



1721 East Broadway • Tempe AZ 85282  
Phone 480.784.4539 • Fax 480.784.4962  
www.azboc.gov

## **BOARD MEETING AGENDA**

**March 19, 2010**

**TIME:** 9:00 a.m.

**PLACE:** 1721 East Broadway, Tempe Arizona, 85282

### **ALL AGENDA ITEMS INCLUDE THE OPPORTUNITY FOR BOARD CONSIDERATION, DISCUSSION, AND POSSIBLE ACTION**

Board Meetings may go into "Executive Session" for the purpose of obtaining legal advice from the Board's attorney on any of the agenda items pursuant A.R.S. § 38.431.03 (A) (3).

The Board makes every attempt to hear all matters timely. However, due to the number of items scheduled on any particular agenda, the Board may find it necessary to hear some items out of order and/or later than the time originally scheduled.

### **PLEDGE OF ALLEGIANCE**

### **CALL TO ORDER AND ROLL CALL**

Stephen Colarusso  
Flo Finch  
Thom Kasch  
Gary Begley  
Karla Clodfelter  
Sandra Hecksel

### **BOARD \*, \*\*, \*\*\* AND \*\*\*\***

**A. Approval of Board Minutes of February 19, 2010.**

- B. Approval of Executive Session Minutes of February 19, 2010.**
- C. Declaration of Conflict of Interest.**
- D. Discussion, Consideration and Possible Action on Proposing Legislation regarding Protection of Terms found in A.R.S. § 32-501, including “Aesthetics”, “Aesthetician”, “Cosmetologist”, “Cosmetology”, “Nail Technician” and “Nail Technology”.**
- E. Report, Discussion and Possible Action on Protected vs. Non-Protected Terms/Legislation Committee**
  - **Medical Aesthetics**
- F. Consideration, Discussion and Possible Action on Cindy Vong and La Vie LLC, Plaintiffs vs. Arizona State Board of Cosmetology, Defendants, Maricopa County Superior Court Case No. CV2009--037208**
- G. Consideration, Discussion and Possible Action on Discipline Parameters.**
- H. Cosmetology Students on Field Trip.**
  - **Questions and answers regarding Board authority and process.**

**EXECUTIVE DIRECTOR’S REPORT \* , \*\* , \*\*\* AND \*\*\*\***

- A. Discussion and Consideration on State Budget – State Employees – Sweep**
- B. Report and Discussion on Meeting with Arizona Radiation Regulation Agency (ARRA) scheduled for March 23, 2010**
- C. Summary of Current Events.**

**STEP 1: COMPLAINT REVIEW \* AND \*\*\***

**A. Recommend Application Denials**

None

**B. Recommend Dismissals**

77449	Ashley Azim ( <i>unlicensed</i> )	( <i>No evidence to support allegations</i> )
78112	Joanne D Dinh #'s 50100489 & 30400311	( <i>No evidence to support allegations</i> )
78413	Vicky Nash #30400052 ( <i>Revoked 1.28.07</i> )	( <i>No evidence to support allegations</i> )
78417	Leslie A Smith #18600803	( <i>No evidence to support allegations</i> )
78479	D Meddings, 18124557	( <i>No violations</i> )

