



DEPARTMENT OF COMMERCE, COMMUNITY, AND ECONOMIC DEVELOPMENT
DIVISION OF CORPORATIONS, BUSINESS AND PROFESSIONAL LICENSING
BOARD OF BARBERS AND HAIRDRESSERS

CONDENSED MINUTES OF THE MEETING HELD DECEMBER 9, 2025

By the authority of AS 08.01.070(2) and AS 08.86.030 and in compliance with the provisions of AS 44.64, Article 6, a scheduled board meeting was held via teleconference/Zoom, December 9, 2025.

December 9, 2025:

Attendance

Members Present: Kevin Mckinley, Jennifer (Jenn) Lombardo, Danielle Desarae Hager, Willie Mae Canady, Jessica Pestrikoff, Shannon Thompson

Staff Present: Cynthia Spencer, Barbara Denney, Damen Bennett Licensing Examiners, Lacey Derr, Program Coordinator, Sara Chambers, Boards and Regulations Advisor

Public Present via Zoom: Jacqueline Polis

1. Call to Order/Roll Call

The board was called to order at 10:00a.m. by Kevin Mckinley.

2. Review Agenda

Chair Mckinley asked if there were any amendments to the agenda; hearing none he requested roll call vote for approval

Agenda Approved by roll call vote

3. Ethics Disclosure

Chair Mckinley stated Shannon Thompson works out his Anchorage 5th Avenue shop as a “booth renter” under her own business.

No other board member in attendance had any ethics violations to report.

4. Administrative Order AO 360 Planning.

Sara Chambers opened the discussion by commending the board for its proactive approach to strategic planning and regulatory reform. She emphasized the importance of the Governor’s AO360 initiative, which aims to reduce unnecessary and burdensome regulations to improve Alaska’s business environment. The initiative aligns with the department’s long-standing support for Right Touch Regulation.

Key points from the presentation:

AO360 is a statewide effort to streamline regulations, benefiting licensees, service recipients, and government operations. Boards are required to submit a regulatory reform plan by February 13, 2026. The department will compile these and submit a final plan to the Governor’s Office and Department of Law by March 1, 2026.

Board members were directed to review the Decisional Tracker in OnBoard. This tool helps identify discretionary regulations that can be modified to reduce burden. Staff will calculate proposed reductions using a provided formula.

The board is expected to achieve a 15% cumulative reduction by 2026, and an additional 10% by 2027, totaling 25%

Focus Areas:

- Only regulations—not statutes—are eligible for reduction.
- Boards should avoid proposing changes to statutory requirements, as these will not count toward AO360 goals.

- Examples were provided to illustrate how small regulatory details (e.g., document seals, notary requirements) can create unnecessary burdens.

Ms. Chambers challenged the board to:

- Reevaluate existing regulations with a fresh lens.
- Consider the actual public safety risks being addressed.
- Avoid legacy thinking (“this is how we’ve always done it”).
- Explore bold ideas within the board’s regulatory authority.

Ms. Chambers encouraged board members to think creatively and critically in upcoming meetings, with support from staff including Lacey Derr, Cynthia Spencer, and Damen Bennett.

Ms. Chambers continued the presentation with practical examples and strategic insights to guide the board’s regulatory review:

Ms. Chambers and Chair Mckinley discussed whether licensees should be required to proactively submit all records or simply maintain them and produce them upon request—like how medical records are handled. Ms. Chambers cited a successful past example where the Division of Environmental Conservation (DEC) replaced a certificate of inspection with an affidavit of compliance, reducing paperwork burden while maintaining accountability.

Ms. Chambers emphasized that if the board is not actively enforcing a requirement, it should reconsider whether that requirement belongs in regulation. Unenforced standards may not contribute meaningfully to public safety or the board’s mission.

The board was encouraged to critically evaluate time-based requirements (e.g., training hours) that may lack current justification or alignment with national standards. Ms. Chambers suggested exploring modern alternatives such as online training, especially for safety and sanitation topics.

Even if a requirement cannot be eliminated, streamlining the process (e.g., reducing repetitive documentation or relying on third-party certifications) may still count toward AO360 goals. These changes require narrative justification on the board’s cover sheet.

