



Arizona State
Board of Cosmetology

Sue Sansom, Executive Director

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

BOARD MEETING AGENDA

May 15, 2009

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).

PLEDGE OF ALLEGIANCE

CALL TO ORDER AND ROLL CALL

Stephen Colarusso
Gina Bowser
Flo Finch
Thom Kasch
Gary Begley

BOARD * AND ***

- A. Board Minutes of April 17, 2009.**
- B. Executive Session Minutes of March 20, 2009 and April 17, 2009.**
- C. Declaration of Conflict of Interest.**

D. Cosmetology Students on Field Trip.

- Questions and answers regarding Board authority and process.

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

A. Discussion, Consideration and Possible Action on Discipline Parameters.

- Staff fine and cost guidelines as revised for Board approval

B. Discussion and Review on Photographs for Personal Licenses

C. Summary of Current Events.

STEP 1: COMPLAINT REVIEW * AND ***

A. Recommend Application Denials

- | | | |
|-------|---|------------------------------------|
| 78025 | Anne Krueger, Applicant, File No. 19936567 | <i>(Has no Social Security No)</i> |
| 78076 | Sharon E. Offutt <i>(Deny & accept w/negotiation)</i> | |

B. Recommend Dismissals

- | | | |
|-------------|--|---|
| 77262 | Letitia “Tish” Waterhouse #10332885 | <i>(No evidence to support allegations)</i> |
| 76288 | Beweavable, <i>Pseudo Unlicensed</i> | <i>(Occupants are no longer at said location)</i> |
| 76411 | Isbelle, <i>Pseudo Unlicensed</i> | <i>(No evidence to support allegations)</i> |
| 76516 | Virginia Kavanugh #59920694 | <i>(No evidence to support allegations)</i> |
| 77530 | Perfect Look #113 #C11713 | <i>(No evidence to support allegations)</i> |
| | Beauty Management Inc., Owner | |
| | Michael Clark, President | |
| | Jack Holewa, V-P | |
| 77537 | Evangelina Gomez #19700484 | <i>(No evidence to support allegations)</i> |
| 77585/77586 | Ong Paulene’s Nails #’s A14902 & M14411 | <i>(No evidence to support allegations)</i> |
| | Ong Hoang Duc #50500153, Owner/Manager | |
| 77605 | Kathy’s Headhunters #C18736 | <i>(No evidence to support allegations)</i> |
| | Kathy Zimbelman #90000019, Owner/Manager | |
| 77626 | My Le’s Nails #M9377 | <i>(No evidence to support allegations)</i> |
| | Linh Tiet #59900022, Owner/Manager | |
| 77656 | Ginny’s Beauty Salon #C14843 | <i>(No evidence to support allegations)</i> |
| | Ginny Vlle #19600615, Owner/Manager | |
| 77661/77662 | Care Nails & Spa #’s M16023 & A16163 | <i>(No evidence to support allegations)</i> |
| | Tri Thai, Owner | |
| 77666 | Super Imagen Beauty – Barber & Nails | <i>(No evidence to support allegations)</i> |
| | Enedina Llamas, Owner <i>(Barber)</i> | |
| 77689 | Azul Day Spa #C17739 | <i>(No evidence to support allegations)</i> |

