1	BEFORE THE OHIO STATE BOARD OF COSMETOLOGY
2	
3	IN THE MATTER OF:
4	BOARD MEETING
5	
6	TRANSCRIPT OF PROCEEDINGS
7	
8	STEVEN THOMPSON, Chairman, Presiding
9	
10	Wednesday, November 12, 2014
11	1:00 p.m. Ohio State Board of
12	Cosmetology
13	1929 Gateway Circle Grove City, Ohio 43123
14	
15	JILLIAN VOGEL,
16	Professional Court Reporter
17	
18	
19	
20	
21	
22	
23	ANDERSON REPORTING SERVICES, INC.
24	3242 West Henderson Road, Suite A Columbus, Ohio 43220
25	(614) 326-0177 FAX (614) 326-0214

1	
2	APPEARANCES:
3	FEDERICO G. BARRERA III, Attorney at Law Attorney General's Office
	30 East Broad Street, 26th Floor
4	Columbus, Ohio 43125 PH: (614)466-2833
5	FX: (614)728-9470
6	Rico.Barrera@OhioAttorneyGeneral.gov
7	On behalf of The Ohio State Board of Cosmetology.
8	BOARD MEMBERS PRESENT:
9	Christopher Logsdon, Executive Director Steve Thompson, Chairman
10	Valerie Benfer
11	Luke Hanks Tasha Sheipline
	Charles Penzone
12	Lori Pearson
13	ALSO PRESENT:
14	Lori Flanery, Administrative Assistant
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	

1	WEDNESDAY AFTERNOON SESSION
2	November 12, 2014 1:00 p.m.
3	
4	PROCEEDINGS
5	
6	BE IT REMEMBERED THAT, on the 12th day of November, 2014,
7	this cause came on for hearing before Chairman Steven Thompson.
8	And the parties appearing in person and/or by counsel, as
9	hereinafter set forth, the following proceedings were had:
10	
11	CHAIRMAN THOMPSON: Good afternoon. I would like to call
12	the November, 2014, Ohio State Board of Cosmetology meeting to
13	order.
14	Roll call, please.
15	MS. FLANERY: Dr. Gupta?
16	Mr. Hanks?
17	MR. HANKS: Here.
18	MS. FLANERY: Mr. Taneff?
19	Mr. Penzone?
20	MR. PENZONE: Here.
21	MS. FLANERY: Ms. Benfer.
22	MS. BENFER: Here.
23	MS. FLANERY: Ms. Sheipline?
24	MS. SHEIPLINE: Yeah.
25	MS. FLANERY: Mr. Thompson?

1	CHAIRMAN THOMPSON: Here.
2	I would ask everyone to stand as we recite the Pledge of
3	Allegiance to the United States of America.
4	(Pledge of Allegiance recited.)
5	CHAIRMAN THOMPSON: At this time I would ask all board
6	members if they've had a chance to review the September board
7	minutes; and if so, do we have a motion for adoption?
8	MR. PENZONE: So moved.
9	MR. HANKS: Second.
10	CHAIRMAN THOMPSON: First by Mr. Penzone.
11	MR. HANKS: Second.
12	CHAIRMAN THOMPSON: Second by Board Member Hanks.
13	Roll call, please.
14	MS. FLANERY: Ms. Benfer?
15	MS. BENFER: Here I mean, yes.
16	MS. FLANERY: Mr. Thompson?
17	CHAIRMAN THOMPSON: Yes.
18	MS. FLANERY: Mr. Penzone?
19	MR. PENZONE: Yes.
20	MS. FLANERY: Ms. Sheipline?
21	MS. SHEIPLINE: Yes.
22	MS. FLANERY: Mr. Hanks?
23	MR. HANKS: Yes.
24	CHAIRMAN THOMPSON: Oh, I skipped an item here. I'm sorry.
25	There's a new item here. Do we have motions to accept the agenda

1	for this meeting?
2	MR. PENZONE: So moved.
3	CHAIRMAN THOMPSON: We have a first.
4	MS. BENFER: Second.
5	CHAIRMAN THOMPSON: Second by Board Member Benfer.
6	Roll call, please.
7	MS. FLANERY: Ms. Benfer?
8	MS. BENFER: Yes.
9	MS. FLANERY: Mr. Thompson?
10	CHAIRMAN THOMPSON: Yes.
11	MS. FLANERY: Mr. Penzone?
12	MR. PENZONE: Yes.
13	MS. FLANERY: Ms. Sheipline?
14	MS. SHEIPLINE: Yes.
15	MS. FLANERY: Mr. Hanks?
16	MR. HANKS: Yes.
17	CHAIRMAN THOMPSON: And at this time I would ask for our new
18	Executive Director, Christopher Logsdon, for his Director's
19	Report.
20	MR. LOGSDON: Thank you. I appreciate it.
21	Mr. Chairman, members of the Board, I submitted a written
22	report for your consideration. Generally, if you have questions
23	in detail, I'll be more than happy to answer those; but at this
24	time we've submitted a synopsis summary of our 2015 financial
25	activity of the Board.

Currently our expenditures are normal. We have made some adjustments in payroll from the first quarter. We do expect some additional adjustments throughout the rest of year due to personnel changes. Appropriate encumbrances have been established for the Board for contract hearing examiners and the hearing management and services. And the expenditures are attached for your consideration.

I was asked at the last board meeting to do that. So if you have any questions specifically about the budget, its expenses and current encumbrances and balances, I'd be more than happy to address those as you consider that.

Our 2016/2017 budget has been filed and submitted. It was sent off to the Ohio Office of Budget and Management for consideration. The Board used a zero-based budgeting approach in determining what its budgetary requirements would be for 2016.

If you're not familiar with zero-based budgeting, it's essentially building a budget from ground zero up, looking at all necessary expenditures based upon the mission and goals and objectives of the agency; and so we did do that.

We will be requesting some budget extension above and beyond the 2015 level. The current budget guidance allowed the Board to request up to the current 2015 level of funds; however, as you know, we are on a biannual licensing standard and so our amount of money that we need goes up and down. So we have to make adjustments for those -- those years, and that requires us to

1 file an extended budget request. We've also completed and filed our annual assets 2 3 certification or biannual budgets, of course, which I just explained. And also our 2014 workforce plan has been submitted 4 5 and filed. 6 Over the next few months, I will be out evaluating the 7 current agency's policies and procedures, reviewing its rules and certainly meeting with staff and establishing priorities over the 8 9 next -- for the next three years. And it is my hope that by January of 2015 I'll be able to file a three-year strategic plan 10 11 for the Board's consideration. 12 I've included the current stats on all acts of licensees for 13 your review. And that concludes my report. Thank you, Director. 14 CHAIRMAN THOMPSON: 15 Committee reports. Ms. Sheipline, do we --The committee did not -- has not met since 16 MS. SHEIPLINE: the last board meeting, so we didn't have anything to report. 17 CHAIRMAN THOMPSON: And just to echo what we've talked about 18 19 at the last meeting, the manager's curriculum review will start 20 first of the year? MS. SHEIPLINE: We're anticipating starting in January, but 21 we have not made a final decision on that yet. 22 23 CHAIRMAN THOMPSON: Okay. Thank you. 24 Any other committee reports?

This is the part of our meeting that's open for public

25

1 testimony. Anyone may approach the podium for two minutes. we have anybody that would like to approach and speak to the 2 Board -- address the Board at this time? 3 4 I think she's grabbing the sign-in --5 MS. FLANERY: Nobody. 6 CHAIRMAN THOMPSON: Nobody signed in? One last time? 7 Okay. As seeing there's no unfinished business --MR. LOGSDON: Mr. Chairman? 8 9 CHAIRMAN THOMPSON: Yeah. 10 MR. LOGSDON: We do have one written item that we put under 11 public testimony. 12 CHAIRMAN THOMPSON: Okay. 13 MR. LOGSDON: Just to let you know that we did receive this, 14 I'll be responding appropriately to that. 15 They don't care to come in front of the CHAIRMAN THOMPSON: Board at this time? 16 17 MR. LOGSDON: Right. 18 CHAIRMAN THOMPSON: Okay. 19 MR. LOGSDON: It's in your packet though. 20 CHAIRMAN THOMPSON: Okay. Is this it right here? 21 22 MR. LOGSDON: It's --23 CHAIRMAN THOMPSON: Okay. Okay. Moving on to new business, we have Nicole Laslo requesting a waiver. 24 25 Nicole? Nicole Laslo? Okay.

We have Rhonda Garr requesting a waiver.

Rhonda Garr?

This is going fast today, guys. Okay.

Rule review. I'm going to turn this part of the meeting over to our Executive Director, Mr. Logsdon.

MR. LOGSDON: Thank you very much. We have a number of draft rules for consideration. Some of these — there are a number of these rules that the Board had previously looked at. They have not yet been filed with JCARR, and the reason is we want to make sure that we package a group of rules together rather than filing individually. So we're trying to get a group of rules together. So this would be the group that you're looking at.

However, since last week I've had an opportunity to look at a couple of the rules that were intended to be filed. We're bringing them back before the Board with some changes, not substantive changes to a large degree, but changes that would make these rules easier to read and understand. And so we've made some of those changes, and I'll go through each and every one of them for your consideration.

The first is 4713-1-01. This rule would add definitions of armed services, active duty military members and veterans. Those definitions are necessary because we have added to your packet a -- an active duty military member and active duty military spouse rule for your consideration. And I'll explain that when I

get to it.

4713 -- I do apologize. We'd also -- yeah. We also changed Paragraph (W), which is the definition of an independent contractor. There is a rule in your packet that looks at consistency with an existing change that the Board has already made that eliminates independent contractor agreement language. We believe these few words need to be struck from this definition.

CHAIRMAN THOMPSON: Which one is that?

MR. LOGSDON: It's Paragraph (W) under 4713-1-01. It's the first rule in the packet.

CHAIRMAN THOMPSON: Which one was that again?

MR. LOGSDON: 4713-1-01 titled: Definition of Board of Cosmetology, Paragraph (W).

4713-1-14, Trafficking Education. This rule was before the Board previously. We have made very subtle changes to this, primarily changes that allow this to be read a little clearer and more easily for those that it affects. And we believe this meets all the requirements of the Board as it is originally intended, and it's also consistent with Section 5502.63 of the Ohio Revised Code.

