do Soon Moon	MasCos/Recip/Korea	Tabled
Good Shepherd Services	Translator Provider	More Info

There was no further business conducted. The meeting adjourned at 4:15 pm.

Martha Harris, Chairperson – The Georgia State Board of Cosmetology

Date

Eleanor Surrency, Executive Director – The Georgia State Board of Cosmetology

Date