Pro Nails by Tina LLC, Owner
Huong Thanh Nguyen #10500430, Owner/Manager

C. Recommend Letter of Concern

77642	Sun Palm Nails #M15532 "Tracy" Trang T Q Pham #50331534 & 30500585, Owner/Manager	<i>(Delinquent establishment license)</i>
77928	A Rich Experience #A16048 A Rich Experience Inc	<i>(Delinquent establishment license)</i>
77929	Oracle Nails #M15552 Si B. Nguyen #50400273, Owner/Manager	<i>(Delinquent establishment license)</i>
77933	Casas Adobes Salon & Day Spa #C13849 Casas Adobes Salon & Day Spa Inc Rita Wasem #10000246, President	<i>(Delinquent establishment & personal license)</i>
77940	Salon at Desert Point #C17414 Renee Amico #19700856, Owner/Manager	<i>(Advertising differently & licensee had no dry storage)</i>
77941	Desert Day Spa #C18610 Desert Day Spa LLC	<i>(Delinquent personal license)</i>
77948	Santa Fe Hair Co #C16458 Jody Sharp #10123271, Owner/Manager	<i>(Delinquent personal license, soiled wet at station & uncovered dry storage)</i>
77951	Fantasy Nails & Spa #M16077 Dien Le #50400703, Owner	<i>(Delinquent personal license)</i>
77965	Loree's Touch #C18225 Loree Muirheid #19501302, Owner/Manager	<i>(No outside sign)</i>
77969	Salon Bloom by Samantha #C15926 Samantha Amaya #10222299, Owner/Manager	<i>(Del. establishment license, establishment & inspection sheet display)</i>
77970	Great Clips #9576 #C18229 Bell Hair Inc Cecilia Turner #10123987, Manager	<i>(Delinquent personal license)</i>
77984	Cosmos Salon & Day Spa #C15915 Cosmo Hair 2000 LLC Cosimo Barbeta #18327990, Member/Manager	<i>(Delinquent personal license)</i>
77985	Fantastic Sams #C11666 Team Spilo LLC Edward & Christina Spilo, Members	<i>(Delinquent personal license)</i>
77989	Salon Azul #C17467 SLL LLC Lanalee Johnson #10300061, Member/Manager Shanna Dryer #10300291, Member/Manager	<i>(Delinquent personal license & current personal license display)</i>
77992	Zoe's Salon #C17753 Zoe's Salon LLC	<i>(No TB HIV-1 HEP B)</i>
78004	Shear Gossip by Sabrina #C12940 Sabrina R. Chacon #19300330, Owner/Manager	<i>(Wet not sufficient for complete immersion & inspection sheet display)</i>
78043	San Diego Nails #M15948 Xuyen Thieu Vuong #50200588, Owner/Manager	<i>(Delinquent establishment license)</i>
78047	Paradise Beauty Salon and Supply #C18072	<i>(Establishment license display)</i>

- 78058 Maria C. Valencia #10500528, Owner/Manager
 Regis/Smartstyle #C17584 *(Delinquent personal license & soiled large wet disinfectant)*
 Minnesota Regis Corp
 Paul Finkelstein, President
- 78059 Beverly Nails & Spa #M15926 *(Delinquent establishment license)*
 Beverly Nails & Spa Inc
 Tan Nguyen #59818686, President/Manager
- 78061 Body Affirmations #M16230 *(Advertising differently)*
 Nikhia Higgins #50400002, Owner/Manager
- 78062 Zen Salon #C17196 *(Delinquent establishment license)*
 Nichole Kern #10226285, Co-Owner/Manager
 Ana Hernandez, Co-Owner
- 78066 Siren Salon #C17973 *(Incorrect address)*
 Claudia B. McIntosh #18900434, Owner/Manager
- 78070 Gina's Hair Studio #C16500 *(No TB HIV-1 HEP B)*
 Gina Bowser #19400219, Owner/Manager
- 78073 Ish Salon #C15412 *(Delinquent establishment & personal license)*
 David Anthony Salon LLC
 David Leslie #18428124, Member/Manager
- 78080 Design Ramon Hair Studio #C11384 *(No TB HIV-1 HEP B)*
 Ramon Munoz #19600053, Owner/Manager
- 78084 Studio 7 by Karla #C16190 *(Delinquent personal license and one licensee had soiled implements)*
 Karla Isbell #19900587, Owner/Manager
- 78085 Body Shapers #C16761 *(Delinquent personal license)*
 Body Shapers LLC
- 78089 Sports Clips #C18028 *(Delinquent personal license)*
 Le Hill Investments LLC
- 78091 Salon at Ulta 3 #C6757 *(Personal license display)*
 Ulta 3 Cosmetic Savings Store Inc
 Terry Hanson, CEO
- 78092 Comely Nails #M12522 *(Delinquent establishment license)*
 Thanh Nhut Ngo #50000231, Co-Owner/Manager
 My Trang Tran #30200081 & 50000366, Co-Owner
- 78093 Tre's Jolie Salon and Spa #C17224 *(No TB HIV-1 HEP B)*
 Jeanette Bankhead #19815309, Owner/Manager
- 78094 & Tony & Phuong #A16293 & #M16110 *(Advertising differently)*
 78095 Tony & Phuong LLC
- 78096 Tresses Unlimited #C17871 *(Personal license display)*
 Tresses Unlimited LLC