4713-5-17, Licensed Instructors on Premises. This rule also was reviewed and approved by the Board. We've made small changes to this, primarily moving the ratio of instructor to students to the preamble of the rule so that it again, condenses the rule,

allows it to be read a little more simply and then goes in and makes the changes that the Board had recommended, which is the elimination of Paragraphs (A) and (B).

MR. HANKS: Mr. Chairman?

CHAIRMAN THOMPSON: Board Member Hanks.

MR. HANKS: It does eliminate a portion of (A), but it also seems to move that -- where I think we had an issue previously is specifically with (A)(2) where it says, "At least two instructors should be present if a clinic and classroom are conducted concurrently."

What we're trying to address in that situation is there are times where, let's say, you've got 25 students, one instructor that will teach the theory portion in a classroom setting. They might move to the clinic as a group; but there may be somebody, a small number of the 25, that are having difficulty with a particular subject or whatever the case may be. There may be times where they would be given an assignment that could be viewed as theory-type work; but having the ability to have that one instructor oversee those same activities where someone would be practicing on a client, on a mannequin, clinic-type activities, someone may be working on a worksheet or following up with an assignment that they need the extra work with.

So I would like to go back and look a little more closely at how we had the language in the September meeting; but I think it may also be worth consideration that we say, "Any time clinic and

classroom are conducted concurrently in separate areas." So if you've got somebody in a classroom and somebody else in the clinic, obviously, you can't oversee those people with one instructor. I think that might eliminate the issue for us.

Would you agree, Ms. Sheipline?

MS. SHEIPLINE: Yes. The issue -- I think Luke said it perfectly. You know, if I have a student who's waiting for a chemical to process, they may be working on a worksheet at that point in time or something that's more related to theory than it would be clinic. And our biggest thing is just not wanting an inspector to be able to come in and say, well, they're working on theory and this is a clinic setting.

We just want some verbiage that would agree with that and make it acceptable within the clinic or, you know, I mean, really more in the clinic than in theory. We wouldn't expect clinic activities to be going on in the theory room per se, but it's really going to be more on that clinic floor.

So if he could look at that one more time and maybe come up with some language that would kind of see that through, that would be the ideal situation for us.

MR. HANKS: And it's not necessarily the intent that -- go ahead.

MS. PEARSON: You also need to consider that we would have to add language in that would eliminate the fact where if you have -- you're on the clinic floor, all the students on the

clinic floor have to be certified. You know, you cannot -There's a rule in Chapter 5 that states that students on the
clinic floor all have to be certified. You can't bring a student
that's not certified to provide services on the public onto the
clinic floor with certified students.

MR. HANKS: Sure.

MS. PEARSON: So I mean, in your situation, if you have all your seniors, everybody is certified and somebody is doing a theory piece, that would be one thing. But we also need to specify that, you know, a student that has not been certified yet on the clinic floor doing theory during that time, it would be in conflict with another rule as well.

MS. SHEIPLINE: Now, let's say that I have a student that's certified to do color and they're certified to do hair cutting.

Do they have to be certified in every single area in order to step on that clinic floor?

MS. PEARSON: No. I believe it just says the students that are not certified, like not certified at all. So like a new student that's not been certified in any areas -- in any subject areas cannot be on the clinic floor at the same time you have certified students working on the public.

I just think if we're going to look at this language, we need to look at that language as well to make sure.

MR. HANKS: I wouldn't disagree that we could look at the language. I don't think that's going to be an issue, just

1 applying the way we provide the training; and I know enough about Ms. Sheipline's procedures that we're not going to put anybody on 2 the clinic floor that hasn't made it through our initial theory 3 4 training and passed the test anyways, so --5 MS. PEARSON: Right. But the school that is short an 6 instructor and they have, you know, a handful of junior 7 students -- let's just call them junior students -- that have not been certified, that day they could be within ratio. They only 8 9 have 20 certified students. They bring those noncertified 10 students into the room to be in compliance. 11 I just think we would need to look at adding -- I 12 understand, you know, both of you, that's how your programs run; but we have 200 schools --13 14 MS. SHEIPLINE: Right. 15 MS. PEARSON: -- and newer schools opening and things like 16 that. 17 MR. HANKS: Yeah. I think looking at it with that broad 18 perspective --19 MS. PEARSON: Right. MR. HANKS: -- is very important. 20 21 MS. PEARSON: Okay. 22 MR. HANKS: And it just comes down to what the language 23 says. You know, I don't know that -- I'd have to give it a lot of thought, and we'll reach out to the school population to get 24 25 that feedback that we would need.

1 I think we need to reach out to those CHAIRMAN THOMPSON: 2 schools, but I understand what's going on here. But do we want to be able to do that? You know what I mean? 3 MR. HANKS: Well, that's kind of where I'm heading. 4 5 CHAIRMAN THOMPSON: Do we want to do that? 6 MR. HANKS: Is that necessarily a bad thing? 7 CHAIRMAN THOMPSON: Right. 8 MR. HANKS: It could be, you know -- it could be that it's 9 inappropriate to do that. And I'd want to maybe try to come up 10 with some statistics, if you will, on when that could potentially 11 happen. 12 CHAIRMAN THOMPSON: Could you guys both work with your 13 constituents in each of your areas and see what -- Director? 14 MR. LOGSDON: Mr. Chairman, Mr. Hanks, I think the 15 compromise is actually in the proposed motion for these rules, which basically it essentially says that you permit this staff to 16 move on with the rule and file the rule subject to any changes 17 18 that would come out of stakeholder meetings. So if we have the 19 opportunity to put these changes before the stakeholders and 20 there are significant or sub-significant changes that need to be done, the rule then would come back to the Board for 21 22 authorization again. 23 MR. HANKS: Okay. 24 MR. LOGSDON: And so that would give you the opportunity to

think about language, and also constituencies to think about

25

language, come in if you have recommendations on how to make this rule better than what it is; and we can always present those back to the Board at the very next meeting.

MR. HANKS: Okay. Very good.

MR. LOGSDON: Rule 4713-7-09, we are recommending rescinding this rule. The Board actually looked at this rule and changed -- changed this rule to go back to some existing language, and they sort of pieced together a rule that essentially had three parts to it.

One was how to address out-of-state applicants. The other was addressing military applicants, particularly spouses of active military applicants. And then the last was testing fraud.

And when we had an opportunity to sit down and really look at this rule, I think we all came to agreement, staff-wise, that this rule really needs to be three separate, distinct rules, that we need a rule on out-of-state applicants, a rule on military candidates and then a rule on testing fraud.

To do otherwise would suggest that only out-of-state applicants commit test fraud. That would be one thing. The other thing is military applicants is really a requirement -- addressing how we handle military applicants is a requirement of the Ohio Revised Code now. And we really think that that needs to be a separate, distinct regulation that addresses how we're going to handle military applicants, but not just spouses but also active duty military members that are also licensed.

So this would -- the rules that we're proposing, the next three rules, which would be 4713-7-08, 4713-7-09 and 4713-7-10, would do that. Again, it simplifies the rule, pulls apart the components so that they can be looked at and understood individually. We really think that this is the best fix for this rule.

MR. PENZONE: Now, are we going to vote on accepting these

MR. PENZONE: Now, are we going to vote on accepting these today? Is that what the objective is today?

MR. LOGSDON: Mr. Chairman, Mr. Penzone, our objective is to get a vote on allowing us to move forward with filing, subject to no changes, substantive changes from stakeholders' input.

MR. PENZONE: Okay. Thank you.

MR. LOGSDON: 4713-8-09, Offering Advanced Practice,

Advanced Techniques or Unregulated Services, this rule basically

incorporates the language that the Board had previously suggested

in its Paragraph (B).

4713-11-10, again, this rule was inconsistent with 13-08, which had to do with the elimination of the agreement.

CHAIRMAN THOMPSON: We have a question from Member Hanks.

MR. HANKS: Can we go back to No. 8? In (B)(1), the addition here, I'm a little confused. Maybe it's a typo, maybe it's not. Where it references Chapter 3730, the period after that threw me off when I was reading it. And then also it appears that the only changes here are consolidating cosmetologists and estheticians in (B) to board licensees' and

Ohio Professional Board, blah, blah, blah. And then at the end of No. 2, that it has to be approved by a majority vote of a quorum of the Board members. Is that the extent of change here?

MR. LOGSDON: Mr. Chairman and Mr. Hanks, I'll leave the substantive provisions of this rule to Ms. Pearson to address since she was part of that discussion. As it relates to identifying chapters of the Ohio Revised Code, that is -- the way you would do a chapter of the Ohio Revised Code is to put a period.

MR. HANKS: Okay. Thank you.

MS. PEARSON: Member Hanks, the -- basically at the September meeting, a vote was taken to allow all board licensees to perform the permanent make-up instead of just estheticians or cosmetologists. So we -- it was suggested to go back to the previous language before the rule had been changed for February. I do believe, however, the reading No. (B)(2) that, "Approved by a majority vote of quorum of the Board members," We may need to think about that, because I think that was something that we had taken out previously in all the other rules.

MR. HANKS: Okay. Thank you.