Chair Mckinley proposed an automatic fine or disciplinary action for missing documentation to reduce board member involvement. Ms. Chambers clarified that while this idea could improve staff efficiency, it falls outside AO360’s regulatory scope and would require separate discussion.

Board Member Jennifer Lombardo asked about the board’s current progress toward the reduction goal.

Ms. Chambers responded that percentages have not yet been calculated but will be included in the Decisional Tracker for the next meeting. Program Coordinator Lacey Derr and Ms. Chambers will collaborate to ensure the data is ready.

Lacey Derr (Program Coordinator 2) shared that the initial markup identified approximately 550 discretionary requirements, meaning the board would need to eliminate around 140 to meet the 25% reduction target. She highlighted that Section 09.002 alone contains over 100 duplicative requirements and could be a major contributor to the reduction effort.

PC Derr expressed confidence in the board’s ability to meet and potentially exceed the AO360 goals, especially given past challenges such as quorum issues and COVID-related disruptions.

Ms. Lombardo expressed appreciation for the clarity provided by Ms. Chambers and PC Derr regarding the board’s progress toward AO360 goals.

Ms. Canady shared her perspective on the volume of proposed changes, noting that the board already has a substantial amount to work with. She also requested the option of receiving physical packets, citing personal preference and accessibility concerns with digital-only formats.

PC Derr apologized for the delay in distributing updated documents due to a medical emergency and

committed to providing:

- The division-highlighted version of the regulations
- Her markup version
- An editable Excel spreadsheet for board member input

Ms. Canady reiterated her preference for printed materials and asked whether physical packets were still an option. PC Derr acknowledged the challenge but agreed to explore possibilities for providing printed copies, especially for the AO360 project.

Ms. Lombardo voiced support for returning to in-person meetings, particularly given the complexity of the AO360 initiative.

Ms. Chambers acknowledged the feedback and noted that while OnBoard has been the standard since 2018, printing is always an option for board members. She encouraged PC Derr to explore whether exceptions could be made for this project.

Ms. Chambers then transitioned the board into the working portion of the meeting: The board reviewed the Summary of Intended Changes column in the AO360 Decisional Tracker, focusing on 12 AAC 09.002, which contains duplicative license application requirements.

Chair Mckinley asked for clarification on whether the entire section of 12 AAC 09.002 could be removed.

PC Derr confirmed that 12 AAC 09.002 is largely duplicative of requirements found in individual license sections. She explained that the section appears to have originated from a departmental checklist and could be condensed or eliminated without loss of regulatory clarity. Removing this section would eliminate nearly five pages of redundant regulation.

Ms. Chambers emphasized that this section represents “low-hanging fruit” and a strong starting point for the board’s AO360 reduction efforts. She encouraged members to review the proposed changes, consider additional ideas from the strategic plan, and prepare for deeper work in upcoming meetings.

Licensing Examiner Cynthia Spencer strongly supported the removal of 12 AAC 09.002, calling it a significant opportunity to reduce regulatory burden.

Ms. Lombardo raised concern about ensuring that any essential content from 09.002 is properly relocated to relevant license sections if the board chooses to eliminate it.

Ms. Chambers clarified that the current AO360 work is a planning phase, not a formal regulation change. Any proposed changes will go through the full regulatory process—including drafting, legal review, and public comment—likely in 2026 or 2027.

Ms. Chambers emphasized that the board is not locked into decisions at this stage and can revise its plan as needed. She encouraged members to focus on identifying burdensome or duplicative requirements, such as:

- Notary requirements
- State seals
- Certified copies
- Monthly recorded submissions

Ms. Chambers stated these items often create unnecessary costs and delays for applicants and may no longer be essential for public safety.

Ms. Chambers reminded the board that regulations should be designed for the average honest applicant, not tailored to catch rare bad actors. Enforcement mechanisms exist for fraud and misconduct, and regulation should not be overly restrictive.

Chair Mckinley and Board Member Desarae Hager sought clarification on the location and duplication of 09.002 content. PC Derr confirmed that the requirements in 09.002 are repeated in Article 4: Licensing Requirements, beginning at 12 AAC 09.082. She explained that 09.002 originated as a departmental

checklist and is now largely redundant.