D. Recommend Informal Interview or Negotiation Terms

1. 78068/78098 Huong Thanh Nguyen #'s 10500930& 5050026
Michael Truong, Licensee, License No. 50600003
Pro Nails by Tina, License No's M14744 & A14758
77482 Nails by Tina (*pseudo unlicensed*)
2. 77622 Arizona Nails by Tomy M16074
Tri Minh Tran #50331566, Owner/Manager
3. 77659 Tubac Golf Resort & Spa #C18349
Tubac Management LLC., Owner
Barbara Prentice, Spa Director
4. 77663 Daily Nails #M12223
Vainy N Phan, Owner/Manager, License No. 50000071
5. 77769 Alexander Beauty Salon #C16697
Thanya Manzanarez, Owner
Raquel Felix #18801113, Licensee
6. 77906/77907 Glassy Nail #A15511 & #M15490
Huy Van Dang #50700068, Owner/Manager
7. 77910 Hair Unlimited #C14056
Hair Unlimited LLC
Tammy Behnke-Rutledge #19100167, Member
8. 77911 Fuchsia #A15413
Shauna Owens-Hall #30600942, Co-Owner/Manager
Lisa Vukonich #18800675, Co-Owner/Manager
9. 77914 Giovanni's Hair Stylists #C824
Vanni Inc
John Azzolina #18601301, President/Manager
10. 77918 & Evangelina B. Garcia #19401238, Licensee
77919 & Mario Macias #19815989, Licensee
77920 Silvia B. Sanchez #19400896, Licensee
11. 77922 Tonya Smith #1900122
12. 77923 Itzel's Angel Nails #M14921
Lilia Romero, Owner
Dulce Medina #50700802, Manager
13. 77930/77931 Pisa Nails #A15077 & #M15108
Pisa Tanning and Nails Inc
Anton T. Tran #50200742, President
Kevin Hoang #50100365, Treasurer/Manager
14. 77932 Self Esteem European Skin Care Studio #C6950
Aesthetic Surgery Tucson Inc PC
John A. Pierce MD, President
15. 77934 Neat Nail #C15220
Thai Q. Tran #10401644, Owner/Manager
16. 77935 Venus Nails #M14192
Thanh Tan Su #59800057, Owner/Manager
17. 77936 Innovative Nail and Spa #M15820

18. 77937 Quyen K. Nguyen #50300391, Owner/Manager
Bliss...The Salon #C16636
Cosmetology Bliss LLC
19. 77938 Katrina Coffman #59600122, Member/Manager
Gadabout Salon Spa #C13639
Gadabout Inc
Pamela McNair-Windgate #17921402, President
20. 77939 Nail Trix #M15106
Strawberry Nails by Yung LLC
Barry Brownstein, Member
Dung My T. Nguyen #50100062, Manager
21. 77942 My Salon Spa #C18740
My Salon Spa LLC
Yen Thu Tran, Member
Trung T. Lam #50100215, Manager
22. 77943 Darlene R. Richter #19600440, Licensee
23. 77944 Nails of World and Spa #M11747
Jenny Phuong Ngoc Wong #59819039, Owner/Manager
24. 77945 His & Hers Salon #C13020
Teresa E. Montano #18500340, Owner/Manager
25. 77949 Bliss Nail Spa #M15729
Amber Nguyen #50500179, Owner/Manager
26. 77950 Regal Nails #M15611
Mai Thi Ha #50600351, Owner/Manager
27. 77956/77957 Always Nails #A16181 & #M16034
Michael Bui #50331157, Owner/Manager
28. 77958 Beauty at It's Best #C17541
Cindi Hamwright #50501321, Owner/Manager
29. 77959/77961 Casa Grande Nails #A15862 & #M15757
Thanh Van Luong #50000398, Owner/Manager
30. 77962 Cherry Beauty Nails #M11718
Dung V. Luong #50100330, Owner/Manager
31. 77964 La Hair Parte' #C4871
Jan Lee Thwaits #58301934, Owner/Manager
32. 77966/77967 Kelly K. Trieu #30600805 & #50700376, Licensee
33. 77968 Regal Nails #M15096
Huynh Nails Inc
Trang M. Huynh #50300160, President
34. 77971 Kat's Meow #C15046
Katherine Gosling #19301274, Owner/Manager
35. 77972/77973 V.I.P. Nails & Spa #A15311 & #M15316
Buu Hiep Q. Hoang #50200288, Owner/Manager
36. 77980 Smart Style #442 #C10913
Minnesota Regis Corp
Paul Finkelstein, President
37. 77986/77987 European Nails & Spa #A15787 & #M15723

