IN THE SUPREME COURT OF THE STATE OF NEVADA 1 2 3 INTERNATIONAL ACADEMY OF STYLE, Case Not 05 2021 41:13 p.m. 4 Petitioner, 5 Elizabeth A. Brown Clerk of Supreme Court 6 VS. 7 DIVISION OF INDUSTRIAL RELATIONS, and the NEVADA DEPARTMENT OF 8 ADMINISTRATION, APPEALSOFFICER 9 SHEILA MOORE, 10 Respondents. 11 12 JOINT APPENDIX, **VOLUME VII OF XI** 13 14 15 JASON D. GUINASSO, ESQ. CHIRSTOPHER A. ECCLES, ESQ. 16 Nevada Bar No. 8478 Nevada Bar No. 9798 ALEX R. VELTO, ESQ. JENNIFER J. LEONESCU 17 Nevada Bar No.14961 Nevada Bar No. 6036, ESQ. 18 Hutchison & Steffen, PLLC State of Nevada Division of 5371 Kietzke Lane **Industrial Relations** 19 Reno, NV 89511 3360 W. Sahara Ave., Ste. 250 20 Tel.: 775-853-8746 Tel: 702-486-9073 21 Fax: 775-201-9611 ceccles@dir.nv.gov iguinasso@hutchlegal.com ileonescu@dir.nv.gov 22 avelto@hutchlegal.com 23 Attorneys for International Academy Attorneys for Respondent of Style Division of Industrial Relations 24 25 26 27

JOINT A

JOINT APPENDIX INDEX (Chronological)

Document Name	Date Filed	Bates	Vol. No.
Petition for Judicial Review	03/06/20	JA0001- JA0010	I
Exhibit 1 to Petition for Judicial Review – Decision and Order before the Appeals Officer under Appeal No.'s 1702537-SYm & 1702545-SYM dated February 20, 2020	3/6/2020	JA0011- JA0024	I
Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445	03/06/20	JA0025- JA0052	II
Exhibit 1 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 -International Academy of Style's Documentary Exhibit 1 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017	3/6/2020	JA0053- JA0072	II
Exhibit 2 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit 2 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017	3/6/2020	JA0073- JA0225	II
Exhibit 3 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit 3 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017	3/6/2020	JA0226- JA0316	III
Exhibit 4 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 - International Academy of Style's Documentary Exhibit 4 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017	3/6/2020	JA0317- JA0406	III
Exhibit 5 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 - International Academy of Style's Documentary Exhibit 5 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017	3/6/2020	JA0407- JA0430	III

1	Exhibit 6 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District	3/6/2020	JA0431- JA0660	IV
2	Court Case No. CV20-00445 - International Academy of Style's Documentary Exhibit 6 Before the Appeals Officer			
3	under Appeal No. 1702537-SYM dated June 28, 2017			
4	Exhibit 7 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District	3/6/2020	JA0661- JA0667	V
5	Court Case No. CV20-00445 - International Academy of Style's Documentary Exhibit 7 Before the Appeals Officer			
	under Appeal No. 1702537-SYM dated June 28, 2017 Minutes [Court finds Plaintiff's Application for Stay of	3/10/2020	JA0668	V
7	Appeal Officer's February 20, 2020 is deemed moot. Plaintiff	3/10/2020	JA0008	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
8	must keep worker's compensation coverage active pending			
9	resolution of this case] filed under District Court Case No. CV20-00445			
10	Original Record on Appeal in Accordance with the Nevada	04/22/20	JA0669-	V
11	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445		JA0675	
	Original Record on Appeal in Accordance with the Nevada	4/22/2020	JA0676-	VI
12	Administrative Procedure Act (Chapter 233B of NRS) filed		JA0688	
13	under District Court Case No. CV20-00445- Decision and			
14	Order, Appeals Officer Sheila Y. Moore dated 2/20/2020 under Appeal No.'s 1702537-SYM and 1702545-SYM			
15	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/22/2020	JA0689- JA0704	VI
16	under District Court Case No. CV20-00445 – Reply in			
17	Support of Closing Argument submitted on behalf of			
	Employer/Petitioner dated 8/9/2019 under Appeal No.'s 1702537-SYM and 1702545-SYM			
18	Original Record on Appeal in Accordance with the Nevada	4/22/2020	JA0705-	VI
19	Administrative Procedure Act (Chapter 233B of NRS) filed		JA0711	
20	under District Court Case No. CV20-00445 – DIR Closing			
	Argument on behalf of DIR/Respondent dated 8/1/2019 under Appeal No.'s 1702537-SYM and 1702545-SYM			
21	Original Record on Appeal in Accordance with the Nevada	4/22/2020	JA0712-	VI
22	Administrative Procedure Act (Chapter 233B of NRS) filed		JA0738	
23	under District Court Case No. CV20-00445 – Closing Argument submitted on behalf of Employer/Petitioner dated			
24	12/31/18 under Appeal No.'s 1702537-SYM and 1702545-			
	SYM			
25	Original Record on Appeal in Accordance with the Nevada	4/22/2020	JA0739-	VI
26	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Transcript of</i>		JA0795	
27	Proceedings from Appeal Hearing dated November 8, 2018 filed 11/28/2018			
28	Jucu 11/20/2010		<u> </u>	<u> </u>

Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit # 1 under Case No. 1706718	4/22/2020	JA0796- JA0809	VI
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #2 dated 6/28/2017</i>	4/22/2020	JA0810- JA0961	VI,VII
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #3 dated 6/28/2017</i>	4/22/2020	JA0962- JA1051	VII
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #4 dated 6/28/2017</i>	4/22/2020	JA1052- JA1140	VII
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #5 dated 6/28/2017</i>	4/22/2020	JA1141- JA1164	VII,VIII
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #6 dated 6/28/2017</i>	4/22/2020	JA1165- JA1394	VIII
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International Academy of Style's Documentary Exhibit #7 dated 6/28/2017</i>	4/22/2020	JA1395- JA1400	IX
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Evidence Packet for the Division of Industrial Relations (DIR) Exhibit #8 dated 6/27/2017	4/22/2020	JA1401- JA1556	IX
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Evidence Packet for the Division of Industrial Relations (DIR) Exhibit #9 dated 6/27/2017	4/22/2020	JA1557- JA1643	IX, X
Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Supplemental Evidence Packet for the Division of Industrial Relations (DIR) Exhibit #10 dated 11/8/2018	4/22/2020	JA1644- JA1649	X

1 2 3	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals Officer Moore filed 1/17/2020	4/22/2020	JA1650- JA1651	X
5	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 7/3/2019	4/22/2020	JA1652- JA1653	X
6	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1654-	X
7 8	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals		JA1655	
	Officer Moore, Filed 6/27/2019 Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1656-	X
9 10	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 11/13/2018		JA1657	
11	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1658-	X
12	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 9/18/2018		JA1659	
	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1660-	X
14 15	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 8/17/2018		JA1661	
16	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1662-	X
17	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - <i>Order, Appeals Officer Moore, Filed 8/15/2018</i>		JA1663	
18	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1664-	X
19 20	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 6/26/2018		JA1665	
21	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1666-	X
22	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - <i>Order, Appeals</i>		JA1667	
23	Officer Moore, Filed 5/24/2018 Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1668-	X
24	Administrative Procedure Act (Chapter 233B of NRS) filed	22, 2017	JA1669	4.
25	under District Court Case No. CV20-00445 - <i>Order, Appeals Officer Moore, Filed 2/23/2018</i>			
26	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/22/2019	JA1670- JA1671	X
27	under District Court Case No. CV20-00445 - Order, Appeals			
28	Officer Moore, Filed 12/22/2017			

1	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/22/2019	JA1672- JA1673	X
2	under District Court Case No. CV20-00445 - <i>Order, Appeals Officer Moore, Filed 12/08/2017</i>			
3	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1674-	X
4	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - Order, Appeals		JA1675	
5	Officer Moore, Filed 9/7/2017 Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1676-	X
6	Administrative Procedure Act (Chapter 233B of NRS) filed	1,22,2019	JA1677	11
7	under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 7/18/2017			
8	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1678-	X
9	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1681	
9	under District Court Case No. CV20-00445 – <i>International</i>			
10	Academy of Style's Motion for Continuance and Resetting			
11	dated 7/14/2017 Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1682-	X
12	Administrative Procedure Act (Chapter 233B of NRS) filed	11 22 12019	JA1684	11
	under District Court Case No. CV20-00445 – <i>Pre-Hearing</i> Statement of the Division of Industrial Relations (DIR) dated			
13	6/30/2017			
14	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1685-	X
15	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1686	
16	under District Court Case No. CV20-00445 – <i>Notice of Appearance filed 6/27/2017</i>			
10	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1687-	X
17	Administrative Procedure Act (Chapter 233B of NRS) filed	112212019	JA1690	11
18	under District Court Case No. CV20-00445 – <i>Pre-Hearing</i>			
	Statement submitted on behalf of International Academy of			
19	Style filed on 6/28/2017	4/22/2019	IA 1601	v
20	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/22/2019	JA1691- JA1692	X
21	under District Court Case No. CV20-00445 – Order, Appeals		0111072	
	Officer Moore, filed 5/4/2017			
22	Original Record on Appeal in Accordance with the Nevada	4/22/2019	JA1693-	X
23	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1696	
24	under District Court Case No. CV20-00445 – Motion for Continuance submitted on behalf of International Academy of			
24	Style filed on 5/3/2017			
25	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1697-	X
26	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1698	
	under District Court Case No. CV20-00445 – Order, Appeals			
27	Officer Moore, filed 4/20/2017			

1	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/20/2019	JA1699- JA1702	X
2	under District Court Case No. CV20-00445 – Motion for Continuance submitted on behalf of International Academy of			
3	Style filed on 4/19/2017			
4	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/20/2019	JA1703- JA1704	X
5	under District Court Case No. CV20-00445 – Notice of Appeal and Order to Appear filed on March 23, 2017			
6	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1705	X
7	Administrative Procedure Act (Chapter 233B of NRS) filed			
8	under District Court Case No. CV20-00445 – Request for Hearing Before the Appeals Officer filed on 3/20/2017			
	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1706	X
9	Administrative Procedure Act (Chapter 233B of NRS) filed			
10	under District Court Case No. CV20-00445 – Certificate of Mailing dated 3/20/2017			
11	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1707-	X
12	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Letter of</i>		JA1708	
13	Determination dated 3/14/2017 Opiginal Pagard on Appeal in Aggardance with the Newada	4/20/2019	JA1709-	X
14	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/20/2019	JA1709- JA1710	Λ
15	under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, filed 7/18/2017			
16	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1711-	X
17	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Motion for</i>		JA1714	
18	Continuance and Resetting submitted on behalf of Employer/Petitioner			
19	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1715-	X
20	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Pre-Hearing</i>		JA1717	
21	Statement of the Division of Industrial Relations filed 6/30/2017			
22	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1718-	X
23	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Notice of</i>		JA1719	
24	Appearance filed 6/27/2017	4/20/2010	14.1720	V
25	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/20/2019	JA1720- JA1723	X
26	under District Court Case No. CV20-00445 – International			
27	Academy of Style's Pre-Hearing Statement			

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1	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1724-	X
	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Order, Appeals</i>		JA1725	
2	Officer Moore, filed on 5/4/2017			
3	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1726-	X
4	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Motion for</i>		JA1729	
5	Continuance and Resetting Hearing submitted on behalf of International Academy of Style filed on 5/2/2017			
6	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1730-	X
7	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Order, Appeals</i>		JA1731	
8	Officer Moore, filed on 4/20/2017			
9	Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed	4/20/2019	JA1730- JA1735	X
10	under District Court Case No. CV20-00445 – Motion for			
11	Continuance and Resetting submitted on behalf of International Academy of Style filed on 4/19/2017			
12	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1736-	X
	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1737	
13	under District Court Case No. CV20-00445 – <i>Notice of</i>			
14	Appeal and Order to Appear filed on 3/23/2017 Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1738	X
15	Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Request for	4/20/2019	3711730	71
16	Hearing Before the Appeals Officer filed on 3/20/2017			
17	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1739	X
1 /	Administrative Procedure Act (Chapter 233B of NRS) filed			
18	under District Court Case No. CV20-00445 – Certificate of Mailing filed March 23, 2017			
19	Original Record on Appeal in Accordance with the Nevada	4/20/2019	JA1740-	X
20	Administrative Procedure Act (Chapter 233B of NRS) filed		JA1741	
	under District Court Case No. CV20-00445 – <i>Letter of Determination dated 3/14/2017</i>			
21	Transmittal of Record on Appeal filed under District Court	04/22/20	JA1742-	XI
22	Case No. CV20-00445		JA1744	
23		0.5/0.4/2.0		
24	Petitioner's Opening Brief filed under District Court Case No. CV20-00445	06/01/20	JA1745- JA1776	XI
25	Respondent Division's Answering Brief filed under District	08/13/20	JA1777-	XI
26	Court Case No. CV20-00445		JA1820	
27	Petitioner's Reply Brief filed under District Court Case No. CV20-00445	09/14/20	JA1821- JA1829	XI
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Order Setting Hearing filed under District Court Case No. CV20-00445	10/29/20	JA1830- JA1831	XI
Minutes - Oral Arguments Petition for Judicial Review	2/11/2021	JA1832- JA1833	XI
Transcript of Proceedings Oral Arguments	2/11/2021	JA1833a- JA1833hh	XI
Order Denying Petition for Judicial Review filed under District Court Case No. CV20-00445	03/01/21	JA1834- JA1844	XI
Notice of Entry of Order filed under District Court Case No. CV20-00445	03/31/21	JA1845- JA1860	XI
Case Appeal Statement filed under District Court Case No. CV20-00445	04/30/21	JA1861- JA1867	XI
Notice of Appeal filed under District Court Case No. CV20-00445	04/30/21	JA1868- JA1883	XI
Certificate of Clerk and Transmittal—Notice of Appeal filed under District Court Case No. CV20-00445	05/03/21	JA1884	XI

CERTIFICATE OF SERVICE Pursuant to NRAP 25(c), I certified that I am an employee of Hutchison & Steffen, PLLC and that on this date I caused to be served a true and correct copy of **JOINTAPPENDIX**, **VOLUME VII OF XI** on the following as indicated below: Christopher A. Eccles Jennifer J. Leonescu 3360 W. Sahara Ave., Ste. 250 0 Las Vegas, NV 89102 ceccles@dir.nv.gov *jleonescu@dir.nv.gov* (Via Electronic service through the Nevada Supreme Court's Eflex system) I declare under penalty of perjury that the foregoing is true and correct. Executed on October 5, 2021, at Reno, Nevada. /s/ Bernadette Francis BERNADETTE FRANCIS

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Natasha Domes	7 Nonemployee compensation 3 731.50	Substitute payments in lieu of dividends or Interest	For Privacy Act and Paperwork Reduction Act Notice, see the
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88-0389861	, \$	\$	File with Form 1096.
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Stacy Slazas	\$8,276.50	\$	Reduction Act Notice, see the
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Jason D. Guinasso, Esq.
Nevada Bar No. 8478
Reese Kintz Guinasso
190 W. Huffaker Lane, Suite 402
Reno, NV 89511
Attorney for International Academy of Style

NEVADA DEPARTMENT OF ADMINISTRATION

BEFORE THE APPEALS OFFICER

In the Contested Matter of:

of

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INTERNATIONAL ACADEMY OF STYLE, BONNIE SCHULTZ & LONI CASTEEL

Case No.:

1706718

Appeal No.:

1702545-SYM

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #3

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EVIDENCE AS EXHIBIT

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Reese Kintz, Guinasso

Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

Page 1 of 3

AFFIRMATION

The	undersigned	does hereby	affirm	that	INTERNATIONAL	ACADEMY	OF

Does not contain the social security number of any person.

STYLE'S DOCUMENTARY EXHIBIT #3 filed under Appeal No. 1702545-SYM:

-OR-

☐ Contains the social security number of a person as required by:

A. A specific state or federal law, to wit: ___

-or-

B. For the administration of a public program or for an application for a federal or state grant.

DATED this 2017 day of June, 2017

Jason D. Guinasso, Esq.

Attorney for International Academy of Style

Suite 402 Reno, NV 89511 (775) 853-8746

CERTIFICATE OF SERVICE

I am a resident of the State of Nevada, over the age of eighteen years, and not a party to the within action. My business address is 190 W. Huffaker Lane, Suite 402, Reno, Nevada, 89511.

On June 2007, 2017, I served the following:

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #3

on the following in said cause as indicated below:

1	
INTERNATIONAL ACADEMY STYLE	DIVISION OF INDUSTRIAL
BONNIE SCHULTZ & LONI CASTEEL	RELATIONS
2295 MARKET STREET	400 WEST KING STREET, SUITE 400
RENO, NV 89502	CARSON CITY, NV 89703
(VIA U.S. MAIL)	(VIA U.S. MAIL)
LEGAL SECTION	DEPARTMENT OF ADMINISTRATION
DIVISION OF INDUSTRIAL RELATIONS	APPEALS DIVISION
400 WEST KING STREET, SUITE 201	1050 E WILLIAM ST., SUITE 450
CARSON CITY, NV 89703	CARSON CITY, NV 89701
(VIA HAND DELIVERY)	(VIA HAND DELIVERY)

I declare under penalty of perjury that the foregoing is true and correct. Executed on

June 29th, 2017, at Reno, Nevada.