Ms. Chambers and PC Derr agreed that the board could consider removing 09.002 entirely, retaining only essential language and relocating it if necessary. This would eliminate nearly five pages of duplicative regulation and contribute significantly to the board's AO360 reduction goals. Ms. Chambers reiterated that any formal regulation changes will occur in 2026 or 2027, following the standard process with side-by-side comparisons, legal review, and public comment. The current AO360 work is a planning phase, allowing flexibility and revisions.

Ms. Chambers confirmed that removing 12 AAC 09.002 would eliminate over 100 duplicative requirements, significantly contributing to the board's 25% reduction goal. Additional flagged items—such as CPR and Red Cross requirements—may also be removed, pending board review.

Ms. Canady supported the proposal, calling it a “perfect start” and noting she was reviewing her regulations booklet.

Chair McKinley raised questions about school-related requirements highlighted in orange in the markup.

PC Derr explained that these items—such as student records and quarterly reports—require deeper board discussion. While some changes may be straightforward, others need consensus due to their impact on schools and instructors.

LE Spencer provided context on how other states regulate schools. Most do not require student enrollment applications or quarterly reports. Instead, schools submit rosters and progress updates periodically. Final transcripts are submitted with license applications. LE Spencer confirmed that Alaska's approach is more detailed than most states and that streamlining would align the board with national practices. She also noted that quarterly reports are time-consuming for staff, with frequent errors in basic math. While ACPE requires quarterly updates, those could be submitted directly to ACPE rather than the board.

Ms. Hager, an instructor, asked whether the quarterly reports were a holdover from post-secondary requirements.

LE Spencer clarified that the board originally established the requirement independently. Desarae offered to share a PDF form that automates math calculations, but LE Spencer noted that the issue is not software, it's user error.

Chair McKinley concluded the discussion by expressing strong support for streamlining school-related regulations, including square footage and equipment list requirements. He agreed with staff that many of these items are duplicative and could be removed without compromising oversight.

Ms. Lombardo asked whether certain school-related requirements stem from DEC regulations. LE Spencer and PC Derr deferred to Ms. Desarae Hager, who confirmed that many board regulations overlap with DEC's environmental standards, which are more detailed.

Ms. Hager suggested simplifying board regulations by referencing DEC standards directly, rather than duplicating them.

Ms. Chambers supported this approach, emphasizing that licensees must comply with DEC and ACPE standards regardless of board regulations. She encouraged the board to consider removing duplicative language and rely on agency certifications instead. Ms. Chambers proposed that the board could adopt languages such as: “If a school is certified by ACPE as a school of hairdressing, barbering, or manicuring, then the board will issue a license.” This would streamline the process and eliminate the need for detailed equipment lists and environmental standards already covered by other agencies.

Chair McKinley agreed, comparing the approach to how body art licenses rely on DEC sanitary certification. He emphasized the importance of reducing redundancy and trusting other agencies to fulfill their regulatory roles.

Ms. Hager asked whether the board could simply require schools to adhere to environmental standards and cite the relevant codes.

Ms. Chambers clarified that while this is possible, the board must determine how it will verify compliance. She recommended referencing statutory standards and relying on ACPE certification as a qualifying condition.

LE Spencer added that while some requirements are locked into statute, others could be streamlined. She noted that most states do not regulate schools as extensively as Alaska does and that aligning with national practices would not be unusual.

Chair McKinley and Board Members Ms. Canady, Ms. Thompson, and Ms. Pestrikoff expressed strong support for the direction of the AO360 initiative.

Ms. Canady reflected on her experience applying for a limited manicuring school license, describing the process as overly burdensome and praising the board's current efforts.

Ms. Thompson shared that she initially felt overwhelmed by AO360 but now feels energized and optimistic thanks to PC Derr's clear breakdown of the work.

Ms. Pestrikoff emphasized the importance of reducing barriers to entry while maintaining consumer safety, a sentiment echoed by other board members.

Ms. Canady also recalled the board's decision to eliminate the practical exam during COVID, which was initially controversial but ultimately successful.