MR. LOGSDON: So the suggestion, Mr. Chairman, Mr. Hanks, would be to remove, "Approved by a majority vote of the quorum of the Board members." And if that's an acceptable change, we can make that to the rule. I would just ask that you include that in the motion.

```
1
         MR. HANKS:
                      Okay.
         MR. LOGSDON: So it would be Paragraph (B)(2) of 4713-8-09.
2
 3
          MR. HANKS: And would it be appropriate to just add that
 4
    with the overall motion?
5
          MR. LOGSDON: That's fine.
6
         MR. HANKS:
                      Okay.
7
          MR. LOGSDON:
                        4713-11-10, I believe, I already addressed.
8
     If you have any questions, let me know.
9
          4713-19-14, Training of Operators and Employees. This rule,
10
     again, was one that the Board had already taken a look at and
11
     changed. After going through it and reading it, I did a few
12
     small changes, nothing real specific; but Paragraph (E) was the
13
     one I primarily concentrated on when it spoke about
14
     classroom/internet/correspondence courses.
15
          Again, generally when you get into rules like this and you
16
    begin listing lots of things, it gets very confusing very
    quickly. What we are really talking about here are, in fact,
17
     courses; and so we're just suggesting eliminating it, simplifying
18
19
     the rule.
20
          All the other language contained in this rule is and has
21
    been approved by the Board previously.
          Last is 4713-1 -- I'm sorry. We already did that.
22
23
          MR. PENZONE: Are you talking about 4713-1-14?
24
         MR. LOGSDON: Yeah.
25
         MR. PENZONE:
                        Okay.
```

```
1
         MR. LOGSDON: I think we already handled that, didn't we?
2
    We already addressed that. My copy has some notes. That's all.
    That concludes the rule review.
 3
 4
          MR. HANKS:
                      I would make a motion -- help me out here if
5
    need be -- to move to adopt, pending no substantive changes from
6
    constituents, to file the rules as proposed with the exception of
7
     4713-8-09 (B)(2) would strike "Approved by a majority vote of a
8
    quorum of the Board members."
9
          CHAIRMAN THOMPSON: Do we have a second?
10
          MS. BENFER:
                       Second.
11
          CHAIRMAN THOMPSON: Second by Board Member Benfer.
12
         Roll call, please.
13
         MS. FLANERY: Ms. Benfer?
14
         MS. BENFER: Yes.
15
         MS. FLANERY: Mr. Thompson?
16
          CHAIRMAN THOMPSON:
17
         MS. FLANERY: Mr. Penzone?
         MR. PENZONE: Yes.
18
19
         MS. FLANERY: Ms. Sheipline?
20
         MS. SHEIPLINE: Yes.
21
         MS. FLANERY: Mr. Hanks?
22
         MR. HANKS: Yes.
23
          CHAIRMAN THOMPSON: Okay. Next item under new business is
24
    standard terms of board orders, and I'll refer back to Director
25
    Logsdon on this one.
```

MR. LOGSDON: We wanted to discuss a concept with the Board regarding standard terms, not so much as board orders but actually settlement agreements. There's been a lot of discussion about an individual's ability to pay and the amount of terms or the term and the length of time established in settlement agreements. And what we want to do is move away from sort of arbitrary decisions based upon somebody's unique needs and begin to look at giving enough time in the agreement, or options within an agreement, that we can all agree upon that would allow them to pay within a time frame that is consistent. It's identified in the agreement. We all agree to it.

Similarly within board orders, the current language in a board order is 15 days, 15-day due date. And we would propose that, at least in board orders, that we move that to a 30-day due date because the ability to collect in 15 days, once you have delivery, is very difficult. We're finding that people fall outside that 15 days all the time; and similarly in consent agreements it's very, very similar. There's usually limited options to move around.

And, again, we're suggesting that we -- that the Board considers some ability for us to, within the agreement, establish a range of options for payment that, once settled, it becomes part of the order of the Board and eliminates staff decisions on unique needs of individuals, but rather get this down to treating everybody basically the same based upon the agreement that they

1 entered into. 2 MR. PENZONE: Do have you a draft of something that we could 3 look at and possibly --4 MR. LOGSDON: Sure. 5 MR. PENZONE: -- move on? 6 MR. LOGSDON: Sure. As far as the basic language of the 7 boilerplate language of a consent agreement, we do have a staff 8 meeting coming up. We want to come together. What we're looking 9 at right now is simply some consent from the Board that the concept seems to be realistic and worth pursuing, and we'd be 10 11 happy to present boilerplate language to you at the very next 12 meeting. 13 MR. PENZONE: What do you think? I think that's good. 14 CHAIRMAN THOMPSON: That would be good. 15 MR. LOGSDON: Okay. MR. HANKS: Will you have any statistics about what the --16 17 how substantial the number is of people that do fall outside of the 15 days? Is it --18 19 MR. LOGSDON: Well, I think we can put together some 20 statistics, but I can tell you that collection is a problem. Sometimes the collection efforts become stymied because the 21 22 individual can't make the terms; and as a result, they simply 23 give up. 24 So if we're able to provide options for a greater amount of time, I think the collection rate will be more positive and 25

```
1
     certainly, again, allow an individual to enter into agreements
2
     that are more in line with their requirements and also allow us
 3
     to improve our rate of collection.
 4
          MR. HANKS: Sounds good.
          MR. PENZONE: You'll send that in advance of the next
5
6
    meeting?
7
          MR. LOGSDON: I will, sir.
8
          MR. PENZONE: Okay.
9
          CHAIRMAN THOMPSON: Do we have a motion to accept
10
     Enforcement Notice of Violations 3 through 51?
11
          MR. PENZONE: So moved.
12
          CHAIRMAN THOMPSON: First by Mr. Penzone. Do we have a
13
     second?
14
          MS. SHEIPLINE:
                          Second.
15
                              Second by Ms. Sheipline.
          CHAIRMAN THOMPSON:
16
         Roll call, please.
17
         MS. FLANERY: Ms. Benfer?
18
          MS. BENFER: Yes.
19
         MS. FLANERY: Mr. Thompson?
20
          CHAIRMAN THOMPSON:
21
         MS. FLANERY: Mr. Penzone?
22
         MR. PENZONE: Yes.
23
         MS. FLANERY: Ms. Sheipline?
24
          MS. SHEIPLINE:
25
          MS. FLANERY: Mr. Hanks?
```

1	MR. HANKS: Yes.
2	CHAIRMAN THOMPSON: Do we have a motion to approve
3	Settlement Agreements 52 through 156?
4	MS. SHEIPLINE: Mr. Chairman, I would like to make a motion
5	to approve Settlement Agreements 52 through 156.
6	CHAIRMAN THOMPSON: We have a first by Board Member
7	Sheipline. Do we have a second?
8	MR. PENZONE: Second.
9	CHAIRMAN THOMPSON: Second by Board Member Penzone.
10	Roll call, please.
11	MS. FLANERY: Ms. Benfer?
12	MS. BENFER: Yes.
13	MS. FLANERY: Mr. Thompson?
14	CHAIRMAN THOMPSON: Yes.
15	MS. FLANERY: Mr. Penzone?
16	MR. PENZONE: Yes.
17	MS. FLANERY: Ms. Sheipline?
18	MS. SHEIPLINE: Yes.
19	MS. FLANERY: Mr. Hanks?
20	MR. HANKS: Yes.
21	CHAIRMAN THOMPSON: Okay. Now, we have two Hearing
22	Officer's Reports. I'm going to ask for any advice from Director
23	Logsdon and our representative from AG, Mr. Barrera. Do we start
24	right down do we start down with the Findings of Fact or do we
25	ask if there's any discussion?

MR. LOGSDON: If you've got the orders --

CHAIRMAN THOMPSON: We've done this different ways, and I want to establish a new way here for the future.

MR. LOGSDON: Sure. So in your package, you have the Hearing Officer's Report and Recommendation and the proposed Order of the Board; and so we're -- we have prepared a proposed motion for you that we believe is in line with the recommendation provided. Again, the Board has an option to approve or disapprove the Findings of Fact and similarly, with the Conclusions of Law and similarly if they choose to do so, the Recommended Order. They can certainly disapprove it, approve it or modify it.

If you modify an order of the Board, you should have a reason why you modify that order; and that reason would be contained in the final order of the Board.

So as far as a recommendation, the staff is going to recommend adopting the report and the recommendation of the hearing examiner; but the Board has within its discretion to do certainly otherwise. So my suggestion is that we would go down through each one of those.

CHAIRMAN THOMPSON: Three separate votes on each one?

MR. LOGSDON: Three separate votes and that allows the Board members -- and the reason there are three separate votes,

frankly, is because the Board may agree with the Order but maybe they don't agree with the Facts. Or they might agree with the

1 Facts, but they don't necessarily, maybe, agree as a majority with the Conclusions identified by the hearing examiner. 2 3 that gives you the ability to vote individually on those and put something on the record as to, you know, if you do not agree with 4 5 that. 6 MR. PENZONE: So we would -- you need a motion to accept the 7 Findings of Fact, and you need a motion to accept the Conclusions 8 of Law, and you said a third vote? 9 MR. LOGSDON: The third vote would be to adopt the 10 Recommended Order. So the -- in each case the hearing examiner 11 has proposed a Conclusion or an Order; and so by adopting that 12 Order of the Board, that would become your Order of the Board. 13 MR. PENZONE: So the motion would be to accept the Order 14 of --15 MR. LOGSDON: The Recommended Order of the hearing examiner. Just to interject, its a point that Executive 16 MR. BARRERA: Director Logsdon made with any recommendation, and this applies 17 to the Conclusions of Law and the Findings of Fact, the Board has 18 19 the discretion to accept, modify or reject the recommendation. 20 MR. PENZONE: Of the hearing officer? MR. BARRERA: Correct. 21 22 CHAIRMAN THOMPSON: Okay. Here we go. Case No. 2013-1752, 23 do we have a motion to accept the Findings of Fact? 24 MR. PENZONE: So moved. MR. HANKS: Second. 25

1	CHAIRMAN THOMPSON: First by Board Member Penzone. Second
2	by Board Member Hanks.
3	Roll call, please.
4	MS. FLANERY: Ms. Benfer?
5	MS. BENFER: Yes.
6	MS. FLANERY: Mr. Thompson?
7	CHAIRMAN THOMPSON: Yes.
8	MS. FLANERY: Mr. Penzone?
9	MR. PENZONE: Yes.
10	MS. FLANERY: Ms. Sheipline?
11	MS. SHEIPLINE: Yes.
12	MS. FLANERY: Mr. Hanks?
13	MR. HANKS: Yes.
14	CHAIRMAN THOMPSON: Case No. 2013-1752, do we have a motion
15	to accept the Conclusions of Law?
16	MR. PENZONE: So moved.
17	CHAIRMAN THOMPSON: First by Mr. Penzone.
18	MS. SHEIPLINE: Second.
19	CHAIRMAN THOMPSON: Second by Board Member Sheipline.
20	Roll call, please.
21	MS. FLANERY: Ms. Benfer?
22	MS. BENFER: Yes.
23	MS. FLANERY: Mr. Thompson?
24	CHAIRMAN THOMPSON: Yes.
25	MS. FLANERY: Mr. Penzone?