78781	Meredith Long, 10900848	(No violations)
78782	Carl S Wiman 10901021	(No violations)
78788	Alison Urban #10401173	(No evidence to support allegations)
78852	Melissa Salon Suite #C19281 Melissa Collins #10022065, Owner/Manager	(Salon in compliance)
78997/78999	For Nails Only #'s M14547 & A14509 LNN Inc., Owner Khanh Thi Ly, President/Manager, License No's 50022418 & 30500627	(Without merit)
79007	Dolce Salon Spa C12122 Dolce Salon Spa LLC., Owner Brandi Nuttall #19916150, Member/Manager	(Client Satisfaction)
79013/79014	Chandler Nails & Salon #'s M16127 & A16316 Thuan Quang Le #50800343, Owner/Manager	(No evidence to support allegations)
79025	Regis / Smartstyle C17646 Minnesota Regis Corp., Owner Alejandra Fernandez #10900695, Licensee	(No evidence to support allegations)
79028	Canyon Nails M16194 Tuan Quoc Vu #50400346, Owner/Manager	(No evidence to support allegations)
79062	Lys Ink Salon ( <i>unlicensed</i> )	(Evidence does not support allegations)
79091	Michelle M Vigue #10600361	(No evidence to support allegations)
79117	Maricopa Beauty College #67 Maricopa Beauty College LLC., Owner Glen Mehlhorn #98800003, Member Sharon F Wilson #99600005, Director	(No evidence to support allegations)
79169	Spa & Nails Creations #M15429 Thang Khac Phan #50100642, Owner/Manager	(No evidence to support allegations)
79278	Trade Secret Exclusive Stores Inc #7802 #C19064 Trade Secret Exclusive Stores Inc. Owner Courtney Brown #10800702, Licensee	(Double Jeopardy – see case no 79287)
79284	Carsten Aveda Institute #S 122 Carsten Haircutters Inc, Owner Danielle Feagin, 70800005 Carsten Wilms President #98900001	(School in compliance)
79335	Jessica A Silvers #10332660	(Said location is vacant)
79397	Nail 8003 Waxing #M15053 Vi Q Lam #'s 50100199 & 30300010, Owner/Manager	(No evidence to support allegations)
79398	Nail 8003 Waxing #M15053 Vi Q Lam #'s 50100199 & 30300010, Owner/Manager	(No evidence to support allegations)
79338	Just StringZ ( <i>unlicensed</i> )	(No longer in business)
79378	Cobblestone Village Nails Studio M16625 Thanh V Su #50000489, Owner/Manager	(Found salon in compliance)
79382	A Pantano Hair 109 C9346 Joan K Davis #18023323, Owner/Manager	(Denied allegations – dogs not allowed, unless they working dogs)
79582	Fashion Nails #M9258 (A12150, see recommend Letter of Concern) Loan Tieu #59500896, Owner/Manager	(No evidence of malpractice)
79701	Natalie's Beauty Salon ( <i>Pseudo Unlicensed</i> ) Natalie Munoz, Owner	(Refer to Barber Board)

**C. Recommend Letter of Concern**

- 78940 Smart Style Family Hair Salon #445 #C10232 (No spray disinfectant accessible,  
Minnesota Regis Corp., Owner compatible with electrical equip)
- 79004 Yuri Maldonado, Pseudo Unlicensed (Refer to proper authorities)
- 79026 Gainey Village Health & Club (C20220, Diva at Gainey Village – advertising differently)
- 79583 Fashion Nails #A12150 (M925, see recommend Dismissal) (Delinquent establishment license)  
Loan Tieu #59500896, Owner/Manager
- 79166/79167 Kim’s Desert Spa #’s M15687 & A15754 (Advertising differently than salon name)  
Kap Galleria Inc., Owner  
Kim P Pham, President
- 79634 Nueva Imagen Beauty Salon #C12527 (Establishment license & personal license display)  
Korina Sanchez #19500471, Owner/Manager
- 79639 Supercuts #C19037 (Improper mixing of the wet disinfectant)  
Terrace Management LLC  
Diana Retana #1984556, Manager
- 79645 Golflinks Nails #M15884 (Delinquent establishment license)  
Anh Nguyet Cao #59900390, Owner/Manager
- 79656 2 BU Salon and Say Spa #C19220 (Establishment license display)  
RPRM Unified Diversity LLC  
Mark Murphy, Member  
Ronna Jean Murphy, Member
- 79663 Cloud 9 Salonspa #C17455 (Delinquent personal license & personal license display)  
Cloud Nine Beauty Source II Inc  
Melissa Kellow #17922047, President/Manager
- 79664 Just For You Salon & Spa #C9321 (Delinquent personal license)  
Loretta Wilson #30023097, Owner/Manager
- 79665 Julie’z Hair Bizz #C11341 (Delinquent personal license)  
Julie Bigler #18701354, Owner/Manager
- 79668 Venus Clinica De Belleza #C19758 (Establishment license display & wet disinfectant  
Eva Giblin, Owner insufficient for complete immersion)
- 79677 Lindsey #C14522 (Delinquent establishment license)  
Lindsey Clare #10122777, Owner/Manager
- 79696 B Alan Hair Design Studio #C17055 (Delinquent establishment license)  
Bruce Farkas #18500717, Owner/Manager
- 79703 Amadora Salon & Boutique #C19126 (Delinquent personal license & unlicensed  
Andrea Duran #10332663, Co-Owner/Manager individual – Barber)  
Codi Dodge #10224454, Co-Owner/Manager
- 79705 Professional Nails #M14269 (Delinquent establishment license)  
Lan Huong Nguyen #50331320, Owner/Manager
- 79707 Advantage Hair Studio #C15990 (Delinquent establishment license)  
Kathryn Dresslar #10501688, Owner/Manager
- 79716 Life Spa & Life Time Fitness #C13961 (Personal license display)  
Life Time Fitness Inc
- 79718 Black Rock Clip Joint #C9775 (No TB HIV-1 HEP B)  
Black Rock Investments LLC
- 79719 Full Spectrum Hair Salon #C19520 (No TB HIV-1 HEP B)