KATRINA A. TORRES

Suite 402 Reno, NV 89511 (775) 853-8746

INDEX TO INTERNATIONAL ACADEMY OF STYLE'S DOCUMENTARY EXHIBIT #3 Appeal No. 1702545-SYM

DATE	SUMMARY	PAGE
01/16/15	Jason Guinasso, Esq.; Letter to Melanie Maguire, Supervising Auditor at the Department of Employment, Training & Rehabilitation, "New Business Plan Using Independent Contractor's and Request for Advisory Opinion"	IAS0159- 244



Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746



VIA EMAIL AND U.S. MAIL

Melanie Maguire, Supervising Auditor II
Department of Employment, Training & Rehabilitation
Employment Security Division
1325 Corporate Blvd., Suite C
Reno, Nevada 89502

Re: New Business Plan Using Independent Contractors and Request for Advisory Opinion

Dear Melanie:

As requested, below is International Academy of Style's ("IAS") new business plan. This correspondence also serves as IAS' request for an advisory opinion from ESD regarding whether the below business plan and attached Agreements demonstrate that Instructors at IAS are, in fact, independent contractors for purposes of unemployment taxes.

I. Summary of IAS and use of Independent Instructors

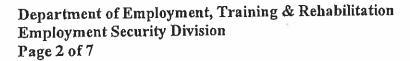
IAS is an educational facility providing instruction in the areas of cosmetology, hair design, aesthetics, and nail technology. IAS has a goal of providing its students with additional, specialized instructions, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature that sets IAS graduates apart from graduates of other cosmetology schools in Nevada. IAS intends to set a high standard in the industry for new beauty professionals entering this industry as graduates of IAS.

In order to meet this goal and attract highly qualified instructors who are current experts in the various fields of cosmetology, and who are up-to-date on current new trends and beauty techniques, IAS hires independent contractors to serve as Instructors who provide this high quality instruction based on each individual Instructor's area(s) of expertise. Most Instructors at IAS still work in salons in addition to providing instructional services for IAS. Some instructors also provide instructional services outside the scope of the Agreement between the Instructor and IAS to non-IAS students.

Importantly, Instructor services provided for under the Agreement are not integral to the operation of IAS, but rather are provided as an added benefit to IAS students to expose them to a broad range of experience, expertise and techniques in the various areas of instruction. IAS can operate without the use of independent Instructors, as the two owners who are licensed instructors and students with provisional licenses issued pursuant to NRS 644.193, meet the requirements of NRS 644.395 to operate IAS. And

INCLINE OFFICE: 936 Southwood Blvd., Suite 301, Incline Village, Nevada 89451
RENO OFFICE: 190 W. Huffaker Lane, Suite 402, Reno, Nevada 89511
LAS VEGAS: 2300 W. Sahara Ave., Suite 800, Las Vegas, NV 89102

IAS0159



either party may terminate the Agreement with ten (10) day written notice, unless the termination is for cause as defined in the Agreement, in which case no notice is required.

II. Independent Instructor Agreements

IAS' business model was designed similar to that of salon owners and their independent contractors (hereinafter "booth renters"). Like booth renters, each Instructor voluntarily enters into a contract with IAS for the performance of his or her services. Since the third quarter of 2014 and subsequent to the conference on IAS' Petition for Readjustment, IAS has updated its Agreement. The new Agreements, which set forth the nature of the relationship between IAS and the Instructors, since at least October 1, 2014¹, is attached hereto as Exhibit A.

Instructors acknowledge that IAS is a licensed educational facility under NRS 644.380 and, therefore, Instructors are subject to any standards, policies or procedures set forth by the Board of Cosmetology in the performance of their services, but they are not required to comply with any standard or policy set forth by IAS. If an Instructor needs assistance in fulfilling his or her terms and obligations under the Agreement, such as maintaining records of attendance and grades, purchasing supplies, etc., the Instructor must employ his or her own assistant. Instructors acknowledge and understand that any employees hired by the Instructor are not IAS employees and each Instructor is fully responsible for any insurance, compensation, etc. for his or her own employees.

Instructors are compensated based on the negotiated rate set forth in the Agreement. After services are performed, Instructors provide invoices to IAS for payment pursuant to the Agreement. Instructors bill IAS for their services as they see fit, provided they bill a minimum of once per month in order for IAS to keep accurate records of student accounts. Part of each student's tuition at IAS includes a percentage set aside that is used for payment to Instructors for the specialized services to students. In the event the student withdraws prematurely from IAS prior to completing a program and that student is entitled to a refund of any tuition monies, any monies set aside for payment to Instructors is also refunded to the student as part of their tuition reimbursement.

¹ Because quarterly reports were provided as agreed upon through the end of September 2014, the new Agreements provided cover the term of October 1, 2014 through December 31, 2015. However, as explained in the conference, the nature of the relationship as set forth in the new Agreements predates October 1, 2014 and Stacy Slazas' "employment." Thus, although IAS paid employment taxes on Instructors for the periods requested, the Instructors may have also paid their own business fees and taxes and income taxes for same time periods based on their belief that they were operating as independent contractors.

REESE * KINTZ * GUINASSO

Department of Employment, Training & Rehabilitation Employment Security Division Page 3 of 7

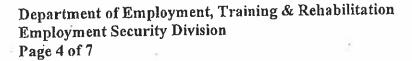
Chair rental fees are also due once per month, although an Instructor can choose at his or her own discretion to teach other general classes in lieu of the rental fee. No other compensation is provided for the instruction of the general class(s) taught in lieu of the fee and the Instructor has complete discretion on whether they wish to pay the monthly rental fee or teach a class(es).

Instructors are responsible for their own supplies, materials and equipment, other than the rental chair, in providing services to IAS students. IAS provides students with supplies and equipment, which can be used during an Instructor's services. However, if an Instructor desires students to use any supplies, materials or equipment not already provided by IAS, such as a specific brand of product or tool, the Instructor is responsible for those costs and cannot pass said costs on to the students unless expressly agreed to in writing by the student(s) in advance of the service. IAS does not reimburse any business costs or fees associated with providing services under the Agreement to Instructors. Additionally, Instructors are responsible for maintaining all licenses, continuing education, certifications, etc. in providing services to IAS students under the Agreement. IAS does not reimburse any such costs or expenses related to such licenses, education or certifications.

Instructors understand that they are not being retained to fulfill the requirements of NRS 644.395, therefore, they are able to set their own schedules, come and go as they see fit as long as they are fulfilling the promises made in the Agreement. Instructors are in full control of how they provide services under the Agreement and in keeping records of student attendance and grades for said services. Instructors have full control over the days and number of hours they intend to provide services to IAS students and they set their own billable hourly rates (similar to how billable hourly rates are set by attorneys). Instructors essentially bid for open spots/chairs when space becomes available and then IAS selects them based on the specialized service IAS wishes to provide to its students and the experience and skill of the Instructor, as well as the Instructor's reputation in the community for providing the service the Instructor wishes to teach. IAS does not keep track of an Instructor's schedule of services or manner in which services are performed. IAS does keep track of whether the desired outcome and purpose of the Agreement is being obtained.

Although Instructors perform services on IAS premises, similar to services provided by independent cosmetologists who rent/lease space in a salon, Instructors are not restricted to providing services on IAS premises; rather, they may also provide services to students off-campus at the Instructors own scheduling, expense and liability.²

² Nevada law requires instructional services be provided in a licensed facility just as salon services must be provided in licensed facility. Therefore, if an instructor wishes to provide services to IAS students outside of IAS' facility, the instructor is responsible for complying with Nevada law to



Additionally, the Agreement between IAS and the Instructors is not exclusive and the Instructors are free to provide instructional services, cosmetology services, etc., to other establishments as the Instructor chooses.

Instructors expressly acknowledge that they are being retained as independent contractors subject only to the terms and conditions set forth in the Agreement and any laws applicable to the services being performed. Instructors have the right to supervise, manage, operate, control, and direct performance of the details incident to their duties under the Agreement. Moreover, Instructors acknowledges that they are solely responsible for the withholding of income taxes or any other taxes, industrial insurance coverage if applicable, and unemployment compensation coverage if applicable. Instructors are also responsible for paying their own medical bills in the event of an injury during the performance of their services under the Agreement. Instructors expressly agree to indemnify and hold IAS harmless from, and defend against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to any such taxes, fees or medical bills listed above.

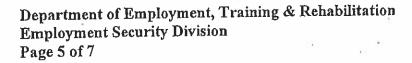
IAS provides no training to Instructors related to the performance of the Instructors' services under the Agreement, and Instructors hold themselves out to be engaged in separate businesses from IAS, including having their own business licenses in their own names and/or owning/renting property in furtherance of their businesses. Business licenses are provided and attached to the Agreements.

Instructors acknowledge and agree that they are not employees as defined in NRS 616A for purposes of worker's compensation coverage, but rather they are expressly exempted from the definition pursuant to NRS 616A.110(9)(c). Specifically, Instructors are excluded from the definition of employee because they perform services pursuant to a written Agreement, which expressly provides that Instructors are not performing services as employees of IAS for purposes of NRS 616A. Copies of proof of an Instructor's worker's compensation coverage or notice of sole proprietorship with no employees are attached to the Agreements.

Instructors may not assign their Agreements and they are solely responsible for any cancellations, substitutions, make-ups, etc. of services to students, including any compensation to a substitute or subcontractor. For example, if an Instructor schedules a service with students, the Instructor is responsible for meeting that obligation or informing students of any cancellations, rescheduling, or substitutions. If students are unhappy with an Instructor's performance of services and complain to IAS, IAS will get

ensure the instruction meets the requirements of the law or the Instructor would be in breach of the Agreement.

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involved merely to determine if the Instructor is complying with the terms and obligations under the Agreement or if there has been a breach of the Agreement for which liability may attach. Pursuant to the Agreement, the Instructor promises to perform services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances. Additionally, Instructors are responsible for the quality and completeness of all services performed under the Agreement. Therefore, if an Instructor is not fulfilling these promises then the Instructor is not fulfilling his or her obligations and promises under the Agreement.

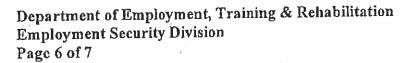
Finally, pursuant to the Agreement, a set term is provided for and either party may terminate the Agreement with ten (10) days written notice unless IAS terminates the agreement for cause as defined in the Agreement. The definition of "for cause" includes the following conduct: Instructor is charged with a felony crime; Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty; Instructor fails to perform his or her services in a competent manner; Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement; Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students; Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers; or Instructor fails to perform the terms and conditions as agreed upon under this Agreement.

Based on the terms and conditions set forth in the Agreement, we believe Instructors of IAS are independent contractors for purposes unemployment compensation and taxation.

III. Comparison to ESD Determination that Stacy Slazas was an Employee

ESD made express findings in the unemployment proceedings involving Stacy Slazas, which are fully set forth in IAS's Petition for Readjustment. Based on those findings, the following factors are important in demonstrating that the Instructors subject to the Agreements and new business plan set forth in this correspondence and attached hereto are not similarly situated to Ms. Slazas and are not employees of IAS:

- No Instructor works as a supervisory instructor.
- No Instructor is responsible for opening and closing the facility, although Instructors do have keys in order to provide their services on their own schedules.
- No Instructor performs "a variety of tasks" at IAS' direction.
- IAS has not terminated an Instructor from employment.
- IAS does not have the right to control and direct the Instructors' daily manner and means of work.



No Instructor is required to follow IAS' instructions.

- No Instructor is prohibited from refusing work or fears ramification if work is refused. In fact, Instructors decide what services they intend to provide in entering the Agreement and when and how they intend to provide those services.
- No Instructor is required to work exclusively for IAS or prohibited from working for another cosmetology school providing the same services.
- No Instructor is expected to locate an "employee" to cover his or her work, as there are no employees at IAS. Instructors are only responsible for and expected to meet the terms and obligations of the Agreement.
- No Instructor's job duties consist of opening the school, working the front desk, answering phones, or supervising other Instructors.
- No Instructor's services are a direct extension and integral part of IAS' commercial business enterprise.
- No Instructor is required to perform assigned tasks in the order of sequence prescribed by IAS.
- No Instructor assists in managing the school operations, school staff, and the school's instructional programs as directed.
- No Instructor is employed for the specific purpose of assisting in the management of the school under contract with IAS.

Based on the factors set forth above, which are in direct contradiction to the findings in the unemployment proceedings of Ms. Slazas, we believe Instructors of IAS are independent contractors for purposes unemployment compensation and taxation.

IV. Conclusion

As can be seen upon review of the business plan set forth above and the new Agreements attached to this correspondence, Instructors at IAS are independent contractors who have their own businesses and are responsible for their own taxes, including any taxes and fees owed to ESD. Accordingly, IAS respectfully requests an opinion and confirmation from ESD that no additional quarterly reports, beyond the third quarter of 2014, are required to be filed because there are no instructional employees with income to report, and Instructors are not employees of IAS for purposes of unemployment compensation and taxation.

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Department of Employment, Training & Rehabilitation Employment Security Division Page 7 of 7

Please let us know if we can provide you with any additional information. If you have any questions regarding any of the above, please don't hesitate to contact us. We look forward to your response.

Very Truly Yours

Crystal R. Willis, Esq.

Attorney for International Academy of Style

Cc: International Academy of Style
Edgar J. Roberts, CPM, Chief of Contributions
J. Thomas Susich, Esq., Senior Legal Counsel
Neil Rombardo, Esq., Senior Legal Counsel

EXHIBIT A

EXHIBIT A

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Melissa Wolf (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the 1 day of October 2014 through the 31 day of December covering All academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach

1AS0167 JA0974 of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

A. Instructor is charged with a felony crime;

B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;

C. Instructor fails to perform his or her services in a competent manner;

D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;

E. Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students;

F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;

G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.

NOTICES: All notices required under this Agreement, except termination of the Agreement for cause, shall be given in writing and delivered my mail, email, or hand 3. delivery. Notice to Instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

> Loni D. Casteel International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

4.	accordance	F SERVICES: ce with the term onts hereto.	Instructor sh ms and condit	all provide ions stated he	instruc erein, a	ction in the below fields in and any specifically referenced
		Cosmetology Hair Design S Licensed Inst	ervices	es		Aesthetician Services Nail Technology Services Other

Please describe the other services you intend to provide to IAS students under this Agreement.

Advanced Color Classes, Advanced HAIR CUHTING.

5. **DUTIES:** Instructor understands that IAS is an educational facility licensed by the State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$ / 4/. ** per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

7. SCHEDULE OF SERVICES: Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., Saturday from 10:00 a.m. to 5:30 p.m., IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday:	10 (am/pm) to5 (am/pm)
Wednesday:	(am/pm) to (am/pm)
Thursday:	(am/pm) to (am/pm)
Friday:	10 (am/pm) to7:30 (am/pm)

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The hourly rate for Instructor's services under this Agreement is $\frac{1400}{100}$ per hour of service.

It is Instructor's responsibility to fulfill the contracted services under this Agreement. IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

8. INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

A. Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?

B. Will IAS be providing training to you with respect to any

Instructor's Initials

rs NO

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	services provided under this Agreement?		AW
C.	Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?		nu
D.	Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?		aw
E.	Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?	and_	S
F.	Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?		<u>/w/</u>
G.	Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?	Jul	

- 9. **REPORTING OF INCOME:** It shall be the responsibility of Instructor to properly report all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- 10. INSURANCE COVERAGE: Instructor, as an independent contractor and not an employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

11. COMPLIANCE WITH LEGAL OBLIGATIONS: Instructor shall maintain for the duration of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

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exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.

- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- 15. WAIVER OF BREACH: Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- 16. PREVIOUS AGREEMENT: Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- 21. **DISPUTES:** In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

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the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- 25. CONSTRUCTION: Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- 26. DUPLICATE COUNTERPARTS: This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. EFFECTIVE DATE: This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay Instructor the reasonable value of any services Instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

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opportunity to consult with his or her legal counsel and either has done so or has voluntarily elected not to do so, and he or she fully understands all terms and conditions set forth herein. Any terms and conditions of this Agreement may be modified or amended as necessary only by written instrument signed by both parties.

written instrument signed by both parties				
This Agreement is hereby entered into thi	s /4 day of			
INSTRUCTOR	INTERNATIONAL ACADEMY OF STYLE			
Melissa // Off Authorized Signature	Authorized Signature			
Melissa Wolf Printed Name	Printed Name			
Instructor Title Melisaa Wolf	2295 Market Street Reno, Nevada 89502 (775) 823-9003			
Business (Company Name				
132 BAIZAY CIC Address				
City, State, Zip				
775 324-4742 715 224-75 Phone Cell Phone	∆ 3			
Fax				
Wolfx505bCGobAl. Net Email				
Website	· ·			
EIN, UBI or SSN				

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

I am a sole proprietor doing business as <u>Melissa Wolf</u>. I have no employees working for me at this time.

I am performing work as an independent contractor for International Academy of Style ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). The services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.

Under Nevada law, as a sole proprietor, I am not required to maintain worker's compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my own medical care and payments and any loss of compensation due to an inability to perform services as described in the Agreement.

If at anytime during the term of the Agreement I desire to hire any employees to assist me with the services performed under the Agreement, I understand that I am solely responsible for obtaining and maintaining worker's compensation coverage on my employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to my failure to abide by Nevada worker's compensation laws and my representations made herein and in the Agreement.