1	MR. PENZONE: Yes.
2	MS. FLANERY: Ms. Sheipline?
3	MS. SHEIPLINE: Yes.
4	MS. FLANERY: Mr. Hanks?
5	MR. HANKS: Yes.
6	CHAIRMAN THOMPSON: Case No. 2013-1752, do we have a motion
7	to adopt the Recommended Order?
8	MS. BENFER: Yes.
9	CHAIRMAN THOMPSON: First by Board Member Benfer. Second?
10	MR. PENZONE: Second.
11	CHAIRMAN THOMPSON: Second by Board Member Penzone.
12	Roll call, please.
13	MS. FLANERY: Ms. Benfer?
14	MS. BENFER: Yes.
15	MR. HANKS: Can we have a little discussion before we vote?
16	CHAIRMAN THOMPSON: Oh, yeah, sure.
17	MR. HANKS: This make sure you're talking about 1752,
18	right? 2013-1752?
19	MS. SHEIPLINE: Yes.
20	MR. HANKS: Is there any additional history with the staff
21	that we should take into consideration? This is the one with the
22	handwritten letter. You know, I hate to be a cynic; but I get a
23	lot of calls with people coughing in the background saying, "I
24	can't come to work today." But this sounds pretty serious to me.
25	I don't know that we have any reason to believe or not believe

it.

Would it be out of the line to ask for some additional information supporting the illness described, anything that would support the hardship at this point; or do we feel that we should pursue that? This is simply discussion.

MR. PENZONE: I would think the hearing officer probably took a lot of that into consideration; and if we would accept the Findings of Fact and the Conclusions of Law, why wouldn't we -- why wouldn't we go along with the Recommendation of the hearing officer? I would think that -- that the due diligence was done on the hearing officer's part.

MR. HANKS: Well, except that the handwritten letter was written after all of the hearing and everything occurred. So I don't think the hearing officer would have necessarily had this information. He's basically asking for a reduction in the penalty, which I'm not necessarily for without some reasonable documentation that it's legit. You know, I mean --

MR. BARRERA: If I may interject, Member Hanks, it was part of the testimony of Mr. Tron that he did have a stroke; and that was part of the reasons for the struggles and maintaining the sanitation conditions of his facility. And that is reflected within the Findings of Fact -- or within the hearing officer's Recommendation -- Report and Recommendation.

He did testify to it, and it was something that was part of her consideration. Whether the Board wants to explore uncovering

```
1
    more information in order to make its determination is a decision
     that it can make.
2
          MR. HANKS: If there's no new information in the letter --
 3
     in the handwritten letter, then I don't think that I would
 4
5
    propose that we go against the Recommendation. I just want to
6
    make sure that there's not something more to this story before we
7
    move on. I appreciate it.
8
          CHAIRMAN THOMPSON: Any further discussion?
9
         Roll call, please.
10
         MS. FLANERY: Ms. Benfer?
11
         MS. BENFER: Yes.
12
         MS. FLANERY: Mr. Thompson?
13
         CHAIRMAN THOMPSON:
                              Yes.
14
         MS. FLANERY: Mr. Penzone?
15
         MR. PENZONE: Yes.
16
         MS. FLANERY: Ms. Sheipline?
17
         MS. SHEIPLINE: Yes.
         MS. FLANERY: Mr. Hanks?
18
19
         MR. HANKS: Yes.
20
          CHAIRMAN THOMPSON: Case No. 2014-644, do we have a motion
21
    for Findings of Fact?
22
         MR. PENZONE: So moved.
23
          CHAIRMAN THOMPSON: First by Mr. Penzone.
24
         MR. HANKS: Second.
25
                              Second by Mr. Hanks. Any discussion?
          CHAIRMAN THOMPSON:
```

1	Roll call, please.
2	MS. FLANERY: Ms. Benfer?
3	MS. BENFER: Yes.
4	MS. FLANERY: Mr. Thompson?
5	CHAIRMAN THOMPSON: Yes.
6	MS. FLANERY: Mr. Penzone?
7	MR. PENZONE: Yes.
8	MS. FLANERY: Ms. Sheipline?
9	MS. SHEIPLINE: Yes.
10	MS. FLANERY: Mr. Hanks?
11	MR. HANKS: Yes.
12	CHAIRMAN THOMPSON: Case No. 2014-644, do we have a motion
13	for Conclusions of Law?
14	MS. BENFER: So moved.
15	CHAIRMAN THOMPSON: First by Board Member Benfer.
16	MR. PENZONE: Second.
17	CHAIRMAN THOMPSON: Second by Board Member Penzone. Any
18	discussion?
19	Roll call, please.
20	MS. FLANERY: Ms. Benfer?
21	MS. BENFER: Yes.
22	MS. FLANERY: Mr. Thompson?
23	CHAIRMAN THOMPSON: Yes.
24	MS. FLANERY: Mr. Penzone?
25	MR. PENZONE: Yes.

1	MS. FLANERY: Ms. Sheipline?
2	MS. SHEIPLINE: Yes.
3	MS. FLANERY: Mr. Hanks?
4	MR. HANKS: Yes.
5	CHAIRMAN THOMPSON: Case No. 2014-644, do we have a motion
6	to adopt the Recommended Order?
7	MR. HANKS: Move to adopt the Recommended Order.
8	CHAIRMAN THOMPSON: First by Mr. Hanks. Do we have a
9	second?
10	MR. PENZONE: Second.
11	CHAIRMAN THOMPSON: Second by Mr. Penzone. Any discussion?
12	Roll call, please.
13	MS. FLANERY: Ms. Benfer?
14	MS. BENFER: Yes.
15	MS. FLANERY: Mr. Thompson?
16	CHAIRMAN THOMPSON: Yes.
17	MS. FLANERY: Mr. Penzone?
18	MR. PENZONE: Yes.
19	MS. FLANERY: Ms. Sheipline?
20	MS. SHEIPLINE: Yes.
21	MS. FLANERY: Mr. Hanks?
22	MR. HANKS: Yes.
23	CHAIRMAN THOMPSON: Any further new business?
24	Any reason for executive session?
25	Do we have a motion to adjourn?

1	MR. PENZONE: Move to adjourn.
2	CHAIRMAN THOMPSON: Motion by Mr. Penzone.
3	MS. SHEIPLINE: Second.
4	CHAIRMAN THOMPSON: Second by Board Member Sheipline.
5	Roll call, please.
6	MS. FLANERY: Ms. Benfer?
7	MS. BENFER: Yes.
8	MS. FLANERY: Mr. Thompson?
9	CHAIRMAN THOMPSON: Yes.
10	MS. FLANERY: Mr. Penzone?
11	MR. BARRERA: One moment, please. I apologize.
12	I apologize.
13	CHAIRMAN THOMPSON: Roll call, please.
14	MS. FLANERY: Ms. Benfer?
15	MS. BENFER: Yes.
16	MS. FLANERY: Mr. Thompson?
17	CHAIRMAN THOMPSON: Yes.
18	MS. FLANERY: Mr. Penzone?
19	MR. PENZONE: Yes.
20	MS. FLANERY: Ms. Sheipline?
21	MS. SHEIPLINE: Yes.
22	MS. FLANERY: Mr. Hanks?
23	MR. HANKS: Yes.
24	
25	And, thereupon, the hearing was concluded at 1:45 p.m.

1	
2	
3	
4	C-E-R-T-I-F-I-C-A-T-E
5	
6	I do hereby certify that the foregoing is a true, correct
7	and complete written transcript of the proceedings in this
8	matter, taken by me on the day of
9	, and transcribed from my stenographic notes.
10	
11	
12	Jillian Vogel
13	Professional Reporter and Notary Public in and for
14	the State of Ohio
15	My commission expires: 2-13-16.
16	My Commission expires. 2 13 10.
17	
18	
19	
20	
21	
22	
23	
24	
25	

	11.10	12.0	11 0.01	1
WORD INDEX	25 11:12,	5 13:2	add 9:21	agency
	15	51 23:10		6:19
< , >	26th 2:3	52 24:3, 5		agency's
, 34:9		5502.63	added 9:23	7:7
	< 3 >	10:20	adding	agenda
< 1 >	3 23:10	_	14:11	4:25
1 17:20	30 2:3	< 6 >	addition	agree
1:00 1:11	30-day	614 1:24,	17:21	12:5, 13
3:2	21:14	25 2:4, 5	additional	21:9, 11
1:45 33:25	3242 1:23		6:3	25:24, 25,
12 1:8	326-0177	< 7 >	28:20	25 26:1, 4
3:1	1:24	728-9470	29:2	agreement
12th 3:6	326-0214	2:5	address	10:6
13-08	1:25		6:11 8:3	16:14
17:17	3730 17:22	< 8 >	11:11	17:18
15 21:13,		8 17:20	16:10	21:8, 9,
15, 17	< 4 >		18:5	11, 21, 25
22:18	43123 1:13 43125 2:4	< A > ability	addressed	22:7
156 24:3,		_	19:7 20:2	agreements
	43220 1:24	11:18	addresses	21:3, 6, 18 23:1
15-day 21:13	466-2833 2:4	21:4, 15, 21 26:3	addressing	24:3, 5
1752 28:17	4713 10:2	able 7:10	16:11, 21	ahead
1929 1:12	4713 10.2	12:11	adjourn	12: <i>22</i>
1929 1.12	19:22	15:3	32:25	Allegiance
< 2 >	4713-1-01	22:24	33:1	4:3, 4
2 11:8	9:21	accept	adjustments	allow
18:2, 16	10:10, 13	4:25	6:2, 3, 25	10:17
19:2 20:7	4713-11-10	23:9	Administrati	18:12
20 14:9	17:17	26:6, 7,	ve 2:14	21:9
200 14:13	19:7	13, 19, 23	adopt	23:1, 2
2013-1752	4713-1-14	27:15	20:5	allowed
26:22	10:15	29:7	26:9	6:21
27:14	19:23	acceptable	28:7	allowing
28:6, 18	4713-19-14	12:14	32:6, 7	17:10
2014 1:8	19:9	18:23	adopting	allows
3:1, 6, 12	4713-5-17	accepting	25:17	11:1
7:4	10:22	17:7	26:11	25:22
2014-644	4713-7-08	active	adoption	America
30:20	17:2	9:22, 24,	4:7	4:3
31:12	4713-7-09	24 16:12,	advance	amount
32:5	16:5 17:2	25	23:5	6:23
2015 5:24	4713-7-10	activities	Advanced	21:4
6:21, 22	17:2	11:19, 21	17:13, 14	22:24
7:10	4713-8-09	12:16	advice	ANDERSON
2016 6:12,	17:13	activity	24:22	1:23
15	19:2 20:7	5:25	AFTERNOON	annual 7:2
2017 6:12		acts 7:12	3:1, 11	answer
2-13-16	< 5 >		AG 24:23	5:23
34:14				
	1	1	1	1