- 79720 Denise Petersen #10902072, Owner/Manager  
Cactus Curlers #C15721 *(Licensee advertising differently)*
- 79722 Mary Scott #50400024, Co-Owner/Manager  
Frank Scott, Co-Owner  
Hair Safari Salon #C16312 *(Delinquent establishment license)*
- 79723 Reiko Hidaka #10501865, Owner/Manager  
Cody's Salon & Spa #C16744 *(Delinquent establishment license)*
- 79724 Kelly Rae Haggett #18124848, Owner/Manager  
Yvonne's Hair Designs #C14391 *(Delinquent establishment license)*  
Yvonne's Hair Designs Corp  
Yvonne Bailey #17617913, President/Manager *(Both establishment licenses delinquent)*
- 79729 & Ultra Nails Salon #A15573 & #M15538
- 79730 Tony Qui Nguyen #50500887, Owner/Manager
- 79731 & Magen Nail #A15398 & #M15397 *(Both establishment licenses delinquent)*
- 79732 Binh Thanh Ta #50400148, Owner/Manager
- 79733 & Pleasant Nails #A15903 & #M15776 *(Both establishment licenses delinquent)*
- 79734 Pleasant Nails LLC
- 79735 Fab Cuts #C18546 *(Delinquent establishment license)*  
Fab Cuts LLC  
Traci Garcia #19000531, Manager
- 79737 & Amazing Nails & Spa #A16585 & #M16151 *(Delinquent nail establishment license &*
- 79738 Amazing Nails & Spa LLC *aesthetic establishment license not posted)*  
Amy Yen Le #59900337 & 30400202, Manager

**D. Recommend Informal Interview or Negotiation Terms**

- 1. 78707 Julie Oldham #18327770
- 2. 78800 Glamour Nails #M16079  
Jennifer Nguyen #50600649, Co-Owner/Manager  
Bich Phan #50401551, Co-Owner/Manager
- 3. 79011 Queen Nails by Mindy #M16073  
Queen Nails LLC., Owner  
"Joe" Jevons Chung Vu #50400835, Member/Licensee  
Brian Tran #50500362, Member  
Tracy L Trinh #10401186, Member
- 4. 79647 Amy Brown #59900855, Licensee
- 5. 79044 Jacqueline Berry-Fisher #30500793
- 6. 79104 Classic Beauty College #42  
Pearl Perschuio #97300451, Director  
Tamara Lynn Herman #10900798
- 7. 79113 Adela E Radoff #19401334
- 8. 79130 K-Sa De Nail Spa #M12185  
Lily K Pham #59600417, Owner  
Cathy K Pham #50100718, Manager
- 9. 79168 Xanadu Salon and Spa #C19204  
Maria V Gonzales Agress #19501266, Co-Owner/Manager  
Irma Arias, Co-Owner
- 10. 79256 Headstrong #C18934  
Lanya Fink #10502220, Owner/Manager