Name of Business Meli'550	, Wolf	
SSN/FEIN #	Telephone #(775) 224- 7503
Address 732 BAZAC	1.'C	
City Reno	State MU	Zip Code_ 89502
Signature of Business Owner		Date 1/14/15
Signature of Dusiness owner.	- Part Start -	

ROSS MILLER
Secretary of State

SCOTT W. ANDERSON

Deputy Secretary for Commercial Recordings

STATE OF NEVADA



commercial Recording Division 202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131686417

Name: Melissa Wolf

Expiration Date: 11/30/2015

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

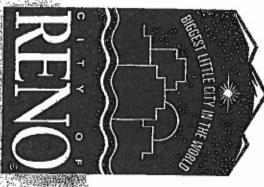
percent of the Nevada average annual wage

Issued this 9th day of January, 2015.

Please Post in a Conspicuous Location

THIS LICENSE MUST BE PLACED \
IN A CONSPICUOUS PLACE

EFFECTIVE DATE:



NAME OF BUSINESS:

City of Reno

LICENSE #:

JĂ0985

01/31/2015

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

INSTRUCTOR MUNICIPALIS

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: MOU J14

VALUE: OMber Class

INSTRUCTOR MUSICAL DEMONSTRATION

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: 10 | 14 Adv Anced

VALUE: Weave Class

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Meledie Wolf (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the 1 day of October 2014 through the 31 day of December, covering All academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach

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of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

A. Instructor is charged with a felony crime;

B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;

C. Instructor fails to perform his or her services in a competent manner;

D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;

E. Instructor fails to maintain a safe environment for students while performing

services on IAS' premises or instructing IAS students;

F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;

- G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.
- NOTICES: All notices required under this Agreement, except termination of the 3. Agreement for cause, shall be given in writing and delivered my mail, email, or hand delivery. Notice to Instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

Loni D. Casteel International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

•	SCOPE OF SERVICES: accordance with the ter	Instructor ms and con	shall dition:	provide s stated h	instruction erein, and a	in the ny speci	below fically re	fields eferenc	in ed
	attachments hereto.						- 4		
							A 1		

Cosmetology Services Hair Design Services Licensed Instructor Services	Aesthetician Services Nail Technology Services Other
--	--

Please describe the other services you intend to provide to IAS students under this Agreement.

Advanced Color techniques, Product Knowledge, Salon Business.

State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$2/5 per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

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provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

7. **SCHEDULE OF SERVICES:** Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., Saturday from 10:00 a.m. to 5:30 p.m., IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday:	10 (an	n/pm) to	7:30 (am/pm)
Wednesday:			5 (am/pm)
Thursday:		n/pm) to	
Friday:	10 (am		12:30_ (am/pm)

Saturday:	<u>NA</u> (am/pm) to (am/pm)	14/	
The hourly rate hour of service.	for Instructor's services under this Agreement is \$_	18	pe

It is Instructor's responsibility to fulfill the contracted services under this Agreement. IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

8. INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

		YES	МО
A.	Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?	Mb	
В.	Will IAS be providing training to you with respect to any		

Instructor's Initials

8	services provided under this Agreement?		Mb
C.	Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?		mB
D.	Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?		<i></i>
E.	Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?	Mb	
F.	Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?		MB
G.	Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?	Wh	

- 9. **REPORTING OF INCOME:** It shall be the responsibility of Instructor to properly report all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- 10. INSURANCE COVERAGE: Instructor, as an independent contractor and not an employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

11. COMPLIANCE WITH LEGAL OBLIGATIONS: Instructor shall maintain for the duration of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

IAS0185 17 A0992 W exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.

- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- **WAIVER OF BREACH:** Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- **PREVIOUS AGREEMENT:** Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- 21. DISPUTES: In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- 25. CONSTRUCTION: Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- 26. DUPLICATE COUNTERPARTS: This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. EFFECTIVE DATE: This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay instructor the reasonable value of any services Instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

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opportunity to consult with his or her legal counsel and either has done so or has voluntarily elected not to do so, and he or she fully understands all terms and conditions set forth herein. Any terms and conditions of this Agreement may be modified or amended as necessary only by written instrument signed by both parties.

	141 10.0
This Agreement is hereby entered into this	s $\frac{14}{\text{day of}}$ day of $\frac{14}{\text{day}}$. 2015.
INSTRUCTOR Mellow Was Authorized Signature	Authorized Signature
Meledie Wolf Printed Name	Printed Name
Instructor Title Meledie Wolf	2295 Market Street Reno, Nevada 89502 (775) 823-9003
Business/Company Name	
710 Balzar Cir Address	
Rono, NV 89502 City, State, Zip	6
775)224-7504 <u>Save</u> Phone Cell Phone	2
Fax	
Meledie Wolf @ Grmail.com Email	
Website	
EIN, UBI or SSN	

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

I am a sole proprietor doing business as <u>Meledie Wolf</u> . I have no employees working for me at this time.
I am performing work as an independent contractor for International Academy of Style ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). The services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.
Under Nevada law, as a sole proprietor, I am not required to maintain worker's compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my own medical care and payments and any loss of compensation due to an inability to perform services as described in the Agreement.
If at anytime during the term of the Agreement I desire to hire any employees to assist me with the services performed under the Agreement, I understand that I am solely responsible for obtaining and maintaining worker's compensation coverage on my employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to my failure to abide by Nevada worker's compensation laws and my representations made herein and in the Agreement.
Name of Business Meledie Wolf
SSN/FEIN # Telephone # (775) 224 - 7509
Address 7/0 Balzar Cir
City Reno State NV Zip Code & 9502
Signature of Business Owner // least // Date /-/5-/5

Electronically CV20-00445
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Jacquetine Bryant Clerk of the County Transacion # 7845
Transacion # 7845

VE DATE: 02/01/201/

EXPIRATION DATE:

01/31/2015

322

LICENSE #:

121966

IAS01 JA0997

BUSINESS CLASSIFICATION:

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

Sole Proprietor Meledie Rose Wolf

Nevada Business Identification #NV20121100685 Expiration Date: 02/28/2015

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

This license shall be considered valid until the expiration date listed above unless suspended or revoked in accordance with Title 7 of Nevada Revised Statutes.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 06/01/2014

· ca Me

ROSS MILLER Secretary of State

This document is not transferable and is not issued in lieu of any locally-required business license, permit or registration.

Please Post in a Conspicuous Location

You may verify this Nevada State Business License online at www.nvsos.gov under the Nevada Business Search.

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DUCATION	DEI

ADVANCED EDUCATION DEMONSTRATION

DATE: NOC 2014

VALUE: (00V

INSTRUCTOR

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: 1000 2:0/4

VALUE: Product

INSTRUCTOR

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: OCT 2014

VALUE: Produc

INSTRUCTOR

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Lisa Pike (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the 1 day of October 2014 through the 31 day of December, covering All academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach



of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

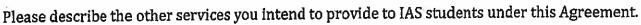
IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

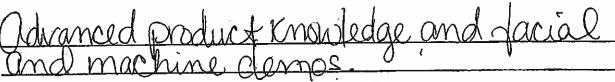
Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

- A. Instructor is charged with a felony crime;
- B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;
- C. Instructor fails to perform his or her services in a competent manner;
- D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;
- E. Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students;
- F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;
- G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.
- NOTICES: All notices required under this Agreement, except termination of the 3. Agreement for cause, shall be given in writing and delivered my mail, email, or hand delivery. Notice to Instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

Loni D. Casteel - Caral Anadamy of Style

		International Academy 2295 Market Str Reno, Nevada 899 (775) 823-900	eet 502	
4.	SCOPE OF SERVICES: Instructor shall provide instruction in the below fields in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.			
	Hai	smetology Services ir Design Services ensed Instructor Services		Aesthetician Services Nail Technology Services Other
				3





5. **DUTIES:** Instructor understands that IAS is an educational facility licensed by the State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$202.1 per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

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32**7** JA1002 provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

7. **SCHEDULE OF SERVICES:** Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., Saturday from 10:00 a.m. to 5:30 p.m., IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday:	10 (am/pm) to4 (am/pm)
Wednesday:	10 (am/pm) to4 (am/pm)
Thursday:	10 (am/pm) to4 (am/pm)
Friday:	10 (am/pm) to _3:30 (am/pm)

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Saturday:	N/B (am/pm) to	(am/pm)	10 60	
The hourly rate for Instructor's services under this Agreement is \$hour of service.				per

It is Instructor's responsibility to fulfill the contracted services under this Agreement. IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes 8. and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

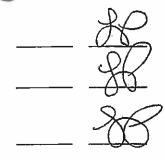
- Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?
- Will IAS be providing training to you with respect to any

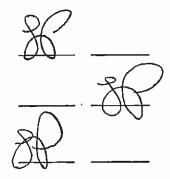
Instructor's Initials

YES

NO

- services provided under this Agreement?
- Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?
- Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?
- Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?
- Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?
- Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?





- REPORTING OF INCOME: It shall be the responsibility of Instructor to properly report 9. all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- INSURANCE COVERAGE: Instructor, as an independent contractor and not an 10. employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

COMPLIANCE WITH LEGAL OBLIGATIONS: Instructor shall maintain for the duration 11. of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

- exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.
- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- WAIVER OF BREACH: Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- 16. PREVIOUS AGREEMENT: Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- **DISPUTES**: In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

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the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- **25. CONSTRUCTION:** Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- 26. **DUPLICATE COUNTERPARTS:** This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. **EFFECTIVE DATE:** This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay Instructor the reasonable value of any services Instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

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alasted not to do so and he or she fully line	. 3
This Agreement is hereby entered into this	day of Gamuan, 2015.
INSTRUCTOR LISA LIKE Authorized Signature	Authorized Signature
Printed Name Shotician Instructor Title 1 Sa Pika	Printed Name 2295 Market Street Reno, Nevada 89502 (775) 823-9003
Business/Company Name Address Address	
City/State, Zip Phone Cell Phone	
Fax lisapike2012 wyahoo. Email	com
Website	

EIN, UBI or SSN

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

MAINTAIN WORKER'S COMPENSATION COVERAGE
I am a sole proprietor doing business as I have employees working for me at this time.
I am performing work as an independent contractor for International Academy of St. ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). It services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of N. Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employer for purposes of worker's compensation coverage, "[a]ny person who[p]erforms pursuant to a written agreement with the person for whom the services are performed who provides that the person who performs the services is not an employee for purposes of the chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.
Under Nevada law, as a sole proprietor, I am not required to maintain worker compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my ownedical care and payments and any loss of compensation due to an inability to performance as described in the Agreement.
If at anytime during the term of the Agreement I desire to hire any employees to assist with the services performed under the Agreement, I understand that I am solves responsible for obtaining and maintaining worker's compensation coverage on a employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from an defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, a expenses arising from or incurred because of, incident to, or otherwise with respect to a failure to abide by Nevada worker's compensation laws and my representations may herein and in the Agreement.
Name of Business Lisa Pike
SSN/FEIN# Telephone #
Address 3200 Lalcoside dr. #75
City Repo State NV. Zip Code 87507
Signature of Business Owner Date 1.1373

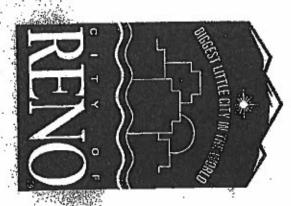
THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

03/01/2014

SCIPICATION:

Eneral Busines



Co ter whitester 0026

Liga Pike 3200 Lakeside Dr Apt 75 RENO NV 89509



HIS LICENSE EXPIRES AS SPECIFIED
BOVE

LICENSED BUSINESS TO BE CONDUCTED IN CONECRMITY WITH AND SUBJECT TO THE PROVISIONS OF THE STATE OF EVADA AND RENO MUNICIPAL CODE

IAS0203

LICENSE #:

335 JA1010





NEVADA STATE BUSINESS LICENSE

Sole Proprietor
Lisa Pike

Nevada Business Identification #NV20151030985

Expiration Date: 01/31/2016

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 01/15/2015

Souhara K. Cegovske

ROSS MILLER
Secretary of State

You may verify this license at www.nvsos.gov under the Nevada Business Search.

License must be cancelled on or before its expiration date if business activity ceases. Failure to do so will result in late fees or penalties which by law <u>cannot</u> be waived.

There is no fee for cancellation.

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ADVANCED EDUCATION DEMONSTRATION VOUCHER

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International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Joyce Mikesell (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the <u>1</u> day of <u>October</u> 2014 through the <u>31</u> day of <u>December</u> covering <u>All</u> academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach

-- 338 JA1013 of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

- A. Instructor is charged with a felony crime;
- B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;
- C. Instructor fails to perform his or her services in a competent manner;
- D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;
- E. Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students;
- F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;
- G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.
- 3. NOTICES: All notices required under this Agreement, except termination of the Agreement for cause, shall be given in writing and delivered my mail, email, or hand delivery. Notice to Instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

Loni D. Casteel International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

		Reno, Nevada 89 (775) 8 23-900			
4.	SCOPE OF SERVICES: Instructor shall provide instruction in the below field accordance with the terms and conditions stated herein, and any specifically refer attachments hereto.				
	□ □	Cosmetology Services Hair Design Services Licensed Instructor Services		Aesthetician Services Nail Technology Service Other	S

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Please describe the other services you intend to provide to IAS students under this Agreement.

advanced Gel techiques	, Stamping air brushing,
A CASA III A A LAGA	,
specialty shapes	,a

5. **DUTIES:** Instructor understands that IAS is an educational facility licensed by the State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$ \(\frac{206.40}{0} \) per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

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provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

7. **SCHEDULE OF SERVICES:** Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., Saturday from 10:00 a.m. to 5:30 p.m., IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday:	10 (am/pm) to4 (am/pm)
Wednesday:	10(am/pm) to4 (am/pm)
Thursday:	10 (am/pm) to4 (am/pm)
Friday:	10 (am/pm) to4 (am/pm)

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Saturday:	(am/pm) to (am/pm)		
The hourly rate hour of service.	for Instructor's services under this Agreement is \$	1800	per

It is Instructor's responsibility to fulfill the contracted services under this Agreement IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

8. INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

<u>Instructor's Initials</u>

YES NO

A. Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?

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B. Will IAS be providing training to you with respect to any

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services provided under this Agreement?

- C. Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?
- D. Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?
- E. Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?
- F. Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?
- G. Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?

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- 9. **REPORTING OF INCOME:** It shall be the responsibility of Instructor to properly report all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- 10. INSURANCE COVERAGE: Instructor, as an independent contractor and not an employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

11. COMPLIANCE WITH LEGAL OBLIGATIONS: Instructor shall maintain for the duration of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

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exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.

- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- **WAIVER OF BREACH:** Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- 16. PREVIOUS AGREEMENT: Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- 21. **DISPUTES:** In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

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the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- 25. CONSTRUCTION: Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- 26. DUPLICATE COUNTERPARTS: This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. EFFECTIVE DATE: This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay Instructor the reasonable value of any services Instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

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opportunity to consult with his or her legal counsel and either has done so or has voluntarily elected not to do so, and he or she fully understands all terms and conditions set forth herein. Any terms and conditions of this Agreement may be modified or amended as necessary only by written instrument signed by both parties.

This Agreement is hereby entered into this	s 19 day of Canuary 2015.
INSTRUCTOR	INTERNATIONAL ACADEMY OF STYLE
Source & Mykes 00	
Authorized Signature	Authorized Signature
Joyce Mikesell	Leni) (malse)
Printèd Name	Printed Name
Instructor	2295 Market Street
Title	Reno, Nevada 89502 (775) 823-9003
Business/Company Name	
780 apple St. Address	
Reno 11 89502	
City, State, Zip	
775 3388625	
Phone Cell Phone	
Fax	
ameltingsmyle@aol.com Email	
Website	
EIN, UBI or SSN	

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

MAINTAIN WORKER'S COMPENSATION COVERAGE
I am a sole proprietor doing business as <u>Toyce Mikesell</u> . I have no employees working for me at this time.
I am performing work as an independent contractor for International Academy of Style ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). The services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this

Under Nevada law, as a sole proprietor, I am not required to maintain worker's compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my own medical care and payments and any loss of compensation due to an inability to perform services as described in the Agreement.

chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.

If at anytime during the term of the Agreement I desire to hire any employees to assist me with the services performed under the Agreement, I understand that I am solely responsible for obtaining and maintaining worker's compensation coverage on my employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to my failure to abide by Nevada worker's compensation laws and my representations made herein and in the Agreement.