	armed 9:22	19:7	19:10, 21	24:10
anticipating	asked 6:8	25:7	20:8, 11,	27:3, 20
7:21	asking	28:25, 25	24 21:1,	28:12
anybody	29:15	Benfer	2, 12, 13,	30:9
8:2 14:2	assets 7:2	2:10	14, 20, 23	31:1, 19
anyways	assignment	3:21, 22	22:9	32:12
14:4	11:17, 22	4:14, 15	24:6, 9	33:5, 13
apart 17:3	Assistant	5:4, 5, 7,	25:6, 8,	calls
apologize	2:14	8 20:10,	13, 15, 18,	28:23
10:2	attached	11, 13, 14	22, 24	candidates
33:11, 12	6:7	23:17, 18	26:12, 12,	16:17
APPEARANCES	Attorney	24:11, 12	18 27:1,	care 8:15
2:1	2:1, 3	27:4, 5,	2, 19	case
appearing	authorizatio	21, 22	28:9, 11	11:16
3:8	n 15:22	28:8, 9,	29:25	26:10, 22
appears	13 22	13, 14	31:15, 17	27:14
17:24	< B >	30:10, 11	33:4	28:6
applicants	back 9:16	31:2, 3,	Board's	30:20
16:10, 11,	11:23	14, 15, 20,	7:11	31:12
12, 16, 19,	15:21	21 32:13,	boilerplate	32:5
20, 21, 24	16:2, 7	14 33:6,	22:7, 11	cause 3:7
applies	17:20	7, 14, 15	bring	certainly
26:17	18:14	best 17:5	13:3 14:9	7:8 23:1
applying	20:24	better	bringing	25:11, 19
14:1	background	16:2	9:16	C-E-R-T-I-F-
appreciate	28:23	beyond	Broad 2:3	I-C-A-T-E
5:20 30:7	bad 15:6	6:20	14:17	34:4
approach	balances	biannual	budget	certificatio
6:14 8:1,	6:10	6:23 7:3	6:9, 12,	n 7:3
2	BARRERA	biggest	13, 17, 20,	certified
Appropriate	2:1	12:10	21 7:1	13:1, 3, 4,
6:4 19:3	24:23	blah 18:1,	budgetary	5, 8, 10,
appropriatel	26:16, 21	1, 1	6:15	14, 14, 15,
y 8:14	29:18	BOARD 1:1,	budgeting	18, 18, 19,
approve	33:11	4, 11 2:5,	6:14, 16	21 14:8, 9
24:2, 5	based	8 3:12	budgets	certify
25:8, 11	6:18	4:5, 6, 12	7:3	34:6
approved	21:7, 25	5:5, 21,	building	Chairman
10:23	basic 22:6	25 6:5, 8,	6:17	1:8 2:9
18:2, 16,	basically	14, 21	business	3:7, 11
22 19:21	15: <i>16</i>	7:17 8:3,	8:7, 23	4:1, 5, 10,
20:7	17:14	3, 16 9:8,	20:23	12, 17, 24
arbitrary	18:11	16 10:5,	32:23	5:3, 5, 10,
21:7	21:25	13, 16, 19,		17, 21
area 13:15	29:15	23 11:2,	< C >	7:14, 18,
areas	behalf 2:5	5 15:21	call 3:11,	23 8:6, 8,
12:1	believe	16:3, 6	14 4:13	9, 12, 15,
13:19, 20	10:7, 18	17:15, 25	5:6 14:7	18, 20, 23
15:13	13:17	18:1, 3,	20:12	10:9, 12
	18:16	12, 17, 23	23:16	11:4, 5

15.1 5 7	Charles	22:8	conducted	cosmetologis
15:1, 5, 7,			11:9 12:1	
12, 14	2:11	28:24		ts 17:25
17:9, 19	chemical	comes	conflict	18: <i>14</i>
18:4, 21	12:8	14:22	13:12	COSMETOLOGY
20:9, 11,	choose	coming	confused	1:1, 12
16, 23	25:10	22:8	17:21	2:7 3:12
22:14	Christopher	commission	confusing	10:14
23:9, 12,	2:9 5:18	34:14	19:16	coughing
15, 20	Circle	commit	consent	28:23
24:2, 4, 6,	1:12	16:19	21:17	counsel
9, 14, 21	City 1:13	Committee	22:7, 9	3:8
25:2, 21	classroom	7:15, 16,	consider	couple
26:22	11:9, 13	24	6:11	9:15
27:1, 7,	12:1, 2	complete	12:23	course 7:3
14, 17, 19,	19:14	34:7	consideratio	courses
24 28:6,	clearer	completed	n 5:22	19:14, 18
9, 11, 16	10:17	7:2	6:7, 14	Court 1:16
30:8, 13,	client	compliance	7:11 9:7,	current
20, 23, 25	11:20	14:10	20, 25	6:10, 21,
31:5, 12,	clinic	components	11:25	22 7:7,
15, 17, 23	11:9, 14,	17:4	28:21	12 21:12
32:5, 8,	25 12:3,	compromise	29:7, 25	Currently
11, 16, 23	10, 12, 14,	15:15	considers	6:1
33:2, 4, 9,	15, 15, 17,		21:21	curriculum
13, 17	25 13:1,	concentrated	consistency	7:19
chance 4:6	3, 5, 11,	19:13	10:5	cutting
change	16, 20	concept	consistent	13:14
10:5	14:3	21:1	10:20	cynic
18:3, 23	clinic-type	22:10	21:10	28:22
changed	11:20	concluded	consolidatin	1.5
10:2	closely	33:25	g 17:24	< D >
16:6, 7	11:23	concludes	constituenci	
18:15	Code	7:13 20:3	es 15:25	21:13, 15
19:11	10:21	Conclusion		day 3:6
changes	16:22	26:11	constituents	14:8 34:8
6:4 9:16,	18:7, 8	Conclusions	15: <i>13</i> 20: <i>6</i>	days
17, 17, 19	collect	25:10		21:13, 15,
10:16, 17,	21:15	26:2, 7,	contained	17 22:18
23 11:2	collection	18 27:15	19:20	decision 7:22 30:1
15:17, 19,	22:20, 21, 25 23:3	29:8	25:15	
20 17:11,	color	31:13	contract 6:5	decisions 21:7, 23
11, 24 19:12	13:14	gongument 1		definition
20:5	Columbus	concurrently 11:10	contractor	10:3, 8, 13
	1:24 2:4		10:4, 6	definitions
Chapter 13:2		12:1	copy 20:2 Correct	
17:22	come 8:15 12:11, 18	condenses 10:25	26: <i>21</i>	9:21, 23 degree
18:8	15:9, 18,	conditions	34:6	9:17
	15:9, 18,	29:21		delivery
chapters	71 10.1	∠J•∠⊥	corresponden ce 19:14	21:16
10.			13.14	71.10

described	draft 9:7		11:22	25:9
29:3	22:2	establishing		26:7, 18,
detail	due 6:3	7:8	< F >	23 29:8,
5:23	21:13, 14		facility	22 30:21
determinatio	29:10	estheticians	29:21	fine 19:5
n 30:1	duty 9:22,	17:25	fact	First
determining	24, 24	18:13	12:24	4:10 5:3
6:15	16:25	evaluating	19:17	6:2 7:20
different		7:6	24:24	9:21
25: <i>2</i>	< E >	everybody	25: <i>9</i>	10:11
difficult	easier	13:8	26:7, 18,	23:12
21:16	9:18	21:25	23 29:8,	24:6
difficulty	easily	examiner	22 30:21	27:1, 17
11:15	10:18	25:18	Facts	28:9
diligence	East 2:3	26:2, 10,	25: <i>25</i>	30:23
29:10	echo 7:18	15	26:1	31:15
Director	Education	examiners	fall	32:8
2:9 5:18	10:15	6:5	21:16	fix 17:5
7:14 9:5	efforts	exception	22:17	Flanery
15:13	22:21	20:6	familiar	2:14
20:24	eliminate	Executive	6:16	3:15, 18,
24:22	11:6	2:9 5:18	far 22:6	21, 23, 25
26:17	12:4, 24	9:5	25:16	4:14, 16,
Director's	eliminates	26:16	fast 9:3	18, 20, 22
5:18	10:6	32:24	FAX 1:25	5:7, 9, 11,
disagree	21:23	existing	February	13, 15
13:24	eliminating	10:5 16:7	18:15	8:5
disapprove	19:18	expect	FEDERICO	20:13, 15,
25:9, 11	elimination	6:2 12:15	2:1	17, 19, 21
discretion	11:3		feedback	23:17, 19,
25:18	17:18	expenditures	14:25	21, 23, 25
26:19	Employees	6:1, 6, 18	feel 29:4	24:11, 13,
discuss	19:9	expenses	file 7:1,	15, 17, 19
21:1		6:9	10 15:17	27:4, 6, 8,
discussion	encumbrances	expires	20:6	10, 12, 21,
18: <i>6</i>	6:4, 10	34:14	filed	23, 25
21:3	Enforcement	explain	6:12 7:2,	28:2, 4,
24:25	23:10	9:25	5 9:9, 15	13 30:10,
28:15	enter 23:1	explained	filing	12, 14, 16,
29:5	entered	7:4	9:11	18 31:2,
30: <i>8</i> , <i>25</i>	22:1	explore	17:10	4, 6, 8, 10,
31:18	essentially	29: <i>25</i>	final	20, 22, 24
32:11	6:17	extended	7:22	32:1, 3,
distinct	15:16	7:1	25:15	13, 15, 17,
16: <i>15, 23</i>	16:8	extension	financial	19, 21
documentatio	establish	6:20	5:24	33:6, 8,
n 29:17	21:21	extent	finding	10, 14, 16,
doing	25:3	18:3	21:16	18, 20, 22
13:8, 11	established	extra	Findings	Floor 2:3
Dr 3:15	6:5 21:5		24:24	12:17, 25
	<u> </u>	1	1	1