Michelle L Ramoz #59716328, Licensee

- 11. 79289 Lorna's Heavenly Skin Studio #A16381  
Lora Mejia #30600620, Owner/Manager
- 12. 79336 AZ Snow Angel Nails #A14386  
Snow Kim Nguyen #59900066, Owner/Manager
- 13. 79422 Cut N Style #C17047  
Cut N Style Inc., Owner  
Susan Hiller #19000077, Member/Manager  
Rebecca Vanderveen #10600099, Licensee
- 14. 79425 Savvy Salon #C13338  
Savvy Salon Inc., Owner  
Janine Aguilar #18601438, President/Manager
- 15. 79561 Trenza #C9415  
Beverly A. Machac #17516511, Co-Owner/Manager  
Susan N. Ludwig #16607409, Co-Owner/Manager
- 16. 79562 Serenity Nail Spa #M16179  
Serenity Nail Spa LLC  
Judy Nguyen, Member  
Baochau Nguyen #50700969, Manager
- 17. 79605/79606 Be & Q Nail #A14783 & #M14837  
Be Thi Nguyen #30500423 & #50401372, Owner/Manager
- 18. 79607/79608 Hollywood Nails & Spa #A16396& #M16205  
Tuyen Ngoc Nguyen #30400345 & 59920131, Owner/Manager
- 19. 79609 Exclusive Nail Couture #C18056  
Max Estrada Jr. #50600398, Owner/Manager
- 20. 79610 Surprise Nails Spa #M15475  
Thao Ngoc Vo #30601166 & 50601072, Owner/Manager
- 21. 79613 Maximillion Salon & Spa #C19766  
Maximillion Inc  
Rebeak Shahnazarian #10501536, President/Manager
- 22. 79614/79615 Davi Nails #A16166 & #M15855  
Viet Nguyen, Owner  
Rossey T. Nguyen #50200427, Manager
- 23. 79616 Supercuts #90286 #C15898  
Supercuts Corporate Shops Inc  
Mark Kartarik, President  
Marcella Parsona #19817291, Manager
- 24. 79617 Merna Short #19001228, Licensee
- 25. 79618 Posh Nails & Spa #M15580  
Dao A. Chung #30200042 & 50226237, Owner/Manager
- 26. 79619 Ruby Craft #10500057, Licensee
- 27. 79620 Darity Openshaw #30500822, Licensee
- 28. 79621 Zen Salon #C17196  
Nichole Kern #10226285, Co-Owner/Manager  
Ana Hernandez #19713199, Co-Owner/Manager
- 29. 79622 G & E Enterprise #C17274  
G & E Enterprise LLC  
Marilen Pinkwasser #19600907, Member/Manager

30. 79630 Salon De Futur #C12696  
Salon De Futur Inc  
Karen Dinius #30500916, President/Manager  
Kendra Dinius #10019509, Treasurer
31. 79636 Belize Hair/Nail Salon #C17708  
Elva Schmidt #10122565, Owner/Manager
32. 79641 New Nails Salon #M14554  
Bao Tung Duc Tong #59500449, Owner/Manager
33. 79642/79643 Nails First #A15284 & #M14825  
Huy Nguyen #30400253 & #50200761, Owner/Manager
34. 79644 Nails Aqui #M14756  
Christina Ostrander #50300182, Owner/Manager
35. 79646 Lemy Nails & Spa #A14374  
Hung Nguyen #59918710, Owner/Manager
36. 79653 & Ken Nails & Spa #A15048 & #M15073  
79654 Bich Thuy Nguyen #30600271 & #50501405, Co-Owner/Manager  
Thanh Thuy Nguyen, Co-Owner
37. 79655 Toni & Guy #C17775  
Sabio Vilorio #17820453, Co-Owner  
Gerry Watkins #18225407, Co-Owner  
Caren Trahan #19700077, Manager
38. 79657 & Be Nails #A16430 & #M16294  
79658 Ronnie Troung #59600060, Owner/Manager
39. 79600 & Mystic Nails & Spas #A15617  
79661 & Linh Duy Vu #50500948, Co-Owner/Manager/Licensee  
79662 Tuan Truong #50501516, Co-Owner/Manager/Licensee
40. 79666 & Lovely Nails by Tony #A14572 & #M14569  
79667 Anthony Anh Bui #59716219, Owner/Manager
41. 79682 America's Beauty Salon #C18410  
Jea & Associates LLC  
Erika Escalante Torres #19900385, Manager
42. 79697 Ca 'To Salon Day Spa #C19259  
Vision Quest LLC  
Victoria McWorthy, President  
Crystal Alanis #10224607, Manager
43. 79698 Wild Mane & Nails #C16514  
Deanna Ford #18700942, Owner/Manager
44. 79700 Generation Next #C16562  
Mitzi Watson #19100687, Owner/Manager
45. 79702 Perfect Image Hair Studio #C12129  
Shanna Friedman #19700184, Owner/Manager
46. 79706 Indulgence Salon #C16519  
Tracy Davis #59600536, Owner/Manager
47. 79714 First Blu Cactus Nails #M14926  
Hieu Ngoc Dang #50200126, Owner/Manager
48. 79715 Quality Nail and Spa #M16324  
Tan Huynh #10602306, Owner