- 38. 77990 Tammy Dan Tran #30500512 & 50100125, Owner/Manager
Got Roots #C17945
Got Roots LLC
Alycia Blim #10701826, Member/Manager
- 39. 77991 Spa & Nails Creations #M15429
Thang Khac Phan #50100642, Owner/Manager
- 40. 77993/77994 Arizona Excellent Nails #A15981 & #M15881
Tri Ngoc Do #50700002, Owner/Manager
- 41. 77995/77996 Villago Nails & Spa #A15967 & #M15868
Hoang Thai Mai, Owner
- 42. 77997 & Rebecca Baldenegro #58800050, Licensee
77998 Yvonne Montijo Aguirre #18900683, Licensee
- 43. 77999 Turning Point Beauty College #S31
Turning Point Beauty College Inc
Janice Haner #98800001, Instructor in Charge
- 44. 78000/79001 Sexy Nails Salon #A16337 & #M16053
Tommy Tran #50701065, Owner/Manager
- 45. 78002 Liz's Beauty Salon #C17428
Elizabeth Bursey #19600559, Owner
- 46. 78003 Luana Hair Studio #C16681
Nicole Goodale #10327803, Owner/Manager
- 47. 78005 Shaggy's Hair Salon of Mesa #C14809
Shaggy's Hair Salon LLC
Kimberly Mosley #10400595, Member
Julie Davis #19600250, Member

STEP 2: INFORMAL INTERVIEWS * AND ***

A. Without Negotiation Options

- 1. 77094 Empire Beauty School #106 **9:30 a.m.**
EEG Inc., Owner
Frankling Schoeneman
Paul Finkelstein
Anthony Baran
Kelly Sanchez Ford #10800949, Director of Education
Continued from March Board Meeting

B. With Negotiation Options

- 1. 77279 Power Nails & Spa #A15867 **9:45 a.m.**
Lynn Nguyen #30500826 & #50500709, Member/Manager
Gina Kim Van #50601324
Continued from March Board Meeting

- | | | | |
|-----|------------------|--|------------------|
| 2. | 77890 &
77718 | Anastacia the Salon #C16978 (<i>Closed</i>)
Anastacia Newell #10601019 (<i>previous owner</i>)
Continued from April Board Meeting – Return to Sender
NEGOTIATED \$250/PAID | 9:45 a.m. |
| 3. | 76987 | Pamela R Jones, #19600432
Continued from April Board Meeting | 9:45 a.m. |
| 4. | 77695 | French Nails #M15842
Nhan Van, Owner
Continued from April Board Meeting | 9:45 a.m. |
| 5. | 77097 | Nacny Breckenridge #30022078
NEGOTIATED \$250/PAID | 9:45 a.m. |
| 6. | 77264 | Kathleen M McMillin #17921521 | 9:45 a.m. |
| 7. | 77287 | Salon Virtu Surprise #C17042
Salon Virtu Surprise LLC., Owner
Louis Calles #17718844, Member/Manager
NEGOTIATED \$250/6-Months Probation | 9:45 a.m. |
| 8. | 77591 | Krista Hansen #10600755 | 9:45 a.m. |
| 9. | 77592 | Tina R Diaz #18900548 | 9:45 a.m. |
| 10. | 77604 | Lotus Day Spa #C16765
Deandra Holdings LLC., Owner
Kim Deanda #30400444, Member/Manager
NEGOTIATED \$250/PAID | 9:45 a.m. |
| 11. | 77636 | Sexy Hair Salon #C15174
Alejandrina Torres (<i>Ruiz Salcido</i>) #1990191, Owner/Manager | 9:45 a.m. |
| 12. | 77641 | Frespa #C18712
Frespa LLC., Owner
Christopher Haws, Member
Teri Kremer, Director | 9:45 a.m. |
| 13. | 77861 &
77862 | Cynthia Hughes #10601017
Debra Flood #19815608 | 9:45 a.m. |
| 14. | 77709 | Lisa Hamilton #19400653 | 9:45 a.m. |
| 15. | 77710 | Susan Earnhart #19400504
NEGOTIATED \$500/PAID | 9:45 a.m. |