13:1, 3, 5,	18:14	Hanks	29:6, 9,	
11, 16, 20	25: <i>19</i>	2:10	11, 13, 14,	individual's
14:3	26:22	3:16, 17	22 33:25	21:4
following	29:9 30:5	4:9, 11,	help 20:4	information
3:9 11:21	goals 6:18	12, 22, 23	Henderson	29:3, 15
foregoing	goes 6:24	5:15, 16	1:23	30:1, 3
34:6	11:1	11:4, 5, 6	hereinafter	initial
forth 3:9	going 9:3,	12:21	3:9	14:3
forward	4 12:16,	13:6, 24	history	input
17:10	17 13:22,	14:17, 20,	28:20	17:11
frame	25 14:2	22 15:4,	hope 7:9	inspector
21:10	15: <i>2</i>	6, 8, 14,		12:11
frankly	16:24	23 16:4	< I >	instructor
25:24	17:7	17:19, 20	ideal	10:24
fraud	19:11	18:4, 10,	12:20	11:12, 19
16:12, 17,	24:22	11, 20, 21	identified	12:4 14:6
19	25:16	19:1, 3, 6	21:10	Instructors
front 8:15	Good 3:11	20:4, 21,	26:2	10:22
funds 6:22	16:4	22 22:16	identifying	11:8
further	22:13, 14	23:4, 25	18:7	intended
30:8	23:4	24:1, 19,	III 2:1	9:15
32:23	grabbing	20 26:25	illness	10:19
future	8:4	27:2, 12,	29:3	intent
25:3	greater	13 28:4,	important	12:21
FX 2:5	22:24	5, 15, 17,	14:20	interject
	ground	20 29:12,	improve	26:16
< G >	6:17	18 30:3,	23:3	29:18
Garr 9:1,	group	18, 19, 24,	inappropriat	internet
2	9:10, 11,	25 31:10,	e 15:9	19:14
Gateway	12 11:14	11 32:3,	include	issue
1:12	Grove 1:13	4, 7, 8, 21,	18:24	11:7
Generally	guidance	22 33:22,	included	12:4, 6
5:22	6:21	23	7:12	13:25
19:15	Gupta 3:15	happen		item 4:24,
General's	guys 9:3	15:11	inconsistent	25 8:10
2:3	15:12	happy	17:17	20:23
give		5:23		its 6:9,
14:23	< H >	6:10	incorporates	15 7:7
15:24	hair 13:14	22:11	17:15	17:16
22:23	handful	hardship	independent	25:18
given	14:6	29:4	10:3, 6	26:16
11:17	handle	hate 28:22	individual	30:1
gives 26:3	16:21, 24	heading	22:22	
giving	handled	15: <i>4</i>	23:1	< J >
21:8	20:1	hearing		January
go 9:19	handwritten	3:7 6:5,	individually	7:10, 21
11:23	28:22	6 24:21	9:11	JCARR 9:9
12:21	29:1 <i>2</i>	25:5, 18	17:5 26:3	JILLIAN
16:7	30:4	26:2, 10,	individuals	1:15
17:20		15, 20	21:24	34:12
	1	1	I	1

junior	29:12	16:13	11:24	motion
14:6, 7	30:3, 4	19:10	16:3	4:7
	level	21:8 22:3	18:12	15:15
< K >	6:21, 22	looked	22:8, 12	18:25
kind	Licensed	9:8 16:6	23:6	19:4
12:19	10:22	17:4	meetings	20:4
15:4	16:25	looking	15:18	23:9
know 6:23	licensees	6:17	meets	24:2, 4
8:13	7:12	9:13	10:18	25:7
12:7, 14	17:25	14:17	Member	26:6, 7,
13:1, 10	18:12	22:8	4:12 5:5	13, 23
14:1, 6,	licensing	looks 10:4	9:24	27:14
12, 23, 23	6:23	Lori 2:12,	11:5	28:6
15:3, 8	limited	14	17:19	30:20
19:8	21:18	lot 14:23	18:11	31:12
26:4	line 23:2	21:3	20:11	32:5, 25
28:22, 25	25:7 29: <i>2</i>	28:23	24:6, 9	33:2
29:17	listing	29:7	27:1, 2,	motions
	19:16	lots 19:16	19 28:9,	4:25
< L >	little	Luke 2:10	11 29:18	move 11:7,
language	10:17	12:6	31:15, 17	14 15:17
10:6	11:1, 23		33:4	17:10
11:24	17:21	< M >	MEMBERS	20:5
12:19, 24	28:15	maintaining	2:8 4:6	21:6, 14,
13:22, 23,	Logsdon	29:20	5:21	19 22:5
25 14:22	2:9 5:18,	majority	9:22	30:7
15: <i>25</i>	20 8:8,	18:2, 17,	16:25	32:7 33:1
16:1, 7	10, 13, 17,	22 20:7	18:3, 23	moved 4:8
17:15	19, 22	26:1	20:8	5:2
18:15	9:5, 6	make-up	25: <i>23</i>	23:11
19:20	10:10, 13	18:13	members,	26:24
21:12	15:14, 24	management	18:17	27:16
22:6, 7, 11		6:6, 13	met 7:16	30:22
large 9:17		manager's	military	31:14
Laslo	18:4, 21	7:19	9:22, 24,	Moving
8:24, 25	19:2, 5, 7,	mannequin	24 16:11,	8:23
Law 2:1	24 20:1,	11:20	12, 16, 20,	10:24
25:10	25 21:1	MATTER	21, 24, 25	
26:8, 18	22:4, 6,	1:3 34:8	minutes	< N >
27:15	15, 19	mean 4:15	4:7 8:1	necessarily
29:8	23:7	12:14	mission	12:21
31:13	24:23	13:7	6:18	15:6
leave 18:4	25:1, 4,	15:3	modify	26:1
legit	22 26:9,	29:17	25:12, 13,	29:14, 16
29:17	15, 17	MEETING	14 26:19	necessary
length	look 9:14	1:4 3:12	moment	6:18 9:23
21:5	11:23	5:1 6:8	33:11	need 6:24
letter	12:18	7:8, 17,	money 6:24	
28: <i>22</i>	13:22, 23,	19, 25	months 7:6	11:22
	24 14:11	9:4		12:23

		11/12/2014		
13:9, 23	Offering	option	Paragraphs	26:6, 13,
14:11, 25	17:13	25:8	11:3	20, 24
15:1, 20	Office	options	part 7:25	27:1, 8, 9,
16:16	2:3 6:13	21:8, 19,	9:4 18:6	16, 17, 25
18:17	officer	22 22:24	21:23	28:1, 10,
20:5	26:20	order	29:11, 18,	11 29:6
26:6, 7	29:6, 10,	3:13	20, 24	30:14, 15,
needs	14	13:15	particular	22, 23
16:15, 22	Officer's	21:13, 23	11:16	31:6, 7,
21:7, 24	24:22	25:6, 11,		16, 17, 24,
new 4:25	25:5	13, 14, 15,	particularly	25 32:10,
5:17	29:11, 22	24 26:10,	16:11	11, 17, 18
8:23	Oh 4:24	11, 12, 12,	parties	33:1, 2,
13:18	28:16	13, 15	3:8	10, 18, 19
20:23	OHIO 1:1,	28:7	parts 16:8	people
25:3	11, 13, 24	30:1	passed	12:3
30:3	2:4, 5	32:6, 7	14:4	21:16
32:23	3:12	orders	pay 21:4,	22:17
newer	6:13	20:24	10	28:23
14:15	10:20	21:2, 12,	payment	perfectly
Nicole	16:22	14 25:1	21:22	12:7
8:24, 25,	18:1, 7, 8	originally	payroll	perform
25	34:14	10:19	6:2	18:13
	Okay 7:23		Pearson	period
noncertified	8:7, 12,	out-of-state	2:12	17:22
14:9	18, 20, 23,	16:10, 16,	12:23	18:9
normal 6:1	23, 25	18	13:7, 17	permanent
Notary	9:3	outside	14:5, 15,	18:13
34:13	14:21	21:17	19, 21	permit
notes	15:23	22:17	18:5, 11	15:16
20:2 34:9	16:4	overall	penalty	person 3:8
Notice	17:12	19:4	29:16	personnel
23:10	18:10, 20	oversee	pending	6:4
November	19:1, 6,	11:19	20:5	perspective
1:8 3:1,	25 20:23	12:3	Penzone	14:18
6, 12	22:15		2:11	PH 2:4
number	23:8	< P >	3:19, 20	piece 13:9
9:6, 8	24:21	p.m 1:11	4:8, 10,	pieced
11:15	26:22	3:2 33:25	18, 19	16:8
22:17	once	package	5:2, 11,	plan 7:4,
	21:15, 22	9:10 25:4	12 17:7,	10
< 0 >	open 7:25	packet	9, 12	please
objective	opening	8:19	19:23, 25	3:14
17:8, 9	14:15	9:23	20:17, 18	4:13 5:6
objectives	Operators	10:4, 11	22:2, 5,	20:12
6:19	19:9	Paragraph	13 23:5,	23:16
obviously	opportunity	10:3, 10,	8, 11, 12,	24:10
12:3	9:14	14 17:16	21, 22	27:3, 20
occurred	15:19, 24	19:2, 12	24:8, 9,	28:12
29:13	16:13		15, 16	30:9