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Name of Business Jouc	o Mikesell		
Mattle of pusitiess Source	2		
l l	Telephone #	775 338	8625
SSN/FEIN#	relephone n		
Address 780 apple 2	3		
	A 1	ata Cada	89502
City Kenu	State	Zip_Code	01300
•	C & XXVIII	2010(1)	- 1/14/15
Signature of Business Owner	- faile () I UK	<u>lsell/</u> Da	te
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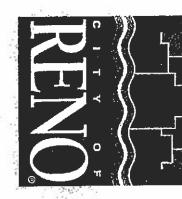
THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

E: 06/01/2014

BUSINESS LASSIFICATION:

General Business



780 Apple St

BUSINESS LOCATION:

NAME OF BUSINESS:

Joyce L Mikesell

Joyce L Mikesell 780 Apple St RENO, NV 89502

CENSEE - NAME AND ADDRESS:



LICENSED BUSINESS TO BE CONDUCTED IN CONFORMITY WITH AND SUBJECT TO THE PROVISIONS OF THE STATE OF NEVADA AND RENO MUNICIPAL CODE

THIS LICENSE EXPIRES AS SPECIFIED

LICENSE #:

129140

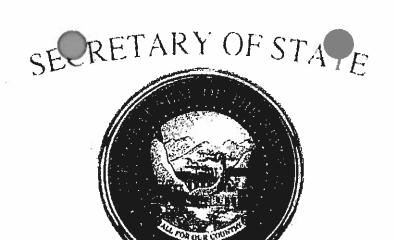
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JA1023

EXPIRATION DATE:

05/31/2015



NEVADA STATE BUSINESS LICENSE

Sole Proprietor Joyce Mikesell

Nevada Business Identification #NV20131682220

Expiration Date: 11/30/2015

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 01/01/2015

· Za Me

ROSS MILLER Secretary of State

You may verify this license at www.nvsos.gov under the Nevada Business Search.

License must be cancelled on or before its expiration date if business activity ceases.

Failure to do so will result in late fees or penalties which by law <u>cannot</u> be waived.

There is no fee for cancellation.

JA1024

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VOUCHER

ADVANCED EDUCATION DEMONSTRATION

TELOMORE DATA DATA DATA DE LA COLOR
VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: Feb 2014 Gel 4 layer

INSTRUCTOR: JOYCEM KOSELL

VOUCHER

ADVANCED EDUCATION DEMONSTRATION

DATE: March 2014 Gel I-olish

INSTRUCTOR: JOYCE M. Kestl

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Faustine Flamm (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the 1 day of October 2014 through the 31 day of December, covering All academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach

of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

A. Instructor is charged with a felony crime;

B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;

C. Instructor fails to perform his or her services in a competent manner;

D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;

E. Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students;

F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;

G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.

NOTICES: All notices required under this Agreement, except termination of the Agreement for cause, shall be given in writing and delivered my mail, email, or hand 3. delivery. Notice to instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

> Loni D. Casteel International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

4.	accordance	SERVICES: ce with the ter nts hereto.	Instructor ms and con	shall ditions	provide s stated h	instruct erein, ar	ion in	the below pecifically r	fields eference	in ed
	E/	Cosmetology Hair Design S Licensed Ins	Services Services tructor Serv	rices		A A	Aesthe Nail To Other	etician Servi echnology S	ices iervices	

Please describe the other services you intend to provide to IAS students under this Agreement.

advanced demos, product knowledge, Color law, night theory

5. DUTIES: Instructor understands that IAS is an educational facility licensed by the State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$184.90 per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

 SCHEDULE OF SERVICES: Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., with the last client taken at 5:00 p.m., Saturday from 10:00 a.m. to 5:30 p.m., with the last client taken at 4:00 p.m. IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with Instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday: Wednesday: Thursday: Friday:	(am/pm) to (am/pm)	
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Saturday:

10:00 (am/pm) to 5:30 (am/om)

The hourly rate for Instructor's services under this Agreement is \$ 10.50 per hour of service.

It is Instructor's responsibility to fulfill the contracted services under this Agreement. IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

8. INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

A. Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?

B. Will IAS be providing training to you with respect to any

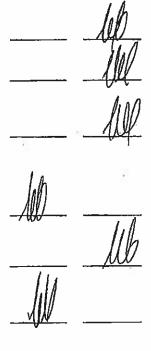
Instructor's Initials

YES

NO

355

- services provided under this Agreement?
- C. Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?
- D. Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?
- E. Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?
- F. Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?
- G. Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?



- 9. **REPORTING OF INCOME:** It shall be the responsibility of Instructor to properly report all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- 10. INSURANCE COVERAGE: Instructor, as an independent contractor and not an employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

11. COMPLIANCE WITH LEGAL OBLIGATIONS: Instructor shall maintain for the duration of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.

- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- **WAIVER OF BREACH:** Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- 16. PREVIOUS AGREEMENT: Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- 21. DISPUTES: In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- 25. CONSTRUCTION: Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- 26. DUPLICATE COUNTERPARTS: This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. EFFECTIVE DATE: This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay instructor the reasonable value of any services instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

opportunity to consult with his or her legal counsel and either has done so or has voluntarily elected not to do so, and he or she fully understands all terms and conditions set forth herein. Any terms and conditions of this Agreement may be modified or amended as necessary only by written instrument signed by both parties.

written instrument signed by both part	nes.
This Agreement is hereby entered into thi	s 14 day of january 2015.
INSTRUCTOR	INTERNATIONAL ACADEMY OF STYLE
Authorized Signature Foustine Flamm Printed Name	Authorized Signature 22 5/20 Printed Name
instructor Title	2295 Market Street Reno, Nevada 89502 (775) 823-9003
Foustine N. Flamo Business/Company Name	
1276 Philippi Street Address Carson City, NV 89701	
City, State, Zip (775)846-8800 Same Cell Phone	
Fax	DE
M/A: Email	
N/A Website	
EIN, UBI or SSN	

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

I am a sole proprietor doing business as Faustine Flamm
I am performing work as an independent contractor for International Academy of Style ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). The services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee' for purposes of worker's compensation coverage, "[a]ny person who[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.
Under Nevada law, as a sole proprietor, I am not required to maintain worker's

Under Nevada law, as a sole proprietor, I am not required to maintain worker's compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my own medical care and payments and any loss of compensation due to an inability to perform services as described in the Agreement.

If at anytime during the term of the Agreement I desire to hire any employees to assist me with the services performed under the Agreement, I understand that I am solely responsible for obtaining and maintaining worker's compensation coverage on my employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to my failure to abide by Nevada worker's compensation laws and my representations made herein and in the Agreement.

Name of Business Faustin	e. Flamm	
SSN/FEIN#	Telephone #	775) 846-8800
Address 1276 Philippi		C5
City Carson City	State_NV	Zip Code_ <u>89701</u>
Signature of Business Owne	gauti of	Date_1-15-2015
· ·		

SECRETARY OF STARE



NEVADA STATE BUSINESS LICENSE

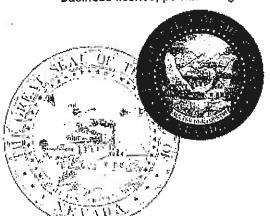
Sole Proprietor faustine flamm

Nevada Business Identification #NV20131748185

Expiration Date: 12/31/2015

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 01/14/2015

Bouhara K. Cegevske
ROSS MILLER
Secretary of State

You may verify this license at www.nvsos.gov under the Nevada Business Search.

License must be cancelled on or before its expiration date if business activity ceases. Failure to do so will result in late fees or penalties which by law <u>cannot</u> be waived.

There is no fee for cancellation.

JA1036

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THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

JA1037

VOUCHER
ADVANCED EDUCATION DEMONSTRATION
DATE: October 2014 VALUE: Platinon techniques
INSTRUCTOR: faulty
VOUCHER
ADVANCED EDUCATION DEMONSTRATION
DATE: NOV. 14 VALUE: Bleach WOSA
INSTRUCTOR: Allette
VOUCHER
ADVANCED EDUCATION DEMONSTRATION
DATE: dec. 2014 VALUE: TONEYS
<i>A</i> .

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

INDEPENDENT INSTRUCTOR AGREEMENTS

This Independent Instructor Agreement (hereinafter "Agreement") is entered into this 1st day of October, 2014 by and between International Academy of Style (hereinafter referred to as "IAS") and Charissa Banks (hereinafter referred to as "Instructor").

Preamble

WHEREAS, IAS is an educational facility-providing instruction in the areas of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional instructor; and

WHEREAS, IAS desires to provide its students with additional, specialized instruction, beyond that required by the Board of Cosmetology and Nevada law, as a unique and valuable feature offered to students of IAS that distinguishes IAS from other similar schools in Nevada and sets a high standard in the industry for new beauty professionals entering this industry in Nevada as graduates of IAS; and

WHEREAS, IAS desires to accomplish its objective by hiring independent contractors who are specialists in the various fields of cosmetology, including cosmetology, hair design, aesthetics, nail technology and provisional Instructor; and

WHEREAS, Instructor desires to contract with IAS on an independent basis to provide the additional specialized services described in this Agreement; and

WHEREAS, Instructor represents that he or she is duly qualified, licensed, trained, experienced and competent to perform the services herein described, and

WHEREAS, the parties desire to set forth herein the terms and conditions under which said services shall be provided.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties agree as follows:

- 1. TERMS: The terms of this agreement shall commence on the 1 day of October 2014 through the 31 day of December, covering All academic period(s).
- 2. **TERMINATION:** This Agreement may be revoked without cause by either party prior to the date set forth in Paragraph 1 by notifying the other party in writing at least (10) days in advance of the effective date of the termination specified in such notice. Termination of services without providing the required notice will constitute a breach

of this Agreement and is subject to the remedies governed under Disputes in Paragraph 21.

IAS may terminate this Agreement at any time "for cause," the grounds for which are defined below. In the event of termination for cause, IAS shall have no obligation to Instructor for compensation or any other form of benefit under this Agreement except for compensation earned prior to the effective date of termination. The 10-day notice period does not apply to termination of this Agreement for cause.

Commission of any of the following acts by Instructor constitutes grounds for IAS to terminate this Agreement for cause immediately and without notice, as well as constitutes a breach of this Agreement for purposes of any remedies provided under this Agreement:

A. Instructor is charged with a felony crime;

B. Instructor commits a crime or act of moral turpitude such as an act of fraud or other crime or act involving dishonesty;

C. Instructor fails to perform his or her services in a competent manner;

D. Instructor fails to maintain all licenses and requirements necessary to perform services under this Agreement;

E. Instructor fails to maintain a safe environment for students while performing services on IAS' premises or instructing IAS students;

F. Instructor commits any act or acts that harm IAS' reputation, standing, or credibility within the community it operates or with its students or suppliers;

G. Instructor fails to perform the terms and conditions as agreed upon under this Agreement.

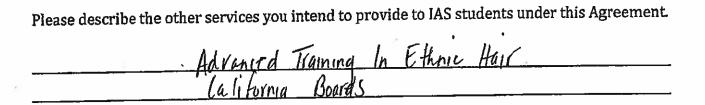
3. NOTICES: All notices required under this Agreement, except termination of the Agreement for cause, shall be given in writing and delivered my mail, email, or hand delivery. Notice to Instructor shall be provided in person, or by regular or certified mail addressed to the Instructor's last known address on file. Notice to IAS shall be communicated to the following individual at the stated address:

Loni D. Casteel International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

4. **SCOPE OF SERVICES:** Instructor shall provide instruction in the below fields in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Cosmetology Services
Hair Design Services
Licensed Instructor Services

Aesthetician Services Nail Technology Services Other



5. **DUTIES:** Instructor understands that IAS is an educational facility licensed by the State of Nevada under NRS Chapter 644.380 to conduct a school of cosmetology and, as such, must abide by the statutes, codes, rules and regulations governing such facilities. Instructor understands that he or she also must be a licensed instructor in order to provide services to IAS students under this Agreement. As a licensed instructor, Instructor agrees to abide by the statutes, codes, rules, and regulations governing Instructor while providing services to IAS students.

Instructor understands that he or she is not contracting to fulfill the requirements of NRS 644.395, which requires IAS to maintain a staff of at least two licensed instructors and one additional licensed instructor for each 25 enrolled students, or major portion thereof, over 50 students. Instructor understands that the owners of IAS and the students who have provisional licenses issued pursuant to NRS 644.193 are considered instructors for purposes of NRS 644.395. Although Instructor is not contracting to meet the requirements of NRS 644.395, students will obtain credit for service hours provided by Instructor to be used towards minimum hour requirements of students to obtain a license in accordance with Nevada law.

Instructor is solely responsible for any loss or damage to Instructors personal property, including equipment.

6. COMPENSATION: Instructor shall provide the above services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto. For performing such services, Instructor shall be compensated by billing students based upon Instructor's hourly rate set forth below in this Agreement for services provided. Instructor shall provide an invoice to IAS for payment on students' behalf out of student account funds set aside for this purpose. Invoices may be submitted at the Instructor's discretion, for example weekly or biweekly; however, invoices must be submitted no less than once per month for proper accounting of students' accounts. The parties agree that timeliness of billing is of the essence to this Agreement for proper deduction from student accounts. Invoices must provide an accurate detail of all billing.

Instructor is responsible for all costs associated with obtaining and supplying materials, supplies, and equipment necessary for Instructor to provide services under this Agreement. Instructor shall pay IAS a chair rental fee of \$ 140.00 per month for use of IAS facilities to provide services under this Agreement. Instructor may request in advance prior to the due date of said fee to teach Theory, or other general instruction requirements not part of this Agreement as determined by IAS and agreed upon in advance by the parties, in lieu of paying a chair rental fee. The instruction must be

provided in the same month the chair rental fee is due and payable. No other compensation will be provided for instruction in lieu of chair rental fee.

Students may use supplies, materials, and equipment supplied by IAS while participating in services provided by Instructor if applicable. In the event Instructor desires student(s) to use supplies or equipment not supplied by IAS, Instructor is solely responsible for the costs associated with providing said supplies and may not pass on the cost to the student(s) unless expressly agreed to by the student in writing. No deductions will be made from student accounts to pay for supplies or equipment invoiced by Instructor without written consent of student(s) accompanying said invoice.

Instructor is responsible for hiring and compensating any assistant worker needed in order to provide the services agreed upon under this Agreement. Instructor agrees, however, that the actual service of instruction provided to students under this Agreement must be performed by Instructor personally, as the services agreed to are specialized in nature based on Instructor's own personal experience, skill and knowledge.

7. **SCHEDULE OF SERVICES:** Instructor shall provide all services in accordance with the terms and conditions stated herein, and any specifically referenced attachments hereto.

Hours Instructor desires to work are at the sole discretion and control of Instructor. However, Instructor understands that Student Salon Hours are Tuesday through Friday from 10:00 a.m. to 7:30 p.m., Saturday from 10:00 a.m. to 5:30 p.m., IAS is closed Sunday and Monday.

Instructor must perform services under this Agreement for IAS students during IAS regularly scheduled hours of operation unless Instructor and student(s) agree in writing to hours outside of IAS normal operations. Use of IAS facilities for instruction outside of IAS normal hours of operations must be requested and approved in advance by IAS. If advance approval is given to use IAS facilities for instruction outside of IAS normal operating hours, Instructor agrees and is solely responsible for meeting the requirements of NRS 644.395 and all other requirements under Chapter 644 applicable for Instructor's services. If Instructor and student agree to services provided outside of IAS facilities, Instructor is solely responsible for any and all requirements, risks and liabilities associated with instructing students outside IAS licensed facility.

Instructor desires to provide services to IAS students on the following weekly schedule during the term of this Agreement:

Tuesday:	10 (am/pm) to	4 (am/pm)
Wednesday:	10 (am/pm) to	4 (am/pm)
Thursday:	10 (am/pm) to	6(am/pm)
Friday:	10 (am/pm) to	6(am/pm)

Saturday:	n/A(am/pm) to	<u>n/A</u> (am/pm)
bacar aay .		 : ,, ,

The hourly rate for Instructor's services under this Agreement is \$ _______ per hour of service.

It is Instructor's responsibility to fulfill the contracted services under this Agreement. IAS will not be responsible for cancellations, substitutions, or modifications to the above schedule under this Agreement. Student complaints regarding an Instructor not fulfilling any promises or requirements under this Agreement may subject Instructor to a breach of this Agreement and any liabilities that arise out of said breach.

8. INDEPENDENT CONTRACTOR: Instructor is associated with IAS only for the purposes and to the extent specified in this Agreement. Instructor is and shall be an independent contractor and, subject only to the terms of this Agreement and state laws applicable to the services performed, shall have the sole right to supervise, manage, operate, control and direct performance of the details incident to his or her duties under this Agreement. Nothing contained in this Agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of employer-employee or principal-agent, or to otherwise create any liability for IAS whatsoever with respect to indebtedness, liabilities, and obligations to Instructor or any other party.

Instructor shall be solely responsible for, and IAS shall have no obligation with respect to (1) withholding of income taxes, or any other taxes or fees; (2) industrial insurance coverage; (3) accumulation of vacation leave or sick leave; or (4) unemployment compensation coverage. Instructor shall be responsible for paying his or her own medical bills for any personal illness or injuries occurring during the term of this Agreement. Instructor shall indemnify and hold IAS harmless from, and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees.

Instructor and his or her employees, agents, or representatives, shall not be considered employees, agents or representatives of IAS. IAS and Instructor shall monitor the work relationship throughout the term of this Agreement to ensure that the independent contractor relationship remains as such.

In addition to the above, Instructor represents as follows:

Will IAS be providing training to you with respect to any

A. Do you have the right to control when, where and how services under this Agreement are to be performed, subject to complying with state laws and the Board of Cosmetology rules and regulations?