16. 77854/77855 Ken Nails & Spa #'s M15073 & A15048 **9:45 a.m.**
 Thanh Thuy Nguyen, Co-Owner
 77954/77955 Bich Thuy Nguyen #'s 50501405 & 30600271, Co-Owner/Manager
17. 77732 Nails First #M14825 **9:45 a.m.**
 Huy Nhat Nguyen #50200761, Owner/Manager
18. 77738 & K-Sa De Nails #M9671 **9:45 a.m.**
 78024 Lily K. Pham #59600417, Owner/Manager
19. 77742 Space Nail #M10968 **9:45 a.m.**
 Toan X. Dao #50000228, Owner/Manager
NEGOTIATED \$250/PAID
20. 77744/77745 Hoa Cali Nails #A15140 & #M15163 **9:45 a.m.**
 Hoa "Trina" Do #50600214 & #30600766, Owner/Manager
21. 77746 Smart Style #1784 #C17450 **9:45 a.m.**
 Minnesota Regis Corp
 Paul Finkelstein, President
22. 77751 Buckeye Hairport #C17387 **9:45 a.m.**
 Vicente & Elvira Mendez, Co-Owners
23. 77753/77754 Cindy & Danny's Nails #A15794 & #M14844 **9:45 a.m.**
 Mung Van Truong #59715188, Owner/Manager
NEGOTIATED \$500
24. 77755 Tony's Barber & Salon #C14837 **9:45 a.m.**
 William Hawkins #10200582, Owner/Manager
25. 77771 & Lisa Ealy #17922152, Licensee **9:45 a.m.**
 77772 Kelly Muzal #39919188, Licensee
26. 77776 Rosy's Beauty Salon #C12953 **9:45 a.m.**
 Rosa Espriu #19800027, Owner/Manager
27. 77777 & Betina Nino #10011167, Licensee **9:45 a.m.**
 77778 Carla Munoz #10402110, Licensee
28. 77781/77782 Steve Le #59500802, Licensee **9:45 a.m.**
29. 77797 & Jasmin Carpenter #30700043, Licensee **9:45 a.m.**
 77798 & Claire Elizabeth Brown #30800868, Licensee
 77799 Tiffany Ryan #30500764, Licensee