17:13			· · ·		
33:12 33:5, 11, primarily pursuing 19:17 related 19:13 put 8:10 primarily pursuing 19:17 related 19:13 put 8:10 primarily provided 19:13 put 8:10 primarily provided 14:2 25:14, 14, 18:6 prodium 8:1 probably 18:8 32:24 3:6 reasons 29:16 29:4 22:20 problem 26:3 29:16 29:16 29:16 29:14 22:20 reasons Report 20:16 procedures 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:7 7:8 7:7 7:7 7:7 7:8 7:7 7:7 7:7 7:7 7:7 7:7 7:8 7:7 7:7 7:7 7:7 7:8 7:7 7:	31:1, 19	18:19	pursue	20, 22	reject
10:17, 24	· ·		-	-	-
10:17, 24	33:5, 11,	primarily	pursuing	19:17	related
4:2, 4 podium 8:1 7:8 15:19 23 28:25 REMEMBERED NEMEMBERED Nemembers 12:9 point 29:6 22:19 reasonable remove 26:16 problem 26:3 29:16 18:22 29:4 22:20 reasons Report policies 7:7 14:2 quarter receive 7:13, 17 population PROCEEDINGS 6:2 guestion 8:13 recite 4:2 29:23 7:13, 17 portion 34:7 life 17:19 recited 7:25:5, 17 7:10 recited 7:13, 17 positive 12:8 size 5:22 fire 6:2 recommend 8:13 recited 29:23 recited 1:16 recommend 34:13 recited 1:16 recommend 34:13 recited 1:16 recommend 34:13 recited 1:16 recommend 34:13 reports 1:16 recommend 34:13 reports 1:16 reports 1:16 recommend 34:13 reports 1:12 reports 25:17 Reports Reporttr 1:16 reports 1:16 reports 1:16 recommend 1:12 reports 1:16 reports 1:16 reports 1:16 reports 1:16 reports 1:16 reports 1:16 reports 1:				reason	12:9
podium 8:1 7:8 15:19 23 28:25 REMEMBERED 3:2:24 3:6 point probably 18:8 32:24 3:6 reasonable 26:16 problem 26:3 29:16 18:22 remove 18:24 18:16 18:16 18:16 18:16 18:17 19:16 18:16 19:17 19:18 19:18 19:17 19:18 19:18 19:18 19:19 19:19 </td <td>Pledge</td> <td>19:13</td> <td>put 8:10</td> <td>9:9</td> <td>relates</td>	Pledge	19:13	put 8:10	9:9	relates
point probably 18:8 32:24 3:6 reasonable remove 12:9 29:6 22:19 reasons Report 18:22 29:4 22:20 reasons Report 18:22 policies procedures < Q > 29:20 5:19, 22 7:7 7:7 14:2 quarter receive 7:3, 17 population PROCEEDINGS 6:2 8:13 25:5, 17 portion 34:7 17:19 recited 4:2 postive 12:8 5:22 6:9 recommend 34:13 possibly professional quickly Recommendati 1:26 possibly Professional quickly Recommendati 1:23 postaticing 18:1 quorum 7, 16, 17 7:15, 24 22:3 1:16 19:17 on 25:5, reports protacticing proposed R > recommendati record 11:20 21:13 ras	4:2, 4	priorities	14:2	25:14, 14,	18:6
12:9	podium 8:1	7:8	15:19	23 28:25	REMEMBERED
26:16 problem 26:3 29:16 18:22 29:4 22:20 reasons Report policies procedures < Q > 29:20 5:19, 22 7:7 14:2 quarter receive 7:13, 17 population 16 3:9 question recited Reporter 11:6, 13 process questions 4:4 1:16 32:22 positive 12:8 5:22 6:9 recommend 34:13 1:16 12:17 recommendati 1:16 12:19 reports rep	point	probably	18: <i>8</i>	32:24	3:6
29:4 policies procedures 7:7 7:14:2 quarter receive 7:13, 17 population 1:6 3:9 question recite 4:2 29:23 portion 11:6, 13 process questions questions 12:8 5:22 6:9 questions questions 1:16 process questions ques	12:9	29:6	22:19	reasonable	remove
policies procedures < Q > quarter 29:20 5:19, 22 7:7 7:7 14:2 quarter receive 7:13, 17 population 1:6 3:9 question recite 4:2 29:23 portion 34:7 17:19 recited 4:2 29:23 portion 34:7 17:19 recited Reporter 11:6, 13 process questions 4:4 1:16 22:25 12:8 5:22 6:9 recommend 34:13 22:23 1:16 19:17 on 25:5, reports possibly Professional 19:17 on 25:5, reports potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 practice programs 22 20:8 29:9, 23, represental 17:13 propose < R > recommendati recommended 10:25 proposed rate 11	26: <i>16</i>	problem	26:3	29:16	18:22
7:7 7:7 14:2 quarter receive 7:13, 17 population PROCEEDINGS 6:2 8:13 recite 4:2 29:23 portion 34:7 17:19 recited 4:2 29:23 positive 12:8 5:22 6:9 recommend 34:13 possibly Professional quickly Recommendati 1:23 possibly Professional quickly Recommendati 1:23 potentially 18:1 quorum 7, 16, 17 7:15, 24 potentially 18:1 quorum 7, 16, 17 7:15, 24 potentially 18:1 quorum 7, 16, 17 7:15, 24 potentially 18:1 19:17 7, 16, 17 7:15, 24 potentially 18:13 17:12 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, represental precimential 12:12 20:0 8 20:17 6:22 7:15	29:4	22:20		reasons	Report
population PROCEEDINGS 6:2 8:13 25:5, 17 14:24 1:6 3:9 question recited Reporter 11:6, 13 process questions 4:4 1:16 positive 12:8 5:22 6:9 recommend 34:13 positive 12:8 5:22 6:9 recommend 34:13 positive 12:8 5:22 6:9 recommend 34:13 possibly Professional quickly Recommendati 1:23 potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 practice programs 22 20:8 29:9, 23, representat 17:13 14:12 23 30:5 representat 17:23 propose < R > recommendati requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 <td>policies</td> <td>procedures</td> <td>< Q ></td> <td>29:20</td> <td>5:19, 22</td>	policies	procedures	< Q >	29:20	5:19, 22
14:24	7:7	7:7 14:2	quarter	receive	7:13, 17
portion 34:7 17:19 recited Reporter 11:6, 13 process questions 4:4 1:16 positive 12:8 5:22 6:9 recommend 34:13 22:25 19:8 25:17 REPORTING possibly Professional quickly Recommendati 1:23 22:3 1:16 19:17 on 25:5, reports potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, representation 17:13 14:12 23:3 30:5 recommendation request 11:20 21:13 range ons 16:1 6:22 7:15 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 8:24 9:. 25:6 26:11 10:24 32:6, 7 16:20, 21	population	PROCEEDINGS	6:2	8:13	25:5, 17
11:6, 13	14:24	1:6 3:9	question	recite 4:2	29:23
positive 12:8 5:22 6:9 recommend 34:13 22:25 professional quickly Recommendati 1:23 possibly 1:16 19:17 on 25:5, reports potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, representation 17:13 14:12 23 30:5 representation 11:20 21:13 range ons 16:1 6:22 7:2 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 7:2 10:22 20:6 23:3 26:10, 15 requiesting 10:22 20:6 23:3 26:10, 15 requirement 2:8, 13 17:1 reach recommending 6:15 11:9 provide 14:24 16:5 10:19	portion	34:7	17:19	recited	Reporter
19:8 25:17 REPORTING Prossibly Professional quickly Recommendati 1:23 reports 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, representation 23 30:5 recommendati request 17:13 14:12 20:8 29:9, 23, representation 21:20 21:13 range ons 16:1 6:22 7: recommendati request 11:20 21:13 range ons 16:1 6:22 7: recommended request 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9: requirement 25:5, 6 26:11 10:24 32:6, 7 requirement 25:6 26:11 10:24 32:6, 7 requirement 2:8, 13 17:1 reach recommending 6:15 10:19 residing 22:24 10:17 reduction 6:25 rescinding refer 16:5 rescinding 18:5 reading refer 16:5 rescinding refer 16:5 rescinding review 18:15 public 19:11 17:22 rest 6:3 result 18:15 public 19:11 realistic 29:21 result review 11:7 Realistic 29:21 review 11:7 review 11:7 Realistic 29:21 review 11:7 review	11:6, 13	process	questions	4:4	1:16
possibly Professional quickly Recommendati 1:23 22:3 1:16 19:17 on 25:5, reports potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, representations 17:13 14:12 23 30:5 representations practicing propose < R > recommendations request 11:20 21:13 range ons 16:1 6:22 7:1 preamble 30:5 21:22 recommendations request 10:25 proposed rate 11:2 6:20 10:25 proposed rate 11:2 6:20 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement 1:8 provide 14:24 <	positive	12:8	5:22 6:9	recommend	34:13
22:3 1:16 19:17 on 25:5, reports potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, representat 17:13 14:12 23 30:5 ve 24:23 practicing propose < R > recommendati request 11:20 21:13 range ons 16:1 6:22 7:2 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9:2 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement 2:8, 13 17:1 reach recommending 6:15 16:2 13:4 15:1 <td>22:<i>25</i></td> <td></td> <td>19:8</td> <td>25:17</td> <td>REPORTING</td>	22: <i>25</i>		19:8	25:17	REPORTING
potentially 18:1 quorum 7, 16, 17 7:15, 24 15:10 34:13 18:3, 17, 26:17, 19 24:22 Practice programs 22 20:8 29:9, 23, represental 17:13 14:12 23 30:5 ve 24:23 practicing propose < R > recommendati request 11:20 21:13 range ons 16:1 6:22 7: preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9: 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement pressent provided 14:8 recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 reduction 6:25	possibly	Professional	quickly	Recommendati	1:23
15:10	22:3	1:16	19:17	on 25:5,	reports
Practice programs 22 20:8 29:9, 23, 23 30:5 representative 24:23 practicing propose < R > recommendati request 11:20 21:13 range ons 16:1 6:22 7:2 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9:2 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement 11:9 proposing 14:8 recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8	potentially	18:1	quorum	7, 16, 17	7:15, 24
17:13	15: <i>10</i>	34:13	18:3, 17,	26:17, 19	24:22
practicing propose < R > recommendati ons request 11:20 21:13 range ons 16:1 6:22 7:2 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 8:24 9:2 10:20 8:24 9:2 9:2 10:20 8:24 9:2 9:2 10:20 8:24 9:2 9:2 10:20 9:2 10:20 9:2 10:24 9:2 10:20 21:2 20:2 10:2 20:2 10:20 21:2 20:2 20:2 10:2 20:2 20:2 10:20 21 20:2 20:		programs	22 20:8	29:9, 23,	representati
11:20 21:13 range ons 16:1 6:22 7:2 preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9:2 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement 25:8, 13 17:1 reach recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 18:15 public 19:11 17:22 rest 6:3 previously 7:25	17:13	14:12		23 30:5	ve 24:23
preamble 30:5 21:22 recommended requesting 10:25 proposed rate 11:2 6:20 Premises 15:15 22:25 25:11 8:24 9:2 10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement 25:6 26:11 10:24 32:6, 7 requirement 2:8, 13 17:1 reach recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 recommending 6:15 16:2 13:4 15:1 recomd 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provisions 17:23 20:24 responding previous 18:5	-		< R >		_
10:25 proposed rate 11:2 6:20	11:20		_		6:22 7:1
Premises 15:15 22:25 25:11 8:24 9:20:20:20:20:20:20:20:20:20:20:20:20:20:	_				
10:22 20:6 23:3 26:10, 15 requirement prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement PRESENT proposing 14:8 recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4,					
prepared 25:5, 6 ratio 28:7 16:20, 21 25:6 26:11 10:24 32:6, 7 requirement PRESENT proposing 14:8 recommending 6:15 11:9 17:1 reach 16:5 10:19 11:9 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16					
25:6 26:11 10:24 32:6, 7 requirement PRESENT proposing 14:8 recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:15				· ·	_
PRESENT proposing 14:8 recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:12					16:20, 21
2:8, 13 17:1 reach recommending 6:15 11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:15				32:6, 7	_
11:9 provide 14:24 16:5 10:19 16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:15					requirements
16:2 13:4 15:1 record 23:2 22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:15	•			_	
22:11 14:1 read 9:18 26:4 requires Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13					
Presiding 22:24 10:17 reduction 6:25 1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13					
1:8 provided 11:1 29:15 rescinding pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13					_
pretty 25:8 reading refer 16:5 28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13	_				
28:24 provisions 17:23 20:24 responding previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13		-			_
previous 18:5 18:16 references 8:14 18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13			_		
18:15 public 19:11 17:22 rest 6:3 previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13		-			
previously 7:25 real 19:12 reflected result 9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13	_				
9:8 8:11 realistic 29:21 22:22 10:16 13:4, 21 22:10 regarding review 11:7 34:13 really 21:2 4:6 7:13		_			
10:16					
11:7 34:13 really 21:2 4:6 7:13					
		· ·			
			_		,
17:15 pulls 17:3 12:14, 17 regulation 19 9:4	17: <i>15</i>	pulls 17:3		_	
16:13, 15, 16:23 20:3			16:13, 15,	16:23	20:3