368 MAS02

	services provided under this Agreement?		hy8
C.	Will IAS be furnishing you with equipment, tools, supplies or travel expenses in the performance of services under this Agreement?		hN.
D.	Are any of the workers who assist you in the performance of services under this Agreement, if any, the employees of IAS?		mg
E.	Do you hold yourself out to be engaged in a separate business from IAS, including having your own business license in your own name and/or owning, renting or leasing property in furtherance of your business?	luft	
F.	Are you restricted from offering your services to the general public or in another educational facility while engaged in performing services under this Agreement?		-lest
G.	Are you responsible for paying your own income taxes and any other applicable taxes incurred by your business and in the performance of services under this Agreement?	Wõ	

- 9. **REPORTING OF INCOME:** It shall be the responsibility of Instructor to properly report all monies earned as a result of services performed under this Agreement to the State and Federal Governments. IAS shall distribute Internal Revenue Form 1099 to the Federal and State Governments describing monies earned by all Instructors. Instructor shall receive a copy for tax purposes.
- 10. INSURANCE COVERAGE: Instructor, as an independent contractor and not an employee of IAS, must carry policies of insurance, to the extent required by law, and pay all taxes and fees incidental thereto, including, but not limited to general liability and worker's compensation insurance. The services I am performing under this Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who...[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." Instructor hereby represents and agrees that he or she meets this exclusion pursuant to the Agreement.

Copies of proof of insurance must be attached to this Agreement at Attachment A. In the event Instructor is a sole proprietor and has elected not to maintain worker's compensation coverage on his or herself, an executed Notice of Sole Proprietorship with No Employees and Election not to Maintain Worker's Compensation Coverage must be attached in lieu of proof of insurance.

11. **COMPLIANCE WITH LEGAL OBLIGATIONS:** Instructor shall maintain for the duration of this Agreement any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to

exception will be made for the substitution of Instructors who also have Agreements with IAS and whose services and specialties are equivalent to Instructor for the services being substituted under this Agreement.

- 14. HOLD HARMLESS: Instructor agrees to hold harmless, defend and indemnify IAS, its officers, agents, and employees, from and against any and all liability, claims, demands, losses and actions for injury to and/or death of persons and/or damage to property, arising out of or incurred in connection with Instructor's performance under this Agreement.
- WAIVER OF BREACH: Failure to declare a breach or the actual waiver of any particular breach of this Agreement or its material or nonmaterial items by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach of this Agreement.
- 16. PREVIOUS AGREEMENT: Any and all existing agreements or renewals between the parties, hereto, covering the same subject matter, are hereby cancelled and superseded by this Agreement and such prior agreements shall have no further force or effect.
- 17. CONFIDENTIALITY: Instructor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Instructor while performing services at IAS to the extent such information is confidential by law or otherwise required by this Agreement.
- 18. PROPER AUTHORITY: The parties hereto represent and warrant that the person executing this Agreement on behalf of each party has full power and authority to enter into this Agreement. Instructor acknowledges that this Agreement is only effective for the period of time specified in this Agreement. Any services performed before this Agreement is effective or after it ceases to be effective are performed at the sole risk of Instructor.
- 19. QUALITY OF SERVICE: Instructor shall perform his or her services with care, skill and diligence in accordance with applicable professional standards currently issued by such profession in similar circumstances, and shall be responsible for the professional quality and completeness of all services performed under this Agreement.
- 20. ENTIRE AGREEMENT: This Agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other contracts, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
- 21. DISPUTES: In the event of any dispute arising out of or relating to this Agreement, the parties shall attempt, in good faith, to promptly resolve the dispute mutually between them. If the dispute cannot be resolved by mutual agreement, nothing herein shall preclude either party's right to pursue remedy or relief by civil litigation pursuant to

the laws of the State of Nevada. If IAS must bring suit to recover costs and fees associated with damages, taxes, fees, or any other responsibilities or liabilities of Instructor, IAS will be entitled to an award of costs, reasonable attorney's fees, and interest at the maximum rate permitted by law, in addition to any other relief awarded.

- 22. APPLICABLE LAW AND VENUE: This Agreement shall be governed by and construed according to the laws of the State of Nevada, and shall not be construed against the drafter. The parties agree that any suit or action relating to this Agreement shall be instituted and commenced exclusively in the federal or state courts in Reno, Nevada, whichever has proper jurisdiction over the particular dispute, and the parties hereby waive the right to change such venue and hereby consent to the jurisdiction of such courts.
- 23. CAPTIONS: The captions of each paragraph in this Agreement are inserted as a matter of convenience and reference only, and in no way define, limit, or describe the scope or intent of this Agreement or in any way affect this Agreement.
- 24. SEVERABILITY: If a court of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid, in whole or in part, for any reason, that provision will be deemed severed from this Agreement and the validity and enforceability of the remaining provisions, or portion of them, will not be affected and remain fully enforceable.
- 25. CONSTRUCTION: Instructor agrees that he or she has been given the opportunity to consult with an attorney prior to executing this Agreement and that he or she fully understands all terms and conditions of this Agreement. As such, no provision of this Agreement shall be construed against IAS as the drafter in the event of a dispute between the parties.
- **26. DUPLICATE COUNTERPARTS:** This Agreement may be executed in counterparts, each of which shall be deemed a duplicate original.
- 27. EFFECTIVE DATE: This Agreement shall take effect upon the execution of both parties. In the event Instructor performs services at the request of IAS prior to the effective date of this Agreement, IAS agrees that it will pay Instructor the reasonable value of any services Instructor may have performed for IAS. If a prior Agreement exists, IAS will pay for services performed prior to the execution of this Agreement at the previously agreed upon rate.

This Agreement is hereby entered into in accordance with the laws of the State of Nevada. This Agreement is a formal, legal contract for Instructor's services as set forth herein. It protects both Instructor and IAS and is intended to prevent misunderstandings. EXECUTION OF THIS AGREEMENT SHALL BE CONSTRUED AS INSTRUCTOR'S UNDERSTANDING, ACKNOWLEDGEMENT AND AGREEMENT OF ALL TERMS AND CONDITIONS SET FORTH HEREIN. By executing this Agreement, Instructor acknowledges that he or she has been given the

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opportunity to consult with his or her legal counsel and either has done so or has voluntarily elected not to do so, and he or she fully understands all terms and conditions set forth herein. Any terms and conditions of this Agreement may be modified or amended as necessary only by written instrument signed by both parties.

	ul. a langard sour
This Agreement is hereby entered into thi	s 14 day of anual, 2015.
INSTRUCTOR	INTERNATIONAL ACADEMY OF STYLE
Yu Varle	(1/627)
Authorized Signature	Authorized Signature
Charissa Danks	Lasi Dester
Printed Name	Printed Name
Title Charades	2295 Market Street Reno, Nevada 89502 (775) 823-9003
Business/Company Name	
10601 Vista Bella Lace	
10601 Vista Bella Lace Address	
Reno hV 84521	
City, State, Zip	
<u>715 303- 8158</u> Phone Cell Phone	et (±)
Fax	
charissa banks & yahou wm	
Website	
EIN, UBI or SSN	

International Academy of Style 2295 Market Street Reno, Nevada 89502 (775) 823-9003

NOTICE OF SOLE PROPRIETORSHIP WITH NO EMPLOYEES AND ELECTION NOT TO MAINTAIN WORKER'S COMPENSATION COVERAGE

I am a sole proprietor doing business as <u>Charissa Books</u> . I have no employees working for me at this time.
I am performing work as an independent contractor for International Academy of Style ("IAS") pursuant to an Independent Instructor Agreement (hereinafter "Agreement"). The services I am performing under the Agreement are services performed as an independent instructor and are not services performed as an employee of IAS for purposes of NRS Chapter 616A. NRS 616A.110(9)(c) expressly excludes from the definition of "Employee" for purposes of worker's compensation coverage, "[a]ny person who[p]erforms pursuant to a written agreement with the person for whom the services are performed which provides that the person who performs the services is not an employee for purposes of this chapter." I hereby represent that I meet this exclusion pursuant to the Agreement.
Under Nevada law, as a sole proprietor, I am not required to maintain worker's compensation insurance on myself. I have chosen not to maintain worker's compensation insurance on myself. I understand this means that, in the event I injure myself in the performance of my services under the Agreement, I am solely responsible for my own medical care and payments and any loss of compensation due to an inability to perform services as described in the Agreement.
If at anytime during the term of the Agreement I desire to hire any employees to assist me with the services performed under the Agreement, I understand that I am solely responsible for obtaining and maintaining worker's compensation coverage on my employees and that they are not employees of IAS. I further understand, as set forth in the Agreement, that I am responsible for indemnifying and I agree to hold IAS harmless from and defend IAS against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising from or incurred because of, incident to, or otherwise with respect to my failure to abide by Nevada worker's compensation laws and my representations made herein and in the Agreement.
Name of Business Chard Charades
SSN/FEIN # Telephone #
Address 10601 Vista Alla Lane
City Reno State NV Zip Code Y952
Signature of Business Owner While Date 1/15/15

ROSS MILLER
Secretary of State

SCOTT W. ANDERSON

Deputy Secretary for Commercial Recordings

STATE OF NEVADA



Commercial Recording Division 202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131678246

Name: charissa banks

Expiration Date: 11/30/2015

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 14th day of January, 2015.

Please Post in a Conspicuous Location

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

SEEDCHAP DATE:

.

ASSIFICATION

General Busin



2295 Market S

VANTE OF BUSINESS

LICENSEE - NAME AND ADDRESS.

Charissa Banks 10601 Vista Bella Lti RENO, NV 89521



City of Reno

NSE #: 1

25820

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eno, washoe co, nevada

HS LICENSE EXPIRES AS SPECIFIED BOVE

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DATE: Vau	<u>with</u> 2014 Value:_	Druke
INSTRUCTOR:	left	



Jason D. Guinasso, Esq.
Nevada Bar No. 8478
Reese Kintz Guinasso
190 W. Huffaker Lane, Suite 402
Reno, NV 89511
Attorney for International Academy of Style

NEVADA DEPARTMENT OF ADMINISTRATION

BEFORE THE APPEALS OFFICER

In the Contested Matter of:

of

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INTERNATIONAL ACADEMY OF STYLE, BONNIE SCHULTZ & LONI CASTEEL

Case No.:

1706718

Appeal No.:

1702545-SYM

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #4



Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746 EIFED VMD BECEINED

2017 JUN 28 PH 2: 1/3

A DA VER EL PADA A DA A DA SERION HEARINGS IN VISION A SERIOR A SE

ENTERED INTO EVIDENCE AS EXHIBIT



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AFFIRMATION

	The undersigne	d does	hereby	affirm	that	INTERNATIONAL	ACADEMY	Ol
TVT	E'S DOCUMEN	JTADI	/ FYHII	RIT #4	filed	under Anneal No. 170	2545-SVM·	

Does not contain the social security number of any person.

-OR-

☐ Contains the social security number of a person as required by:

A. A specific state or federal law, to wit:

-or-

B. For the administration of a public program or for an application for a federal or state grant.

DATED this 28 day of June, 2017

Jason D. Gainasso, Esq.

Attorney for International Academy of Style

RKG

Reese Kintz, 23
190 W Huffaker Ln
Suite 402
Reno, NV 89511
(775) 853-8746

CERTIFICATE OF SERVICE

I am a resident of the State of Nevada, over the age of eighteen years, and not a party to the within action. My business address is 190 W. Huffaker Lane, Suite 402, Reno, Nevada, 89511.

On June 28th, 2017, I served the following:

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #4

on the following in said cause as indicated below:

DIVISION OF INDUSTRIAL
RELATIONS
400 WEST KING STREET, SUITE 400
CARSON CITY, NV 89703
(VIA U.S. MAIL)
DEPARTMENT OF ADMINISTRATION
APPEALS DIVISION
1050 E WILLIAM ST., SUITE 450
CARSON CITY, NV 89701
(VIA HAND DELIVERY)

I declare under penalty of perjury that the foregoing is true and correct. Executed on

16 June **29**¹, 2017, at Reno, Nevada.

KATRINA A. TORRES

Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

Page 3 of 3

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Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

CONTRACT

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This contract montract montrac	In no way acts as in no way acts as in no way acts as in services outside Academy of Style litional training from but not ilmited to racted to educate racted to record a troi of educating the ternational Acade with the standard assistance to fulfill limbursed by Intertroi of my scheduletroi of my	a no competes, to be of international Act is not my sole source on International Act on International Academy of Style. I am away of Ithis contract I will mational Academy of International Academy of Internatio	iance with all that is r. Ind me solely to interest of the control of the contro	required by Law for crnational Academy g the duration of the form the services in the services in the services and records shall for international Actompensate an assistant and resident compensate an assistant compensate and com	of Style. I am able is contract as have contracted trecords are the I be in a format
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To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. independent Contractor guideline. I have read it and agree that I am an independent Contractor for

remainder of the contract.

Signed:

Signed:

International Academy of Style.

Independent Contractor

International According of Style

IAS0245

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Form W-9 (Rev. Cotober 2007)

Request for Taxpayer Identification Number and Certification

Give form to the requester. Do not sent to the IMS.

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Form W-9 (Nev. 10-8007)

Cat. No. 10031X

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE: 06/01/2012

39

General Business

CLASSIFICATION:

BUSINESS



RENO, WASHOE CO., NEVADA

05/31/2013

EXPIRATION DATE:

122850

LICENSE #:

THIS LICENSE EXPIRES AS SPECIFIED ABOVE

LICENSED BUSINESS TO BE
CONDUCTED IN CONFORMITY WITH
AND SUBJECT TO THE PROVISIONS
OF THE ORDINANCES OF THE STATE
OF NEVADA

SIGN RECEIVED

BUSINESS LOCATION:

1077 Riverside Dr Apt 76

NAME OF BUSINESS:

Stacy Slazzis

LICENSEE - NAME AND ADDRESS:

Stacy Slazze 1077 Riverside Dr #76 RENO, NV 89503

IAS0247

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)

SS.

Wishol county)

being duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- 2. I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I soknowledge that International Academy of Sityle will not be considered to be my employer or the employer of my employees, if any, and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8. Further affiant sayeth not

ssortions of this affidavit are true. do hereby swear under penalty of perjury that the

Signed

Printed Name

SIGNED AND SWORN to before me this 3 day of

day of July 2012

By Stacy ANN SlazAS

SUZIE H. CARRILLO Notary Public - State of Nevada Appointment Recorded in Lyon County No: 07-3263-12 - Expires April 17, 2016

NOTARY PUBLIC

ROSS MILLER
Secretary of State

SCOTT W. ANDERSON

Deputy Secretary
for Commercial Recordings

STATE OF NEVADA



Commercial Recording Division 202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20121360614

Name: stacy ann stazas

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 6th day of June, 2012.

Please Post in a Conspicuous Location

1:54 PM 01/08/14

MIERNATIONAL ACADEMY OF STA Checks for Stacy Slazas January through December 2013

Num Date		Account	Amount	
Jan - De	c 13			
8188	1/1/2013	International Acade	300.00	
8216	1/11/2013	International Acade	264.00	
8235	1/21/2013	International Acade	55.00	
8231	1/29/2013	International Acade	492.00	
8242	2/5/2013	International Acade	355.00	
8263	2/8/2013	International Acade	522.50	
8282	2/15/2013	International Acade	511.50	
8293	2/22/2013	international Acade	506.00	
	3/1/2013	International Acade	508.00	
8320	3/8/2013	International Acada	506.00	
8327	_,	International Acade	456,50	
8350	3/15/2013		475.00	
8368	3/22/2013	International Acade	378.00	
B374	3/29/2013	International Acade	442.00	
8393	4/5/2013	International Acade		
8412	4/12/2013	International Acade	453,00	
8428	.4/19/2013	International Acade	475,00	
8444	4/26/2013	International Acade	416.00	
8450	4/28/2013	International Acade	1,000.00	
8494	5/14/2013	international Acade	165.00	
Jan - De	nc 13		8,276,50	



386

RNATIONAL ACADEMY OF ST INDEPENDENT INSTRUCTION CONTRACTOR <u>CONTRACT</u>

This contract to contract internation in need no a for, to include 1. I am contract to the full coroperty of that compilishould I need will not be	ict in no way acts my services outs all Academy of Sty dditional training de but not limited intracted to education of education international Acaes with the standard assistance to fureimbursed by international	ndependent Contractors as a no competes, to ide of International Acyle is not my sole sour from International Acyle is not my sole sour from International Acyle is to: It at students in all field and track student grand and red and red ards and red ards and policies of the liftill this contract I will ternational Academy	bilance with all that or. bind me solely to licademy of Style durce of income. cademy of Style to discord of Style to are that all instructions agent of Style for any support of support of Style for any support of Style f	international Acade uring the duration of perform the service nce. n aware that all studiction and records service for international and records	dent records are the half be in a format Academy of Style.	
have full control of my schedule; My schedule will be as follows:						
	Tuesday	Wednesday	Thursday	Friday	Saturday	
S	9-4	9-4	9-4	4-0		
ly Charges	are as follows:				1 9-4	

DUR

I will invoice International Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$_

i am fully aware that International Academy of Style is not to be held responsible for, including but not limited to: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheld or paid on my behalf. I, as an independent Contractor, am fully aware that I am responsible for 100% of Taxes and Federal, State, County, and City fees and requirements.

I am fully aware that International Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension.

I am fully aware that if I do not fulfill this contract International Academy has the right to charge me for the remainder of the contract.