30. 77800 Bellezza Salon & Day Spa #C16900 **9:45 a.m.**
Phyllis Tragethon, Owner
NEGOTIATED \$250/6-Months Probation
31. 77801/77802 Nail Too #A15117 & #M15140
Hai T. Le #50000311, Owner/Manager
32. 77803 & Lynnette Fleming #18501363, Licensee **9:45 a.m.**
RETURN TO SENDER – MOVED LEFT NO ADDRESS
77804 Brittany Austin #10801828, Licensee
33. 77808 Come For Nails #M15851 **9:45 a.m.**
Thuy Minh Ngoc Pham #30900026 & 59920087 Owner/Manager
34. 77812 Shelly's Nail Network #M15266 **9:45 a.m.**
Shelly Griffin #59500522, Owner/Manager
35. 77815 Quality Nails & Spa #M15488 **9:45 a.m.**
Hiep T Dinh #50501169, Owner/Manager
36. 77820 Sunset Nails #M16223 **9:45 a.m.**
Trung K Nguyen #50601421, Owner/Manager
37. 77826 Jon' Ric International Salon & Day Spa #C18857 **9:45 a.m.**
Ryan Godfrey, President/Manager
38. 77827/77828 #1 Sunshine Nails Spa #A14907 & M14925 **9:45 a.m.**
Jeannie Tang #30200128 & 59700022, Co-Owner
Tho Ho #59800328, Co-Owner
39. 77829 JC Penney Salon #C17477 **9:45 a.m.**
JC Penney Corporation Inc., Owner
40. 77830 M Salon #C17520 **9:45 a.m.**
M Salon LLC., Owner
Michael L Danielson #10000447, Member/Manager
NEGOTIATED \$250/
41. 77835 Platform Artistry #C18824 **9:45 a.m.**
David J Agnello #18226029, Owner/Manager
42. 77838 Karma Day Spa #C17623 **9:45 a.m.**
Karma Day Spa LLC., Owner
Kristen Watts #30800263
43. 77839 Claudia Mendez Yocupicio Santiago #19800193 **9:45 a.m.**

BOARD MEETING AGENDA

May 15, 2009

44. 77842 APHM Westward Look #M15614 **9:45 a.m.**
APHM Westward Look LLC., Owner
45. 77844 Nails Rap II #M11531 **9:45 a.m.**
Hung Tran #59817085, Owner/Manager
46. 77866 Little Mexico Barber Shop & Salon #C15960 **9:45 a.m.**
Jesus Cruz, Owner
Nina Gutierrez #10500268, Manager
NEGOTIATED \$500/PAID
47. 77867 XO Nails #M15983 **9:45 a.m.**
Phong Pham #50800090, Owner/Manager
NEGOTIATED \$250
48. 77871 Illusions Beauty Salon & Supply #C1636 **9:45 a.m.**
Margie Tellez #19500289, Owner/Manager
49. 77872 Remy's Beauty Salon #C18576 **9:45 a.m.**
Anderson Cardenas, Owner
50. 77873 Pro's Nails by Vy #M16161 **9:45 a.m.**
Dinh Vy Tran #50500524, Owner Manager
51. 77874 Divine Design by Christie & Jamie #M16258 **9:45 a.m.**
Christie Hawkins #19816932, Co-Owner/Manager
Jamie Randall #58600613 Co-Owner/Manager
52. 77875 & Terri M. Finley #19918138, Licensee **9:45 a.m.**
77876 & Monica L. Moore #10802235, Licensee
77877 & Monique L. Talamantes #10800134, Licensee
77878 & Kaitlin Fagotti #10801789, Licensee
77879 Roxanne M. Bravo #10021023, Licensee
53. 77880/77881 Red Persimmon Spa #A14510 & #M14549 **9:45 a.m.**
Khiem V. Tran #50100274, Co-Owner/Manager
Myly Cong #30500883 & #50100598, Co-Owner/Manager
54. 77529 Feature Cuts #C14580 **9:45 a.m.**
Anna Hermiz #19000391, Owner/Manager
NEGOTIATED \$250/6-Months Probation

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

Request for Rehearing and States Response

73952 Mini Nails #M15549
Diana Dao, Owner, Manager #59600771

9:30 a.m.

STATUS AND ADDITIONS TO TENTATIVE AGENDA * AND ***

77087 Evelyn Leavitt, #19919438

77594 Salon & Spa Visage #C16579
Nadia Montova, Co-Owner
Baldramina Renteria, Co-Owner

78143 Tamatha Wilburn (*Deny & accept w/negotiation*)

For Board Information Only

77551 Mirella Cabrera #19812082 (*CA received*)

77819 Bella Aminova #10402014 (*CA received*)

77393& Princesss Nails #M14808 (*CA received*)
Kathleen Nguyen, Owner, Manager #10300116

77694 Yoli's De Belleza #C18580 (CA received)
Maria Yolanda De Belleza, Owner, Manager #19200341

Denial

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)**