reviewed	19, 20	seniors	19, 20	Sounds
10:23	20:3	13:8	33:3, 4,	23:4
reviewing	rules 7:7	sent 6:13	20, 21	28:24
7:7	9:7, 8, 10,	separate	Sheipline's	speak 8:2
Revised	12, 15, 18	12:1	14:2	specific
10:20	15: <i>15</i>	16:15, 23	short 14:5	19:12
16:22	16:15	25:21, 22,	signed 8:6	
18:7, <i>8</i>	17:1, 2	23	significant	specifically
Rhonda	18:19	September	15:20	6:9 11:8
9:1, 2	19:15	4:6	sign-in	specify
Rico.Barrera	20:6	11:24	8:4	13:10
@OhioAttorne	run 14:12	18:12	similar	spoke
yGeneral.gov		serious	21:18	19:13
2:5	< S >	28:24	Similarly	spouse
Right	sanitation	SERVICES	21:12, 17	9:25
8:17, 21	29:21	1:23 6:6	25:9, 10	spouses
14:5, 14,	saying	9:22	simplifies	16:11, 24
<i>19</i> 15:7	28:23	13:4	17:3	staff 7:8
22:9	says 11:8	17:14	simplifying	15: <i>16</i>
24:24	13:17	SESSION	19:18	21:23
28: <i>18</i>	14:23	3:1 32:24	simply	22:7
Road 1:23	15: <i>16</i>	set 3:9	11:1	25:16
Roll 3:14	school	setting	22:9, 22	28:20
4:13 5:6	14:5, 24	11:13	29:5	staff-wise
20:12	schools	12:12	single	16:14
23:16	14:13, 15	settled	13:15	stakeholder
24:10	15:2	21:22	sir 23:7	15:18
27:3, 20	se 12:16	settlement	sit 16:13	
28:12	Second	21:3, 5	situation	stakeholders
30: <i>9</i>	4:9, 11,	24:3, 5	11:11	15:19
31:1, 19	12 5:4, 5	Sheipline	12:20	17:11
32:12	20:9, 10,	2:11	13:7	stand 4:2
33:5, 13	11 23:13,	3:23, 24	skipped	standard
room	14, 15	4:20, 21	4:24	6:23
12:16	24:7, 8, 9	5:13, 14	small	20:24
14:10	26:25	7:15, 16,	10:23	21:2
Rule 9:4,	27:1, 18,	21 12:5,	11:15	start
21, 25	19 28:9,	6 13:13	19:12	7:19
10:4, 11,	10, 11		somebody	24:23, 24
15, 22, 25,	30:24, 25	20:19, 20	11:14	starting
25 13:2,	31:16, 17		12:2, 2	7:21
12 15:17,	32:9, 10,	23, 24	13:8	STATE 1:1,
17, 21	11 33:3, 4	24:4, 7,	somebody's	11 2:5
16:2, 5, 6,	Section	17, 18	21:7	3:12
6, 7, 8, 14,	10:20		sorry	34:14
15, 16, 16,	see 12:19	18, 19	4:24	States
17 17:3,	15:13	28:2, 3,	19:22	4:3 13:2
6, 14, 17	seeing 8:7	-	sort 16:8	statistics
18:5, 15,	send 23:5	17 31:8,	21:6	15:10
24 19:9,		9 32:1, 2,		

22:16, 20 stats 7:12	17: <i>11</i> 18: <i>5</i> 20: <i>5</i>	tell 22:20	1	25:21, 22,
	18:5 20:5		1	
		term 21:5	14 30:4	23
	subtle	terms	third	three-year
stenographic	10:16	20:24	26:8, 9	7:10
34:9	suggest	21:2, 4	THOMPSON	threw
step 13:16	16:18	22:22	1:8 2:9	17:23
Steve 2:9	suggested	test 14:4	3:7, 11,	time 4:5
STEVEN	17: <i>15</i>	16:19	25 4:1, 5,	5:17, 24
1:8 3:7	18:14	testify	10, 12, 16,	8:3, 6, 16
story 30:6	suggesting	29:24	17, 24	11:25
strategic	19:18	testimony	5:3, 5, 9,	12:9, 18
7:10	21:20	8:1, 11	10, 17	13:11, 20
Street 2:3	suggestion	29:19	7:14, 18,	21:5, 8,
strike	18:21	testing	23 8:6, 9,	10, 17
20:7	25:19	16:12, 17	12, 15, 18,	22:25
stroke	Suite 1:23	Thank	20, 23	times
29:19	summary	5:20	10:9, 12	11:12, 17
struck	5:24	7:14, 23	11:5	titled
10:7	support	9:6	15:1, 5, 7,	10:13
struggles	29:4	17:12	12 17:19	today 9:3
29:20	supporting	18:10, 20	20:9, 11,	17:8, 8
student	29:3	theory	15, 16, 23	28:24
12:7	sure 9:10	11:13	22:14	Trafficking
13:3, 10,	13: <i>6</i> , <i>23</i>	12:9, 12,	23:9, 12,	10:15
13, 19	22:4, 6	15, 16	15, 19, 20	training
students	25: <i>4</i>	13:9, 11	24:2, 6, 9,	14:1, 4
10:24	28:16, 17	14:3	13, 14, 21	19:9
11:12	30 <i>:6</i>	theory-type	25: <i>2</i> , <i>2</i> 1	transcribed
12:25	synopsis	11:18	26:22	34:9
13:2, 5,	5:24	thing	27:1, 6, 7,	TRANSCRIPT
17, 21		12:10	, , , ,	1:6 34:7
14:7, 7, 9,	< T >	13:9	23, 24	treating
10	take 28:21	15: <i>6</i>	28: <i>6</i> , 9,	21:24
stymied	taken	16:19, 20	11, 16	Tron 29:19
22:21	18:12, 19	things	30:8, 12,	true 34:6
subject	19:10	14:15	13, 20, 23,	try 15:9
11:16	34:8	19:16	25 31:4,	trying
13:19	talked	think 8:4	5, 12, 15,	9:11
15:17	7:18	11:7, 24	17, 22, 23	11:11
17:10	talking	12:4, 6	32:5, 8,	turn 9:4
submitted	19:17, 23	13:22, 25	11, 15, 16,	two 8:1
5:21, 24	28:17	14:11, 17	23 33:2,	11:8
6:12 7:4	Taneff	15:1, 14,	4, 8, 9, 13,	24:21
sub-signific	3:18	25, 25	16, 17	typo 17:21
ant 15:20	Tasha 2:11	16:14, 22	thought	
substantial	teach	17:5	14:24	< U >
22:17	11:13	18:18, 18	three 7:9	uncovering
substantive	Techniques	20:1	16:8, 15	29:25
9:17	17:14	22:13, 13,	17:2	understand
		19, 25		9:18

14:12	wanted	worth	
15:2	21:1	11:25	
understood	wanting	22:10	
17:4	12:10	written	
unfinished	wants	5:21	
8:7	29:25	8:10	
unique	way 14:1	29:13	
21:7, 24	18:7 25:3	34:7	
United 4:3	ways 25:2		
Unregulated	Wednesday	< Y >	
17:14	1:8 3:1	Yeah 3:24	
usually	week 9:14	8:9 10:2	
21:18	well	14:17	
	12:11	19:24	
< V >	13:12, 23	28:16	
Valerie	15:4	year 6:3	
2:10	22:19	7:20	
verbiage	29:12	years	
12:13	We're	6:25 7:9	
veterans	7:21		
9:22	9:11, 15	< Z >	
viewed	11:11	zero 6:17	
11:18	13:22	zero-based	
Violations	14:2	6:14, 16	
23:10	16:23		
VOGEL	17:1		
1:15	19:18		
34:12	21:16, 20		
vote 17:7,	22:8, 24		
10 18:2,	25:6		
12, 17, 22	West 1:23		
20:7	we've		
26:3, 8, 9	5:24 7:2,		
28:15	18 9:18		
votes	10:23		
25:21, 22,	25:2		
23	words 10:7		
_ TuT >	work		
< W >	11:18, 22		
waiting	15:12		
12:7	28:24		
waiver 8:24 9:1	workforce 7:4		
want 9:10	working		
12:13	11:21		
15:2, 5, 9	12:8, 11		
21:6	13:21		
22:8	worksheet		
25:3 30:5	11:21		
20.0	12:8		
	12,0		