To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an Independent Contractor for nternational Academy of Style.

ate () () Igned: International Academy of Style

IAS0251

Ponn Was 9 (Rev. October 2007) Department of the Treasury

Request for Taxpayer Identification Number and Certification

Give form to the requester. Do not send to the She.

Department of the Treasury Internal Province Service	KOORUBICARION REME	per and Certification	cend to the SAS.			
NI CHANC	on your fraction tex return)					
Business name, if	different from above	Instruction &	Swannes			
Check appropriate Check appropr	box: Dincividual/Bole proprietor Corporati y company. Enter the tax classification (D-claregarded	on Pertoudes	Seempt payee			
Address frumber, TIGLED City, state, and 20		Requester's n	erne and exidence (optional)			
	r identification Number (TIN)		.1			
Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (88%). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (85%). If you do not have a number, see How to get a TRV on page 3. Note, if the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter. Page 1 Certification Under penalties of perjury, I certify that: 1. The number shown on this form is my correct texpayer identification number (or I am welting for a number to be issued to me), and 2. I am not subject to beckup withholding because: (a) I am essempt from backup withholding, or (b) I have not been notified by the internal Peverue Service (IPIS) that I am subject to beckup withholding as a result of a failure to report all interest or dividends, or (c) the IPIS has notified the internal constructions. You must cross out item 2 above if you have been notified by the IPIS that you are currently subject to beckup withholding because you have failed to report all interest and dividends on your tex return. For real setale transactions, item 2 does not apply. For mortgage interest peld, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual refirement.						
provide your correct TIN. Bign stansture of U.S. person ➤	Bee the instructions on page 4.	Date > 10)-(]-(a)			
General Instruc	tions	Definition of a U.S. person. Fo	r federal tex purposes, you are			
otherwise noted. Purpose of Form A person who is require RS must obtain your oq to report, for example, in	considered a U.S. person if you are: therwise noted. **UITPOSE Of Form person who is required to file an information return with the is must obtain your correct taxpayer identification number (TIN) Is must obtain your correct taxpayer identification number (TIN) Is report, for example, income paid to you, real entate considered a U.S. person if you are: A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States, An estate (other than a foreign estate), or A demonstration trust (as defined in Regulations section)					
ansactions, mortgage interest you paid, acquisition or bandonment of secured property, cancellation of debt, or ontributions you made to an IRA. Use Form W-6 only if you are a U.S. person (including a seldent alter), to provide your correct TIN to the person iquesting it (the requester) and, when applicable, to: 1. Certify that the TIN you are giving is correct (or you are sitting for a number to be issued), 2. Certify that you are not subject to backup withholding, or 3. Claim exemption from backup withholding if you are a U.S. sampt payer, if applicable, your are also certifying that as a						
J.B., person, your allocat I U.S., trade or business oreign partners' share or fots, if a requester give	te share of any partnership income from te not subject to the withholding tox on f effectively connected income. I you a form other then Form W-9 to set use the requester's form if it is	purposes of establishing its U.S. a on its allocable share of net import conclusing a trade or business in following cases: The U.S. owner of a diaregarded	status and avoiding withholding ne from the partnership the United States is in the			

Form W-9 (Nov. 10-2007)

10/31/2013

EXPIRATION DATE:

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

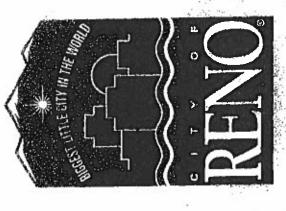
11/01/2012 EFFECTIVE DATE:

BUSINESS CLASSIFICATION:

BUSINESS LOCATION:

NAME OF BUSINESS:

General Business



HIS LICENSE EXPIRES AS SPECIFIED

CONFELCTED IN CONFORMITY WITH OF THE ORDINANCES OF THE STATE AND SUBJECT TO THE PROVISIONS **EICENSED BUSINESS TO BE** OF NEVADA

City of Reno

LICENSEE - NAME AND ADDRESS:

LICENSE NUMBER



LICENSE - NOT TRANSFERRABLE



COUNTY OF WASHOE NEVADA



YEAR LICENSE VALID PROM 12/01/2012 TO 11/30/201

LICENSE FEE PAID

This license cannot be transferred or sestimed. It is valid only for the licensee and location shows below.

THIS CERTIFIES THAT IN THE NAME OF LOCATED AT BARBIE'S CREATIVE NAIL INSTRUCTION & SERVICES BARBARA JONES 17660 E ASPEN CIR

BARBIE'S CREATIVE NAIL INSTRUCTION & SERVICES BARBARA JONES 17660 E ASPEN CIR RENO NV 89508

This license certifies that the name above has paid the required fees to the license collector of Washoe County and is hereby authorized to conduct business and is subject to the provisions of law.

390

IAS0254

VEVADA CONSUMER USE TAX PERMIT DEPARTMENT OF TAXATION

Taxpayer ID: Correspondence ID:

1015001009-001 1200007425907 11/26/2012

Date:

THIS PERMIT: IS NOT TRANSFERABLE TO ANY OTHER PERSON. IS VOID IF ALTERED IS NOT ISSUED IN LIEU OF ANY LOCALLY REQUIRED BUSINESS LICENSE, PERMIT OR REGISTRATION.

BARBARA JONES BARBIES CREATIVE NAIL INSTRUCTION & SERVICES 17660 E ASPEN CIR RENO NV 89508-6446

is registered as a Consumer and not authorized to make purchases for resale.

Permit Location:

BARBIES CREATIVE NAIL INSTRUCTION & SER 17660 E ASPEN CIR RENO NV 89508-6446

2:20 PM 01/08/14

Checks for Barbara Jones January through December 2013

Num Date		Account	Amount
Jan - De	e 13		125.00
8259	2/1/2013	international Acade	472.50
8268	2/8/2013	International Acade	
8285	2/15/2013	International Acade	252.00
8298	2/22/2013	International Acade	391,50
8317	3/1/2013	International Acade	243,00
	3/8/2013	International Acade	459.00
8328	3/15/2013	International Acade	337.50
8356	3/10/2013	International Acade	384.50
8365	3/22/2013	International Acade	270.00
8375	3/29/2013	International Acade	369.00
83 96	4/5/2013	Ministrational Seads	342,00
8419	4/12/2013	international Acade	180.00
8421	4/17/2013	International Acade	346.50
8430	4/19/2013	International Acade	382.50
8447	4/26/2013	International Acade	279.00
8468	6/3/2013	international Acade	
8484	5/10/2013	International Acade	292.50
8501	5/17/2013	International Acade	162.00
8515	5/24/2013	international Acade	180.00
8546	6/7/2013	International Acade	216.00
Jan - D			5,664.50



INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

an Independe Federal Gover This contract is to contract in International is ineed no add for, to include 1. I am contract I have full comproperty of in that complies Should I need I will not be re-	nt Licensed Instructor in no way acts as a new y services outside of Academy of Style is relational training from but not limited to: racted to educate storacted to record and troi of educating the ternational Academy with the standards a assistance to fulfill the elimbursed by international	or. I am in compliance and ent Contractor. In competes, to bind international Acade not my sole source of International Acade addents in all fields of track student grade students and record of Style. I am award and policies of the acade his contract I will internal Academy of Stylenal	me solely to internating the fincome. The fincome of the fincome	tional Academy of Some duration of this comments and the services in having the that all student related and records shall be international Academpensate an assistant in purchase.	city, State, and style. I am able ontract as we contracted accords are the ain a format amy of Style.
YS	Tuesday	Wednesday	Thursday	Friday	Saturday
URS	8:00 M S: PM			8:30 AM 5: PM	
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IAS0257

Request for Taxpayer Identification Number and Certification

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	and a state of the same	an other LLS: merern frie	dned helow).				multiple de bendons
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8lgr) Signature of	111.00	100es	·	<u> </u>	-2-1	3
Hen				Definition of a U.S.	person.	For federa	tax purposes, you are
Ge	neral Instr	LIGITIONS a to the internal Playen	ue Code uniese	considered a U.S. pe	préon If you	u are: citizen er i l	R. resident allen.
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	tord allers to men	wide your correct TIN I useler) and, when app		from such business.	. Further, I aci. a part	in certain of necessité la r	hips that conduct a e gararally required to mere! share of income sees where a Form W-8 equired to presume that e withholding tax.
4	Certify that the "	TIN vou are giving is o	prreat (or you are	The ball and a sound		ermon that is	a periner in a
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			Con No.	10001Y			Lette the day income!

Ost. No. 10891X

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA) WAShoe COUNTY)	SS.
Melissa	No 15 being duly sworn, deposes and states:

- 1. I make the following assections pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659, I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8.	Further affiant sayeth not
	I.M.o 1569 100 C do hereby swear under penalty of perjury that the

assertions of this affidavit are true.

Printed Name Melissa 11015

SIGNED AND SWORN to before me this 19 day of November 20 13

By MelissA WOLF

SUZIE H. CARRILLO
Notary Public - State of Nevada
Appointment Recorded in Lyon County
No: 07-3263-12 - Expires April 17, 2015

Sur H Carrill

ROSS MILLER Secretary of State

SCOTT W. ANDERSON

Deputy Secretary
for Commercial Recordings

STATE OF NEVADA



OFFICE OF THE SECRETARY OF STATE

Commercial Recording Division 202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131686417

Name: melissa wolf

Expiration Date: 11/30/2014

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 22nd day of November, 2013.

Please Post in a Conspicuous Location

IAS0261

Checks for Melissa Wolf January through December 2013

Num	Date	Account	Amount
Jan - De	ic 13		616.00
8246	2/5/2013	International Acade	• • • • • •
8297	2/22/2013	International Acade	539.00
8324	3/8/2013	International Acade	357.00
8382	3/22/2013	International Acade	392.00
8397	4/5/2013	International Acade	483.00
8425	4/19/2013	International Acade	511.00
8463	5/3/2013	International Acade	518.00
8502	5/17/2013	International Acade	525.00
8580	8/11/2013	International Acade	532.00
8588	6/14/2013	International Acade	567.50
8582	8/21/2013	International Acade	553,00
8624	7/12/2013	International Acade	574.00
8649	7/26/2013	International Acade	427.00
8698	8/9/2013	International Acade	560.00
8785	8/30/2013	International Acade	693.00
8809	9/20/2013	International Acade	847.00
8841	10/4/2013	international Acade	550.00
	10/18/2013	International Acade	567.00
8876	11/1/2013	International Acade	844.00
8916	11/15/2013	International Acade	490.00
8955	11/22/2013	International Acade	384.00
8980	12/13/2013	International Acade	518.00
9029	12/20/2013	International Acade	245.00
9043	12/21/2013	Petty Cash	200.00
Jan - D	ec 13		12,252.60



INTERNATIONAL ACADEMY OF STYL INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

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an Independent Federal Gover This contract in to contract my International / I need no addition, to include 1. I am contract I have full comproperty of international for that complies Should I need I will not be re-	nt Licensed Instructionment as an indeping no way acts as a services outside of Academy of Style is itional training from but not limited to racted to educate stacted to record an trol of educating the ternational Academy with the standards assistance to fulfill limbursed by international by in	tor. I am in complia endent Contractor, no competes, to bi if international Aca inot my sole source in International Aca tudents in all fields d track student gra ne students and rec ny of Style. I am aw and policies of the this contract I will national Academy of	nd me solely to intendent of Style during of Style during of Style to person of Cosmetology. Index and attendance ord keeping. I am a vare that all instruct accrediting agency interview, hire and of Style for any support	ernational Academing the duration of erform the services e. ware that all studition and records sily for international compensate an accompensate accompensate an accompensate	ent records are the hall be in a format Academy of Style.
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IRS	11-7:30	19-5	4-2		
I bill by the ho	nternational Acade our. My hourly fee o re that internation ity, State or Federa d or paid on my be	at the time of the s al Academy of Styl- il taxes, Social Secu half. I, as an indepe	rity Mariesta Wo	esponsible for, inc rkmen's Compens am fully aware tha	cluding but not limited ation, Unemployment at I am responsible for

100% of Taxes and Federal, State, County, and City fees and requirements.

I am fully aware that International Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension.

I am fully aware that if I do not fulfill this contract International Academy has the right to charge me for the remainder of the contract.

To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an Independent Contractor for International Academy of Style.

Signed:	Date 1/2/13
Independent Contractor	
Signed:	Date
International Academy of Style	

Request for Taxpayer Identification Number and Certification

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page	Business name, If		above						
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bacic alien, your o	ip withholding. Po acle proprietor, o employer identifica . If the account is	r individuals r diaregends alion numbs	id entity of entity	your scene sect. , see the Part I in If you do not hav	e a number, se	perne given on Line 1 186, Hansaver, for a n page 3. Per other and se How to gail a 78V o or guidalines on who	Mee, It is on page 3.	Ų	OF Identification remiter
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						umber (or I am walli i backup withholding			
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Term alter	estions, monge; donment of seci dutions you me	Lec bloom	ty, cen	i, acquisition or peliation of ciebt,	, or	Special rules for	pertnershi	pe. Partn	erahips that conduct a are generally required to
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4	Certify that the ng for a number	TIN YOU BY	alving	is correct (or yo	u ane	Therefore, if you	ere a U.S.	person the	it is a periner in a
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SHO	starritatily strellar	to this Form	n ₩-9.				r of a clare	garded er	Form W-0 (No. 10-9007)
-					Cal. No.	10281X			PARTY TO THE PROPERTY TO MODEL

FILED
Electronically
CV20-00445
2020-04-22 12:26:13 PM
Jacqueline Bryant
Clerk of the Court
Transaction # 7845786

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)
) SS.

COUNTY)

Thay a Upan being duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- 4. I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other demages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

Signed And SWORN to before me this day of NOW 20 13

M. PAPPAS

Notery Public - State of Nevada
Appointment Recorded in Washoe County
No: 12-7098-2 - Expires March 8, 2018

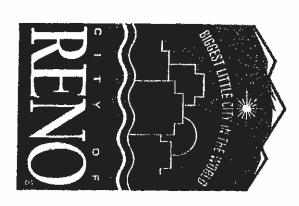
NOTARY POBLIC

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE: 02/01/2013

BUSINESS CLASSIFICATION:

Booth Rental



RENO, WASHOE CO., NEVADA

BUSINESS LOCATION:

3872 Zoe Ln

.

Andrea Upson

ABOVE

THIS LICENSE EXPIRES AS SPECIFIED

LICENSED BUSINESS TO BE

AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE

OF NEVADA

NAME OF BUSINESS:

ICENSEE - NAME AND ADDRESS:

Andrea Rene Upson 3872 Zoe Ln RENO, NV 89519



City of Reno

LICENSE #:

121909

JA1077

IAS026

402

EXPIRATION DATE:

01/31/2014





NEVADA STATE BUSINESS LICENSE

Sole Proprietor Andrea Upson

Nevada Business Identification #NV20101590989 Expiration Date: 08/31/2014

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

This license shall be considered valid until the expiration date listed above unless suspended or revoked in accordance with Title 7 of Nevada Revised Statutes.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 11/21/2013



ROSS MILLER Secretary of State

This document is not transferable and is not issued in lieu of any locally-required business license, permit or registration.

Please Post in a Conspicuous Location

You may verify this Nevada State Business License online at www.nvsos.gov under the Nevada Business Search.

Checks for Annie Upson January through December 2013

Num	Date	Account Amount	
Jan - De	o 13		
8261	2/8/2013	International Acade	438,00
8278	2/15/2013	International Acade	225.50
8294	2/22/2013	International Acade	303,00
8318	3/1/2013	International Acade	255.00
8334	3/8/2013	international Acade	256,00
8349	3/15/2013	International Acade	270.00
8373	3/29/2013	International Acade	201.00
8400	4/5/2013	international Acade	264.00
8411	4/12/2013	International Acade	258.00
8443	4/26/2013	International Acade	330.00
8470	5/3/2013	International Acade	284.00
8487	5/10/2013	International Acade	222.00
8497	5/17/2013	International Acade	281.00
8518	5/24/2013	International Acade	261.00
8530	5/31/2013	International Acade	228,00
8550	6/7/2013	International Acade	258.00
8566	8/14/2013	international Acade	258,00
8801	6/28/2013	international Acade	468.00
8822	7/12/2013	International Acade	447.50
8645	7/26/2013	International Acade	507.50
8694	8/9/2013	International Acade	516.00
8724	8/16/2013	International Acade	261.00 261.00
8734	8/23/2013	International Acade	215.00
8751	8/30/2013	International Acade	258.00
8764	9/6/2013	International Acade	258,00
8785	9/13/2013	International Acade	252,00
8808	9/20/2013	International Acade	258,00
8826	9/27/2013	international Acade	258.00
8838	10/4/2013	International Acade	258.00
8881	10/11/2013	International Acade	288,00
8880	10/18/2013 10/24/2013	International Acade	240.00
88 96 8914	11/1/2013	International Acade	258.00
8945	11/8/2013	international Acade	248.00
8980	11/15/2013	International Acade	234.00
8983	11/22/2013	International Acade	114.00
8008	12/9/2013	International Acade	429.00
9030	12/13/2013	International Acade	225.00
8030	12/21/2013	Petty Cash	200.00
Jan - D	sc 13		10,980.50



INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

			مخطاليك التعارب		
Federal Govern This contract in to contract my International A I need no addit for, to include 1. I am contract 2. I am contract I have full contract property of international	it Licensed instructor ment as an independence of services outside of scademy of Style is not investigated to include the but not limited to: acted to educate studented to record and irol of educating the ternational Academy with the standards a assistance to fulfill the	r. I am In compliance adent Contractor. To competes, to bind international Academ of my sole source of international Academ of track students and record of Style. I am aware and policies of the achis contract I will international track academ of the achis contract I will international track academ of the acad	me solely to internamy of Style during the fincome. my of Style to perform Cosmetology. It is and attendance. It keeping, I am aware that all instruction is crediting agency for erview, hire and con	tired by Law for the tional Academy of the duration of this comments that all student reand records shall be international Academpensate an assista	city, State, and Style. I am able ontract as we contracted ecords are the e in a format emy of Style.
				//	./-
I have full cont	rol of my schedule;	My schedule will be	as follows:	///3- /2/3 Friday	Saturday
/S	Tuesday	Wednesday	Thursday		Securitary
URS	1:63-7:30	1:00-7.30		1:00-7:30	<u></u>
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To ensure comindependent (international Signed:	Contractor guideline Academy of Style.	. I have read it and a	by the IRS I have be igree that I am an Indian Date	en given an Employ dependent Contract	ree vs. tor for
intern	ational Academy of	stvie v			

Form (Rev. October 2007) Department of the Treatment

Request for Taxpayer **Identification Number and Certification**

Ohio form to the requester. Do not send to the IRS.