Ms. Chambers agreed, citing it as a bold and effective change that saved time and resources without compromising safety.

Chair McKinley closed the discussion by highlighting the value of public perspective and encouraging the board to continue thinking creatively and boldly.

Ms. Chambers recapped the board's earlier discussion on eliminating 12 AAC 09.002 and pivoting to school regulations. She outlined two major options for the AO360 reform plan:

- Eliminate 12 AAC 09.002 entirely due to duplication.
- Streamline school-related regulations, relying on oversight from ACPE and DEC.

Ms. Chambers emphasized that while some school requirements are mandated by statutes such as curriculum details, minimum hours, facility standards, and financial responsibility, the board can simplify how these are expressed in regulation. For example, instead of listing specific equipment like paraffin wax machines, the board could reference ACPE or DEC standards. She encouraged the board to document its intent to reduce and simplify, even if exact calculations aren't yet available. The Governor's Office prioritizes meaningful reform over precise percentages.

Ms. Hager asked whether reducing operation counts—such as lowering the requirement for wet hairstyling from 180 to 100—would count toward AO360 goals. Ms. Chambers confirmed that any quantifiable reduction, including operation counts, contributes to the board's target.

Chair McKinley shared a real-world example where a school's license application was delayed due to missing Sani strips, illustrating the burden of overly specific requirements.

Ms. Chambers challenged the board to reconsider whether it's necessary to mandate specific operations or equipment, noting that schools are already incentivized to prepare students for exams and market success. She suggested generalizing requirements, such as: "Students must complete 1,650 operations covering basic competencies." This would eliminate the need to track exact counts for each procedure.

Chair McKinley asked whether the board should pursue statutory changes to remove rigid requirements like the 1,650-hour minimum.

Ms. Chambers responded that while AO360 focuses on regulations, the board can use its strategic plan to tee up legislative efforts for Fall 2026. Options include:

- Adding to the current legislative request
- Proposing a second bill (streamlined or broader)
- Aligning legislative efforts with AO360 timelines

Ms. Chambers expressed enthusiasm for pursuing long-standing statutory reforms and suggested the board begin planning in July 2026 to take advantage of the two-year window.

LE Spencer added that most states use general curriculum language, such as: “Training must include the following practicals...” They do not specify operation counts. LE Spencer noted that Alaska’s curriculum has not been updated in over a decade, despite frequent updates to national exams and textbooks. She strongly supported removing numerical requirements and trusting schools to meet competency standards.

Ms. Hager shared a personal example of how Alaska’s strict practical operation requirements blocked reciprocity with other states. Though licensed as a cosmetologist in Texas, she was only eligible for a hairdressing license in Alaska due to differences in how practicals are tracked.

LE Spencer explained that Alaska previously had a cosmetology license, but it was split into separate licenses due to stakeholder complaints.

Chair McKinley noted that Alaska’s approach has since become a national trend, with other states decoupling cosmetology into specialized licenses.

Ms. Chambers cautioned the board to stay focused on AO360-related regulation changes rather than broader statutory reforms like reinstating a cosmetology license. She emphasized that overly granular requirements—such as specific operation counts—can hinder reciprocity and licensing flexibility.

Ms. Chambers encouraged the board to consider collapsing detailed lists into generalized competency requirements, which would:

- Support AO360 reduction goals
- Maintain public safety
- Align with less prescriptive regulatory models (e.g., body art licensing)
- She proposed that PC Derr calculate the number of requirements that could be removed by:
- Eliminating 12 AAC 09.002
- Streamlining school licensing regulations
- Collapsing curriculum operation counts

Chair McKinley agreed, noting that detailed requirements affect not only licensees but also employers and board members who must interpret and enforce them. He proposed that the board vote on how to proceed with:

- Section 09.002
- School licensing requirements
- Curriculum operation requirements

Ms. Chambers confirmed that the board had already voted on the strategic plan, which will be incorporated into the AO360 documentation. She requested the board’s disposition on the three remaining areas so that staff can update the documents ahead of the January 13 and January 20 meetings, with the final AO360 plan due by February 13, 2026.