Huong T. Nguyen #10700101, Manager

49. 79717 Deena's Nail Clinic #M16417  
Deena Blythe #50500801, Owner/Manager
50. 79721 Congress Beauty Salon #C15785  
Diana Jeans #17616960, Owner/Manager
51. 79504/79505 Princess Nails & Spa #'s A16069 & M15954  
Kathleen Nguyen #10300116, Owner/Manager
52. 79752/79753 &K-Sa-De Nail Spa, Salon License No's M9671 & A12298  
79754 & Lily K. Pham #59600417, Owner  
79755/79756 & Lan Thu Nguyen #'s 50000291 & 30500446, Licensee  
79757 & Tuong Cat Mau Tran #50331017, Licensee  
79758 Lan K Pham #50000315, Manager

## **STEP 2: INFORMAL INTERVIEWS \* AND \*\*\***

### **A. Without Negotiation Options**

None

### **B. With Negotiation Options**

1. 78415 Vonda L. Smith #19401426 **10:00 a.m.**  
Continued from February's Board Meeting
2. 79297/79299 &D & K Nails #A16345 & #M16158 **10:00 a.m.**  
**NEGOTIATED \$250**  
79459/79460 Anhmy Thi Luu #30900660 & #50400256, Owner/Manager  
**NEGOTIATED TO ATTEND BOARD CLASSES**  
Continued from February's Board Meeting
3. 79277 Smart Style #404 #C10944 **10:00 a.m.**  
Minnesota Regis Corp  
Paul Finkelstein, President  
Continued from February's Board Meeting  
**NEGOTIATED \$1,000**
4. 78888/78889 Chic Nail Boutique #M16385 & A16634 **10:00 a.m.**  
Chic Nail Boutique LLC, Owner  
Nicky Ha Truong #50401506, Member/Manager  
"Cindy" Thuy N Nguyen #50200278, Licensee  
**NEGOTIATED \$500**
5. 78900 Maria Duarte #10700521 **10:00 a.m.**



15. 79406 A Graceful Touch of Beauty Hair Salon & Spa #C19093 **10:00 a.m.**  
Grace G. Rico #90330048 & #16910017, Owner/Manager
16. 79407 & Fashion Nails & Spa M15158 **10:00 a.m.**  
79672 & Linda Le #50501347, Co-Owner/Manager  
79673 Van Fred Cong #50600125, Co-Owner/Manager  
**NEGOTIATED \$750**  
**NEGOTIATED TO ATTEND BOARD CLASSES**  
**NEGOTIATED TO ATTEND BOARD CLASSES**
17. 79408 & Ulta Salon Cosmetics & Fragrance #C16677 **10:00 a.m.**  
Ulta Salon Cosmetics & Fragrance Inc  
79674 Maryann Matykowski #10700968, Manager  
**NEGOTIATED \$250**  
**NEGOTIATED TO ATTEND BOARD CLASSES**
18. 79440 Little Chops #C15203 **10:00 a.m.**  
Little Chops LLC, Owner  
Steven & Krista Schwartz, Members  
Vanessa Munoz #10700463, Manager  
**NEGOTIATED \$250**
19. 79441 Fantastic Sams #C15505 **10:00 a.m.**  
43 LLC, Owner  
Kevin & Tamara Wray, Members  
**NEGOTIATED \$250**
20. 79448 Pamela Klimek #59800298, Licensee **10:00 a.m.**  
**NEGOTIATED \$500**
21. 79449 April Faye Dunn Russell #10601083, Licensee **10:00 a.m.**  
**NEGOTIATED \$500**
22. 79453 Dolce Salon & Spa #C17964 **10:00 a.m.**  
Dolce Arrowhead LLC, Owner  
Brandi Nuttall #19916150, Member  
Reagan Jones #10223474, Manager  
**NEGOTIATED**
23. 79454 Flamingo Nails & Spa #M15665 **10:00 a.m.**  
Phuong Thanh Le #50300132, Owner/Manager  
**NEGOTIATED \$1,000.00**
24. 79466/79470 Nail Shop #A16038 & #M15925 **10:00 a.m.**  
The Nail Shop LLC, Owner  
Jason Nguyen, Member  
Hillary Hang Nguyen, Member  
**NEGOTIATED \$250**

- 25. 79501 Supercuts #80693 #C18194 **10:00 a.m.**  
 Gary Larberg, Owner  
 Annie Lindsley #10902339, Manager  
**NEGOTIATED \$500**
  