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- □	eines name, if different from above		
8	Corporation	Pertuentin	
	heak appropriate box: Individual/Bale proprietor Corporation Limited Hebitsy company, Enter the tax obsestication (D-disregarded er		D Stempt
	Other then instructions (*)		
	ddrest (number, street, and apt. or suite no.)	Plaquade	e's nume and address (options)
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1 a	By, state, and ZIP code / OCCO		
8	POMA 11 89521		
8 1	et account number(s) here (options)		
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	and the state of the control of the		
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ote, if the	he account is in more then one name, see the chart on page 4 to order.	Of September Oil Allows	
actification of	Certification		
inder pe	melties of perjury, I certify that: sumber shown on this form is my correct tempeyer identification	washen for I are wellers for a re-	unber to be issued to me), and
. Lam I lar Milani Athhoidir	not subject to beckup withholding because: (a) I am everifit from the Service (JPS) that I am subject to beckup withholding as a next me that I am no longer subject to beckup withholding, and a U.S. citizen or other U.S. person (defined below). Here is the property of the provided in the property of the provided in the property of the provided in the property of the property, and generally, payments often then interest and divided the property of the propert	been notified by the IRS that you nyour test return. For real eated	ns are currently subject to backup a transactions, item 2 does not apply.
	tent (PAA), and generally, payments of the tent distribution on page 4.	form and time to distance on the	
ign iere	RINGE Denan	el Date >	1-2-2013
Jene	ral Instructions		on. For federal text purposes, you ar
ection :	references are to the Internal Flevenue Code unless	and the state of t	St. cottons or LLS, regident allen.
therwis	e noted.	 A partnership, corporation 	in, company, or association created of the United
urpo	see of Form	organized in the United the States.	Wet Of Gliddle and silve Or are current
		e An estate (other then a f	oreign cetate), or
		. A domestic trust (as defi	ned in Regulations section
2 Lebou	t down your correct testand to you, real estate to for exemple, income paid to you, real estate tens, mortgage interest you paid, acquisition or tens, mortgage interest you paid, acquisition or tens, mortgage interest your paid, acquisition of debt. or	201.7701-73.	
	SALES IN THE PROPERTY PROPERTY IN CONTRACTOR AND ADDRESS OF THE PROPERTY A	Special rules for periners	hips. Perinerships that conduct a
Man E	tions you made to an IPA. Form W-9 only if you are a U.S. person (notuding a	Day a withholding tex on a	nited States are generally required to my foreign purchase share of income or, in certain cases where a Form W-
الحماءامم	attant to populate votil collect 15/ to the belance	from such business. Furthe	er, in certain casse where a Form White included the security the
ecuseti	IUS (E (EU) LECKERERA) ELICI AREBET SINGENERALE IN .	(All lift Balt) tabatani a b	on, and pay the withholding tax.
1, Cal	ritly that the TIN you are giving is correct (or you are		
velting '	for a number to be issued),	pertnership conducting a t	rade or business in the Crimis Section
2. On	ritly that you are not aubject to beckup withholding, or aim exemption from backup withholding if you are a U.S.	Status and svoid with the	ng on your share of partnership
S, Old	payes, if applicable, you are also certifying that as a	income,	town W.A to the pertnership for

The person who gives Form W-8 to the pertremite for purposes of establishing in U.S. status and evoicing withholding on its alloads status or not income from the pertremite conducting a train or business in the United Status is in the information construction.

The U.S. owner of a disregarded entity and not the entity,

Ost. No. 10931X

3. Cleim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable where of any partnership income from a U.S. trade or business is not subject to the withholding tex on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

FORR W-D (Nov. 10-8007)

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)	45
Washoe county)	SS

8.

He r washbeing duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- 2. I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- 4. I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- 5. In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if eny; and that international Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other demagns as a result of an industrial injury or occupational disease incurred in the performance of the Common.

Further affisht saysth not	
I Rebecci Hernardezioni	neby swear under penalty of perjury that the
assertions of this affidavit are true.	Doll Flish
Signed_	Milecen prices
Printed Name	Reberca Herrando
SIGNED AND SWORN to before me this 20	day of November 2013

By Rebecca Leigh Herrander

マトントラント・アイ・アンマン・アンアンシン・アンアンアンマン MARITZA CALERO-ABURTO NOTARY PUBLIC STATE OF NEVADA 12-7254-2 My Appl. Exp. Jan. 26, 2016 CONTROL CONTROL CONTROL

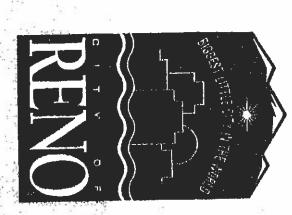
THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

07/01/2013

CLASSIFICATION: BUSINESS

Beauty Shop



RENO, WASHOE CO., NEVADA

BUSINESS LOCATION:

7111 S Virginia St Ste A16

NAME OF BUSINESS:

Aplus Hair Nails & Skin

LICENSEE - NAME AND ADDRESS:

Rebecca Hernandez 7111 S Virginia St Suite A16 **RENO, NV 89511**



City of Reno

LICENSE #:

EXPIRATION DATE:

06/30/2014

114200

IAS0272 JA1083

THIS LICENSE EXPIRES AS SPECIFIED

ABOVE

CONDUCTED IN CONFORMITY WITH AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE LICENSED BUSINESS TO BE

OF NEVADA

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

ASJL, LLC
Nevada Business Identification # NV20091277210

Expiration Date: June 30, 2014

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

This license shall be considered valid until the expiration date listed above unless suspended or revoked in accordance with Title 7 of Nevada Revised Statutes.

mois.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on June 30, 2013

ROSS MILLER Secretary of State

This document is not transferable and is not issued in fleu of any locally-required business license, permit or registration.

Please Post in a Conspicuous Location

You may verify this Nevada State Business License online at www.nvsos.gov under the Nevada Business Search.

ng las**d**a

ر JA1084

1:52 PM 01/08/14

Checks for Rebecca Hernandez January through December 2013

Num	Date	Account	Amount
Jan - De	c 13		
8275	2/13/2013	International Acade	229.80
8279	2/15/2013	International Acade	175.50
8305	2/22/2013	International Acade	171.00
8316	3/1/2013	International Acade	175.50
6332	3/8/2013	International Acade	175.50
6367	3/22/2013	International Acade	292.50
8372	3/29/2013	International Acade	130.50
8389	4/5/2013	International Acade	193.50
8423	4/19/2013	International Acade	297.00
8469	5/3/2013	international Acade	193.50
8498	5/17/2013	International Acade	292.50
8517	5/24/2013	international Acade	167.50
8531	5/31/2013	International Acade	207.00
8549	6/7/2013	international Acade	157.50
8587	6/14/2013	International Acade	175,50
8800	6/28/2013	International Acade	292.50
8823	7/12/2013	International Acade	207.00
8636	7/19/2013	International Acade	175.50
8647	7/26/2013	International Acade	189.00
8672	8/2/2013	International Acade	148.50
8893	8/9/2013	International Acade	171.00 229.50
8725	8/16/2013	International Acade	190.00
8738	8/23/2013	International Acade	170.00
8763	8/30/2013	International Acade	170.00
8768	9/6/2013	International Acade	170.90
8780	9/13/2013	International Acade	190,00
8806	9/20/2013	International Acade	315.00
8837	10/4/2013	international Acade International Acade	190,00
8860	10/11/2013	International Acade	70.00
8678	10/18/2013	International Acade	190.00
8900	10/24/2013	International Acade	370.00
8939	11/8/2013	International Acade	190.00
8987	11/15/2013 11/22/2013	International Acade	209.00
8982	12/9/2013	International Acade	209.00
9006 9060	12/20/2013	international Acade	390.50
AGOU	12/21/2013	Petty Cash	200.00
Jan - Di		•	7,660.60



INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

am under contact with international Academy of Style as an independent Licensed instructor. I am in compliance with all that is required by Law for the City, State, and Federal Government as an independent Contractor. This contract in no way acts as a no competes, to bind me soiely to international Academy of Style. I am able to contract my services outside of international Academy of Style during the duration of this contract as international Academy of Style is not my sole source of income. I need no additional training from international Academy of Style to perform the services I have contracted for, to include but not limited to: 1. I am contracted to educate students in all fields of Cosmetology. 2. I am contracted to record and track student grades and attendance. I have full control of educating the students and record keeping. I am aware that all istudent records are the property of international Academy of Style. I am aware that all instruction and records shall be in a format that compiles with the standards and policies of the accrediting agency for international Academy of Style. Should I need assistance to fulfill this contract I will interview, hire and compensate an assistant. I will not be reimbursed by international Academy of Style for any supplies that I purchase. I have full control of my schedule; My schedule will be as follows: I have full control of my schedule; My schedule will be as follows: I have full control of my schedule; My schedule will be as follows: I fields: Saturday Saturday					
YS	Tuesday	Wednesday	Inursday	Friday	Saturday
URS	8:30 - 5	8:30-5	8:30-730	8:30-5	<u></u>
My Charges are as follows: I will invoice International Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$					

(Rev. October 2007)

Request for Taxpayer Montification Number and Certification

Give form to the recuester. Do not send to the IRS.

PROPERTY OF	nera terio		
ci.	Merce for whom on your process has reduced by Merce Je		
8	Business name, if different from above		
8	Check appropriate box: Directividual/Bole proprietor Corporation Limited Hability company. Enter the tex classification (D-deregarded as	Performitép ngly, O-scriporation, P-pertnership)	□ below gamuty
	Other (non instructions) P- Address (number, street, and apt. or staller no.)	Pequester's name a	nd address (optional)
¥ 1	710 Balzar Cir		
1	Reno NV 89502		
8	List account number(s) here (options)		
1.5	Temperer Identification Number (TIN)		
Enter	The This manufactor makes the	MARINE GIVER ON LINE 1 TO EVOID	martir russber
becky	Missionard Los Missions and it had appear and the second	nome 1. For other endities, it is	J
LONG M. A	reployer identification number (2014). If you do not have a number, if If the account is in more then one name, see the chart on page 4	hand handed the flow on 1114 and house on the	or Identification pumber
NOSA	If the account it in more than one immin, and in one in the		
والسائي	Certification		76
	penalties of perjury, I certify that: e number shown on this form is my correct texpeyer identification	number for Lam waiting for a number to	be issued to me), and
1. 11	e number shown on this form is my correct subpayer loss substants for my not subject to beckup withholding because (a) I am exempt for my not subject to beckup withholding because (a) I am exempt for my not subject to be a	m beciap withholding, or (b) I have not b	sen notified by the internel
	rn not subject to beckup withholding because: (e) I am exampt fro menue Service (IPS) that I am subject to beskup withholding as a r diffed me that I am no longer subject to beckup withholding, and	sent of a series so labour or seminant or o	Interest of his aim to a time
	LLG - Althon or other (J.R. person (defined below).	and the state of t	
Cortil	m a U.S. citizen or other U.S. person (control bolow). lostion instructions. You must cross out item 2 above if you have	been notified by the first that you me com in your tex return. For real exists transact	done, item 2 does not apply.
For It	institution instructions. You must cross out item 2 above if you have sking because you have failed to report all interest and dividends or organise interest paid, acquisition or abandonment of secured propertient (IRA), and generally, payments other than interest and divide your correct TIN. See the instructions on page 4.	erly, concellation of clebt, contributions to ends, you are not required to sign the Co	Aggragati pre Aon wrig
provid	lement (priv), and generally, payments called the page 4.		3
Sign	Signature of M. C. 19- 11 Est	- Jan	2,2013
Ger	neral Instructions	Deficition of a U.S. person, for fr considered a U.S. person if you are:	
Secti	on references are to the internal Revenue Code Unless wise noted.	- a - ballet of the first of the cities of	i or U.S. resident allen, erv. or seccciation created o
Dest	nose of Form	e A pertnership, corporation, comporation in the United States or LE	weer the laws of the United
A pe	son who is required to file an information return with the	e An estate (other than a foreign es	éste), or

IRS must obtain your correct texpeyer identification number to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, carcellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (notuding a resident aller), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- Certify that the TiN you are giving is correct (or you are waiting for a number to be issued).
 - 2. Certify that you are not subject to backup withholding, or
- 3. Claim exemption from backup withholding if you are a U.S. exempt payer. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

- A demestic trust (as defined in Pegulations section 801.7701-7).

201.7701-7). Special rules for partnerships. Pertnerships that conduct a track or business in the United States are generally required to pay a withholding tex on any foreign pertners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a pertner is a foreign person, and pay the withholding tex. Therefore, if you are a U.S. person that is a pertner in a pertnership conducting a trade or business in the United States, provide Form W-9 to the pertnership to establish your U.S. status and swoid withholding on your share of pertnership income.

The person who gives Form W-8 to the pertnership for purposes of establishing its U.S. status and evolding withholding on its allowed a trace of rast income from the pertnership conducting a trace or business in the United Status is in the following constraints. following case

The U.S. owner of a disregarded entity and not the entity.

Form W-0 Plev. 10-2007)

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)
) SS.

Washoe county)

Meledie Wolf being duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3. In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- 4. I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8.	Further affiant sayeth not
----	----------------------------

L. Molecie Wolf do hereby swear under penalty of perjury that the assertions of this affidavit are true.

Signed Meleche Wolf

Printed Name Melecie Wolf

SIGNED AND SWORN to before me this 19 day of November 20 13

By Melecie Wolf

SUZIE H. CARRILLO Notary Public - State of Nevada Appointment Recorded in Lyon County No: 07-3263-12 - Expires April 17, 2015

NOTARY PUBLIC

*20

1007332921

Please see instructions regarding form detail and online registration options.