Motion: 1st Jenn Lombardo 2nd Desarae Hager

To remove Section 12 AAC 09.002 for the purposes of AO360 regulatory reform.

Chair McKinley asked for discussion on the motion. Board members agreed that the section is duplicative, and its removal would significantly contribute to the reduction goal. Assurance was given that any necessary content would be preserved in other sections during the formal regulation process.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

The board agreed to address the orange-highlighted sections next, starting with 12 AAC 09.125, which pertains to school licensing requirements.

Ms. Hager volunteered to assist with identifying and saving citations from the document to support the next motion.

LE Spencer and Ms. Chambers emphasized the importance of distinguishing between school licensing and curriculum requirements for clarity in future motions.

The board will proceed with:

- Reviewing and potentially streamlining school licensing regulations.
- Addressing curriculum operation counts, such as the 180 wet hairstyling requirements.
- Ensuring all changes align with statutory requirements and AO360 goals.

Motion: 1st Desarae Hager 2nd Shannon Thompson

To remove the highlighted portions of Section 12 AAC 09.125, which include redundant school licensing requirements already addressed by other agencies (e.g., DEC, ACPE).

Chair McKinley asked for discussion about the motion.

Ms. Hager noted that many requirements are duplicative and covered in external documents.

Ms. Thompson emphasized her long-standing support for removing regulatory redundancies.

Chair McKinley clarified a formatting question regarding overlapping highlights.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

Motion: 1st Desarae Hager 2nd Mae Canady

To remove the highlighted portions of Section 12 AAC 09.146, which outline specific equipment requirements for advanced manicuring schools.

Chair McKinley asked for discussion on the motion.

Ms. Hager stated that the equipment list is redundant and unnecessary.

Ms. Canady supported the motion, noting that the change would reduce burden and improve clarity.

Chair McKinley added that the removal would simplify the process for school owners and applicants.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

Motion: 1st Mae Canady– 2nd Shannon Thompson
Removal of Highlighted Portions in 12 AAC 09.155 (School Equipment Requirements)

Chair Mckinley Asked for discussion on the motion.

Ms. Canady noted that the section includes outdated items like blackboards that no longer need to be specified.

Ms. Thompson emphasized the importance of removing obsolete requirements such as Sanix strips.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

Motion: 1st Desarae Hager 2nd Mae Canady
Removal of Highlighted Portions in 12 AAC 09.162 (Esthetics School Equipment Requirements)

Chair McKinley asked for discussion on the motion.

Ms. Hager stated that removing specific item listings would simplify the licensing process.

Ms. Canady agreed, noting that refining the section would improve clarity and reduce burden.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

The board confirmed that the next section for review is 12 AAC 09.164 but agreed to pause further discussion of curriculum sections until the next meeting.

Ms. Chambers and LE Spencer listed remaining curriculum sections for future review:

- 12 AAC 09.148
- 12 AAC 09.160
- 12 AAC 09.161
- 12 AAC 09.163
- 12 AAC 09.164

- 12 AAC 09.165
- 12 AAC 09.167
- 12 AAC 09.168
- 12 AAC 09.169

The board confirmed that 12 AAC 09.127 will be held for future discussion.

The board agreed to finalize review of the orange-highlighted sections and return to curriculum-related items at the January 13 and January 20, 2026, meetings. The board transitioned to reviewing curriculum sections not previously highlighted, beginning with 12 AAC 09.148 – Advanced Manicurist Endorsement Curriculum.

Chair McKinley initiated the discussion by asking LE Spencer about the course’s usage and value.

LE Spencer reported:

- The 250-hour course is offered only by Ahead of Time Design Academy.
- Very few students have completed the course in recent years.
- The endorsement does not grant additional practice privileges beyond the 12-hour license.
- Historically, the endorsement helped with out-of-state licensing, but that benefit has diminished.

Ms. Hager and Ms. Canady expressed concern about the 12-hour license allowing full practice with minimal training.

Ms. Hager described it as a public safety issue, while Ms. Canady noted longstanding confusion and questioned the license’s value.