- 26. 79506 Michael Alexander Salon #C18302 **10:00 a.m.**  
 Michael Alexander Salon LLC, Owner  
 Arlene White #30000022, Member/Manager  
 Laurie Calo, Member
  
- 27. 79509 Bella Nail & Hair Salon #C16612 **10:00 a.m.**  
 Bella Nail & Hair Salon LLC, Owner  
 Dam Friend #10500745, Member/Manager  
**NEGOTIATED \$250**
  
- 28. 79529 Gorgeet Yaki #10200422, Licensee **10:00 a.m.**  
**NEGOTIATED \$500**
  
- 29. 79531 Lavenders Day Spa II #M16126 **10:00 a.m.**  
 Lavenders Day Spa II LLC, Owner  
 Jaynette Denham, Member  
**NEGOTIATED \$250**
  
- 30. 79532 Annette's Attitudes #C15422 **10:00 a.m.**  
 Attitudes Salon and Say Spa Inc, Owner  
 Antoinette Nomico #10000357, President /Manager  
**NEGOTIATED \$250**
  
- 31. 79533 & C & A Nails #M16487 **10:00 a.m.**  
**NEGOTIATED \$500**  
 79675 Dong T. Bui #50100119, Owner/Manager  
**NEGOTIATED TO ATTEND BOARD CLASSES**
  
- 32. 79535 Kara Ellen Lagrow #10602090, Licensee **10:00 a.m.**
  
- 33. 79536 Tango Nails #M14418 **10:00 a.m.**  
 The Tran, Owner  
**NEGOTIATED \$250**
  
- 34. 79538 Lisa Wiler #10601867, Licensee **10:00 a.m.**
  
- 35. 79539 Darcy O'Kray #10200751, Licensee **10:00 a.m.**  
**NEGOTIATED \$500**
  
- 36. 79541 Autumn Maisano #10300229, Licensee **10:00 a.m.**
  
- 37. 79543 Belle Amis #C19437 **10:00 a.m.**  
 Andrea Barnett #19700003, Owner/Manager

- |     |       |   |                   |
|-----|-------|---|-------------------|
| 38. | 79546 | Samia Gharib #18601006, Licensee  | <b>10:00 a.m.</b> |
| 39. | 79548 | Tonya Polson #10500889, Licensee  | <b>10:00 a.m.</b> |
| 40. | 79551 | Presidio Hair #C5502<br><b>NEGOTIATED \$250</b><br>Edward Thibeault #19100747, Owner/Manager<br><b>NEGOTIATED TO ATTEND LAW CLASS</b> | <b>10:00 a.m.</b> |

**STEP 3: HEARINGS \* AND \*\*\***

**A. Denial Appeals**

None

**B. Motion to Deem Allegations Admitted**

None

**C. Hearing Officer Recommendations**

None

**D. Request for Reinstatement**

None

**E. Appeal Board Orders**

None

**F. Discussion, Consideration and Possible Action on Proposed Consent Agreement Terms.**

None

**STATUS AND ADDITIONS TO TENTATIVE AGENDA \* AND \*\*\***

- |       |   |
|-------|---|
| 79287 | Trade Secret #7802 #C11575<br>Trade Secret Inc  |
| 78392 | National Laser Institute, <i>Pseudo Unlicensed</i><br>Lewis Silberman, Owner<br>Continued from February's Board Meeting |

- 79328 Salon & Spa Visage #C16579  
Nadia Montova, Co-Owner  
Baldramina Renteria, Co-Owner  
Vanessa Herrera #10901718, Manager  
Continued from February's Board Meeting
  
- 65585 & Sylvia Estrada (#19100088 revoked 1/24/05)  
65636 &  
67451

For Board Information Only:

## **ADJOURN**

In accordance with Title II of the Americans with Disabilities Act, the Cosmetology Board does not discriminate on the basis of disabilities in its programs, services or activities. Individuals who need reasonable accommodation to participate or who need information in an alternative format may contact the ADA Coordinator at (480) 784-4539.

- \* **LEGAL ADVICE WHERE APPLICABLE – A.R.S. § 38-431-03 (A) (3)**
- \*\* **PERSONNEL MATTERS – A.R.S. § 38-431.03 (A) (1)**
- \*\*\* **CONFIDENTIAL MATTERS – A.R.S. § 38-431.03 (A) (2)**
- \*\*\*\* **PENDING LITIGATION – A.R.S. § 38-431.03 (A) (4)**