Ms. Chambers refocused the board on AO360’s scope—regulatory reform, not statutory change. She recommended pausing the discussion and revisiting the topic in a future meeting, possibly in spring, as part of the board’s strategic planning.

Ms. Lombardo suggested the board consider whether it should give staff too much to prepare before the next meeting.

Chair McKinley agreed but encouraged brief discussion on 09.148 before pausing.

Ms. Hager proposed a proficiency-based approach to curriculum requirements, suggesting the board replace specific operation counts (e.g., “180 wet sets”) with general language such as: “Students will practice and gain proficiency in the following practicals...” This approach received positive feedback and aligned with earlier discussions on streamlining curriculum and reducing regulatory burden.

The board agreed to pause further motions on curriculum sections and revisit them at the January 13 and January 20, 2026, meetings. Staff will begin updating the AO360 Decisional Tracker based on motions passed during this meeting. The board will continue reviewing curriculum sections and consider adopting proficiency-based language in place of specific operation counts. The board began reviewing 12 AAC 09.160 – Hairdresser and Barber Curriculum, which currently requires:

- 1,650 total hours
- 185 hours of theory
- Specific counts of practical operations (e.g., 180 wet sets, 180 thermal styles)

Ms. Hager proposed replacing specific operation counts with a proficiency-based model, suggesting language such as: “Students will practice and gain proficiency in the following practicals...” This would allow flexibility while maintaining training standards.

LE Spencer confirmed that most other states follow a similar model—listing required competencies without specifying operation counts. She cautioned that distinctions (e.g., beard shaving for barbers only) must still be clearly defined.

Ms. Hager and Ms. Canady discussed the need to separate hairdressing and barbering curricula, as their scopes differ.

Ms. Canady expressed concern about removing all numeric requirements, particularly for chemical services, which pose public safety risks. She supported minimizing rather than eliminating numbers for services like hair coloring and permanent waves.

Ms. Lombardo and Ms. Thompson shared insights into tattooing and permanent cosmetics, noting that: Alaska requires specific operation counts (e.g., 50 observe, 50 assists, 50 perform) Other states and international standards focus more on total operations and proficiency Simplifying requirements could benefit students and align with broader industry trends

Chair McKinley summarized the discussion, noting that: The board is considering a shift from numeric requirements to proficiency-based standards Any changes must preserve public safety and clarify license scopes the board may want to vote on this at a future meeting, possibly in two parts:

- Remove or reduce specific operation counts
- Separate hairdressing and barbering curricula

Ms. Chambers encouraged the board to provide staff with clear directions to begin updating the AO360 Decisional Tracker. She recommended continuing the discussion at the next meeting and scheduling a future agenda item to address broader curriculum and licensing reforms.

Motion: 1st Desarae Hager 2nd Mae Canady

To revise Section 12 AAC 09.160 by:

- Removing the specific number of required practical operations
- Retaining the types of operations
- Clarifying which operations apply to hairdressers vs. barbers

Chair McKinley asked for discussion on the motion.

Ms. Hager emphasized the importance of shifting to a proficiency-based model while maintaining clarity between license scopes.

Ms. Canady supported the motion, especially the clarification of operation types.

LE Spencer confirmed that no other states require specific operation counts and highlighted distinctions between barbering and hairdressing service.

Name	Roll Call Vote		
	YES	NO	RECUSE
W. Mae Canady	X		
Jenn Lombardo	X		
Shannon Thompson	X		
Kevin McKinley	X		
Desarae Hager	X		

Motion Approved by roll call vote

Chair McKinley shared that Representative Ashley Carrick has agreed to sponsor the board’s legislative bill. He expressed appreciation for her support and noted that board members may be called upon to speak at committee hearings in the future.

Ms. Chambers confirmed receipt of the draft and will review it with Cynthia Spencer and Lacey Derr. She recommended forwarding the draft to the director if that hasn’t already occurred.

5. Adjourn

The chair declared the board off the record at 12:59 p.m.

Signed by:
Damen Bennett
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Damen Bennett, Licensing Examiner II

DocuSigned by:
Kevin McKinley
965F57FBB7D0496...
Kevin McKinley, Chairperson
Board of Barbers and Hairdressers

Date: 2/6/2026