. 1	1 Am Applying For: * SEND A COPY TO EACH AGENCY		yment insurance Security Division - ESD)	Sales/Use T	ax Permit	dilied Business I	ax Licens	
		·	Business Entity	Change in L	ocation	Olher,	B 4	
2	☐ New Business ☐ Change	in Corporate O	fficers	Change in M		<u> </u>	e Open	
	Change	in Name		Add Location	1	in . Do . do . and bloo	Governmen	at Entity
3	Business Enlity Type: Sole Pro		Association Limited Partnership	☐ LLLP ☐ Partnership	Limited Liabil		Other	
3A	If LLC please-check Federal Corporal	tion 🔲	Limited Partnership Sole Hartetor	Partnership				
	tax filing type Corporate/Entity Name			Pagen.	Corporate/Entity Tele	phone 5	Federal Yax Identifi	callon Number
- 4	In the series of Chate Business 1 Inches):		. 2	Market Children	()	22	State of Incorporat	on or Formation
G	Corporate/Entity Street Number Address:	r, Direction (N, S.	E, W) and Name Suite,	Unit or Apt #	Chy, State, and Zip	31		
	Nevada Nama (DBA): Wa Le clie Li	20(f,	187			75) 224-75	04 ()	4 - Gallas
8	E-mail Address:		Websile Address:	.1	9	NV	se Identification #: (1	
10	Mailing Address: Street Number	er, Direction (N, S,	E. W) and Name Suite,	, Unit or Apt #	City State, and ZIP (1502	
	110 12001	er. Oirection (N. S.	E, W) and Name Suite	, Unit or Apt #	City, State, and ZIp C	nde +4		
11	Business Operations: -1/1)	alzah	Cir		Revio		1950 J	Number
12	and the same of th	المعدن	E, W) and Name Suite		City, State, and Zip (()	
13		0441 14	agers, Members, etc. ition & Employment	(if individual own Security Division	ership, list only o are the only agent	ne owner.) Attach les to require a S		
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JA1089 APP-01,00 Revised 11-01-12

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	TAYATION		TID: 1007 20	2001	
NEVA	DA DEPARTMENT OF TAXATION PLEMENTAL REGIST	RATION	Dept. of Taxation Representa		
5UF	Please print clearly — Use black or b	lue ink only	Soudek		
	Please mark applicable type(s) (See	Instructions)	Diore (
	Sales/Use Permit Consume	r Use Tax Permit	Certificate of Authority		
1.	DBA (as shown on the Nevada Business Re	platration Form):		NOV 19 20	13
	Rustness telephone number:	3.	List STATE of incorporation	or formation desprisable:	Bilon
2.	775) 224-7504	EEEE AND CEC		District	-441
4.		FEES AND SEC	URITY DEPOSIT Estimated total Nevada mo	onthly TAXABLE receipts:	
5.	Estimated total monthly receipts: 1,800	. 6.		\mathbb{Q}_{-}	
7.	Reporting cycle (check choice of reporting) Sales Tax Accounts with over \$10,000 a mor	th in TAXABLE sales mus	t report monthly.		
	Sales Tax Accounts with over \$10,000 a mor	Will the control of t	Mo	nthly Quarterly	Annual
	Sales/Use Tax			片 片	12
	Use Tax Live Entertainment Tax Occupancy	□ 200 to 7,499 □	7,500 or More		\$2
					6
8.	Security (See Instructions)	*	Surety #		
	Cash \$Sales Tax Fee (See instructions):			Business Locations:	
9.	Sales Tax Fee (See Instructions).	A	10.		
44		OTHER IN	FORMATION		
11.	Name of spouse/relative	Address of spouse/relati		Phone number of spouse/re	
		mus Dalmasa	Cir Reno, NV 895	n (775) 520 00	81
	Patrick Billings	Address of other contact	C.C. MANNING 12	Phone number of other cont	act
	Name of other contact	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-		
				Phone number of accountar	t/bookkeeper
	Accountent/bookkeeper	Address of accountant/b	ооккөврег	Filotio fibrinosi oi asperima.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	Other employment (If applicable):	<u> </u>	_		
	Company name:		Company name:	- 1	•
	Name of bank/financial institution - location	/ account number:			10
	Business account:	1,	- N		
	Personal account: US E	bank	74		
		500 DED 107	MENT LICE ONLY	•	
		FOR DEPART	MENT USE ONLY		
	ST/UT No.:			0.:	
	Combine Accts: Yes No	Previous Acct:	Previo	us Acct Cancelled: L	res [] NO
	Comments: Reinstate	BUS eff	9-1-14	No fee	
			ank:	Branch:	

**For an Introduction to the Department and general information, see our Taxpayer Information Packet Online at www.tax.state.nv.us **

APP-01.01 SUPPLEMENTAL APPLICATION Revised 11-01-12

415 JA1090

IAS0279

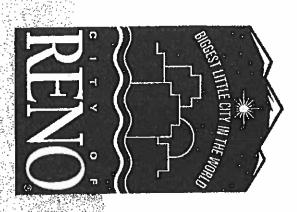
THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

02/01/2013



General Business



RENO, WASHOE CO., NEVADA

NAME OF BUSINESS:

BUSINESS LOCATION:

710 BALZAR Cir

Meledie Wolf-Billings

LICENSEE - NAME AND ADDRESS:

Meledie Wolf-Billings 710 Balzar Cir RENO, NV 89502



LICENSED BUSINESS TO BE CONDUCTED IN CONFORMITY WITH AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE OF NEVADA

THIS LICENSE EXPIRES AS SPECIFIED ABOVE

City of Reno

LICENSE #:

121966

JA1091 IAS0280

416

EXPIRATION DATE:

01/31/2014

PRNATIONAL ACADEMY OF STY Checks for Meledie Wolf January through December 2013

Num	Date	Account	Amount
Jan - De	c 13		
8241	2/5/2013	International Acade	255.00
8280	2/15/2013	International Acade	510.00
8298	2/22/2013	International Acade	540.00
8315	3/1/2013	International Acade	555.00
8329	3/8/2013	International Acade	570.00
8351	3/15/2013	International Acade	555,00
8363	3/22/2013	International Acade	555.00
8376	3/29/2013	International Acade	570.00
8394	4/5/2013	International Acade	645.00
8415	4/12/2013	International Acade	555.00
6431	4/19/2013	International Acade	570,00
8448	4/26/2013	International Acade	555.00
8462	5/3/2013	International Acade	592.50
8471	5/3/2013	International Acade	200.00
8485	5/10/2013	International Acade	567,50
B503	5/17/2013	international Acade	562,50
8519	5/24/2013	International Acade	1,020.00
8553	8/7/2013	International Acade	420.00
8581	8/21/2013	International Acade	522.50
8604	6/28/2013	International Acade	867.50
8629	7/12/2013	International Acade	575,00
8637	7/19/2013	International Acade	530.00
8648	7/26/2013	International Acade	502.50
8674	8/2/2013	International Acade	720.00
8699	8/9/2013	International Acade	555.00
8727	8/16/2013	international Acade	562.50
B731	8/23/2013	International Acade	592.50
8759	8/30/2013	International Acade	601.25
8769	9/8/2013	International Acade	593.00
8782	9/13/2013	International Acade	592.20
8803	9/20/2013	international Acade	592,50 592,50
8823	9/27/2013	International Acade	595.00
8843	10/4/2013	International Acade	595.00
8863	10/11/2013	International Acade	595.00
8874	10/18/2013	International Acade International Acade	562.50
8893	10/24/2013	International Acade	100.00
B902	10/24/2013 11/1/2013	International Acade	612.50
8917	11/8/2013	International Acade	602.60
8943	11/15/2013	International Acade	576.00
8958	11/22/2013	international Acade	985.00
8979 9002	12/9/2013	International Acade	607.00
9002	12/13/2013	International Acade	590.00
9027	12/20/2013	International Acade	600.00
3044	12/21/2013	Patty Cash	200.00
Jan - De			25,415.95



INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

This contract in to contract my international A I need no addition, to include 1. I am contract in the full contract property of intitat complies. Should I need I will not be re-	nt Licensed Instructonment as an independence of services outside of a cademy of Style is not interest to educate students of educating the ternational Academy with the standards a assistance to fulfill the imbursed by international troi of my schedule;	r. I am in compliance ident Contractor. I am in compliance ident Contractor. In competes, to bind international Academics in all fields of track students and record of Style. I am award ind policies of the achies contract I will internal Academy of Stylenal Academy	me solely to internative of Style during the fincome. The fincome of Style to perform the fincome of Style to perform the fincome of Style to perform the find and attendance. The find the fi	uired by Law for ti stional Academy of he duration of this rm the services I h re that all student and records shall r international Aca mpensate an assist	f Style. I am able contract as ave contracted records are the be in a format ademy of Style.
	Tuesday	Wednesday	Thursday	Friday	Saturday
YS URS	Tuesday	8-5	8-5	C- C	
I bill by the ho I am fully awa to: City, Coun to be withheld 100% of Taxes I am fully awa behalf to inclu Pension. I am fully awa remainder of To ensure con independent International	nternational Academ our. My hourly fee at re that international ty, State or Federal to do paid on my beha and Federal, State, re that international ide but not limited to re that if I do not ful	Academy of Style is taxes, Social Security of Style is taxes, Social Security of Security for Academy of Style was Medical, Unemployed this contract interpretations.	not to be held resp y, Medicare, Workm ant Contractor, am as and requirements yill not provide bene byment, Workmen's arnational Academy	onsible for, including some state of the compensation of the compe	ing but not limited in, Unemployment am responsible for my program on my 01 K, Retirement warge me for the oyee vs.

Form W-9 (Nev. Cotober 2007) Department of the Tremany Invente Revision Service

Request for Taxpayer identification Number and Certification

Give form to the requester. Do not send to the IRS.

4	Name (as shown on your income (as relain)		
5000	Surjess name, if different from above		
	Cristant Laura, a cristant artin service		
er type	Check appropriate bost individual/ficie proprietor Corporation Limited fieldity company. Byter the tex classification (C-claregarded et	Perinwehip ndly, O-corporation, P-perinarship)	▶ □ Boumpt payee
#		Proquest	er's name and address (options)
Įį	18271 alderwood C1.		
1	KIND NV 89508		
ā			
8	List account number(s) here (options)		
1 9	Tempeyer Identification Number (TIN)		
	your TIN in the appropriate box. The TIN provided must match the	neme abuse on Line 1 to avoid	decaded executive recombine
- 44	, sole proprietor, or disregarded entity, see the Part I instructions on employer identification number (SR4). If you do not have a number, s	Dates J. Per Cores displays, I. P.	or
Your	amployer lost succession reamons have, a you do that have a reader 4 f	or auldelines on whose	Employer Identification number
	per to ariter.		
35	Certification		
Unde	er penelties of perjury, I certify that:		
	a a a a a a a a a a a a a a a a a a a	number (or I am waiting for A M	mber to be issued to me), and
2. I	The number abown on this form is my correct asspayer costsuccess in am not subject to beckup withholding because: (a) I am essempt from tevenue dervice (1981) that I am subject to beckup withholding as a mouthed me that I am no longer subject to beckup withholding, and	soult of a fellure to report all into	prest or dividence, or (a) the IPS has
3, 1	am a U.S. citizen or other U.S. person (defined below).	and the state of t	an are assemble exhibited to handers
Cort	am a U.S. cazari or other U.S. person cost hern 2 above K you have Bleetton instructions. You must cross out hern 2 above K you have totaing because you have failed to report all interest and dividends o mortgage interest paid, acquisition or abandonment of secured propriations.	Delet inclined by the stay that you	transactions, term 2 does not apply.
For	mortgage interest paid, acquisition or abandonment of secured proper spement (RA), and generally, payments other than interest and divide	inty, concediation of diable contrib	bullong to an individual retrement on the Cartillostion, but you must
	rement (RA), and generally, payments desir than shares and discus- ide your correct TIN, see the instructions on page 4.	KIND! JOS DA (195 (arionan m	
Sign			
Her		Date >	
Ge	neral Instructions	considerad a U.S. Dereon W	on, for federal tex purposes, you are you ere:
Sec	tion references are to the integral Pevenue Code unless tryles noted.	e An individual who is a U.	S. cittaen or U.S. resident allen.
Pu	rpose of Form	organized in the United Sta	in, company, or association created or ites or under the laws of the United
1	ereon who is required to file an information return with the must obtain your correct tempsyer identification number (Tits)	e An estate (other then a f	oreign estate), or
to n	sport, for example, income paid to you, real minutes	A domestic trust (as defi 201,7701-7).	ned in Regulations section
- aba	Admittant of secured property, certosistics of deed of	Special rules for pariners	hips. Permerships that conduct a stact States are generally required to
	tributions you made to an IRA. lee Form W-9 only if you are a U.S. person (including a	and a sufficient three law on H	UN ESTABLIS DELLA DELLA SERVICIO DE LA PROPRIA
الممسا	ALLE ALEM TO PERMARKS VOLK CONTROL LIN TO THE PERSON.	from such business. Further	ertracehin is required to presume that
Ledi	useting it (the requester) and, when applicable, to: . Oertily that the TIN you are giving is correct (or you are		
wal	ting for a number to be leaded),	Therefore, if you are a U.S	, person wat to a person of a male or business in the United States,
2	Certify that you are not subject to backup withholding, or		PRESIDENT OF BREEZHOU AGOL (1.4)
	Claim exemption from backup withholding if you are a U.S. creet payer. If applicable, you are also certifying that as a	status and avoid withholds income.	ng on your share of partnership

The person who gives from W-9 to the perhership for purposes of establishing its U.S. status and svoicing withholding on its allocable stars of not income from the perthership conducting a trade or business in the United States is in the following cases:

The U.S. owner of a disregarded entity and not the entity.

Cat. No. 10291X

3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable arears of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of affectively connected income.

Note. If a requester gives you a form other then Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Form W-0 (Nov. 10-2007)

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA) Washoe country)

being duly sworn, deposes and states: Joyce Leeann Mikesell

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- 2. I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- 4. I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- 5. In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that international Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8. Further affiant sayoth not

do hereby swear under penalty of perjury that the assertions of this attidavit are true

Printed Name

SIGNED AND SWORN to before me this 21 day of

1 Kesell

GUISSELL DELAVEGA NOTARY PUBLIC STATE OF NEVADA Commission Expires: 8-27-2014 Certificate No: 10-3104-2

NOTARY PUBLIC

ال يوالية

ROSS MILLER Secretary of State

SCOTT W. ANDERSON

Deputy Secretary for Commercial Recordings STATE OF NEVADA



OFFICE OF THE SECRETARY OF STATE Commercial Recording Division

202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131682220

Name: Joyce Mikesell

Expiration Date: 11/30/2014

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 21st day of November, 2013.

Please Post in a Conspicuous Location

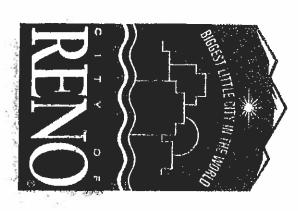
THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

06/01/2013



General Business



RENO, WASHOE CO., NEVADA

BUSINESS LOCATION:

18221 Alderwood Ct

LICENSEE - NAME AND ADDRESS:

NAME OF BUSINESS:

Joyce L Mikesell

ABOVE

THIS LICENSE EXPIRES AS SPECIFIED

CONDUCTED IN CONFORMITY WITH

LICENSED BUSINESS TO BE

OF THE ORDINANCES OF THE STATE AND SUBJECT TO THE PROVISIONS

OF NEVADA

Joyce L Mikesell 18221 Alderwood Ct

Reno, NV 89508



City of Reno

LICENSE #:

125758

IAS0286 JA1097

EXPIRATION DATE:

05/31/2014 **4**22

LICENSE NUMBER B1302937

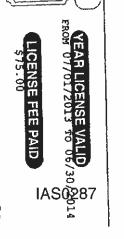
ICENSE TYPE

This license cannot be transferred or assigned. It is valid only for the licensee and location shown below.

LICENSE - NOT TRANSFERRABLE







423

THIS CERTIFIES THAT IN THE NAME OF LOCATED AT

JOYCE MIKESELL

JOYCE MIKESELL JOYCE MIKESELL 18221 ALDERWOOD CT

RENO NV 89508

JOYCE MIKESELL 18221 ALDERWOOD CT

This license certifies that the name above has paid the required fees to the license collector of Washoe County and is hereby authorized to conduct business and is subject to the provisions of law.



STATE OF NEVADA CONSUMER USE TAX PERMIT DEPARTMENT OF TAXATION

Taxpayer ID: Correspondence ID: 1006645632-003 1300007905767

Date:

07/01/2013

JOYCE MIKESELL 18221 ALDERWOOD CT RENO NV 89508-5803

THIS PERMIT: IS NOT TRANSFERABLE TO ANY OTHER PERSON. IS VOID IF ALTERED. IS NOT ISSUED IN LIEU OF ANY LOCALLY REQUIRED BUSINESS LICENSE, PERMIT OR REGISTRATION.

JOYCE MIKESELL

Permit Location:

18221 ALDERWOOD CT RENO NV 89508-5803

Is registered as a Consumer and not authorized to make purchases for resale.

(Detach Here)

Attached Is your Nevada Consumer Use Tax Permit.

A single number, the TID (Taxpayer Identification Number), identifies a taxpayer for MOST tax types. Please use your TID and LOC (Location Number) on resale certificates, in correspondence or telephone calls to the Department.

Based on your estimated monthly taxable receipts as stated on the Nevada Business Registration Supplemental application, your filing frequency will be annual.

As stated on the application, your business start date is 06/25/2013, making your first remittance due on or before 01/31/2014.

The Department of Taxatlon has forms, publications and information available via internet at http://tax.state.nv.us/.

The Department of Taxation is providing businesses with the ability to view and manage their accounts via the internet through its Interactive website, NevadaTax, located at http://nevadatax.nv.gov/. Businesses can file tax returns, make payments, and view financials associated with their Sales and Use Tax account, Modified Business Tax account, and Business License account.

A business must first register and receive a username and password before NevadaTax will allow access to view and manage accounts. If you are already registered to use NevadaTax, this tax type will be added to your existing account.

Your business should use the following Pre-approved NevadaTax Activation Code when registering to use NevadaTax: Pre-approved NevadaTax Activation Code: CDCBCB45-AAC7-45D2-90D8-D734FB0BF8F3.

The Nevada Consumer Use Tax Permit has been Issued pursuant to an application duly filed and payment of prescribed fees. This Consumer Use Tax Permit Is subject to the provisions of Nevada Revised Statutes 372, 374, and 377. This Consumer Use Tax Permit shall be considered valid unless canceled, suspended or revoked for good cause in accordance with Title 32.

DISTRICT OFFICE LOCATION

RENO OFFICE HENDERSON OFFICE LAS VEGAS OFFICE MAIN OFFICE 4600 Kietzke Lane 1550 College Parkway, Sulle Grant Sawyer Office Bldg. 2550 Paseo Verde Parkway. Building L. Suite 235 **Suite 1300** Suite 180 115 Reno, Nevada, 89502 Henderson, Nevada, 89074 Carson City, Nevada, 89706-555 E. Washington Avenue Phone: (775)687-9999 Phone: (702)486-2300 Las Vegas, Nevada, 89101 Phone: (775) 684-2000 Phone: (702)486-2300

In the event of an address change, please notify the Department of Taxation immediately in order to direct any correspondence to your new address. IAS0288 424

Checks for Joyce Mikesell January through December 2013

Num	Date	Account	Amount
Jan - Dec	13		**
8208	1/4/2013	international Acade	600.00
8222	1/11/2013	International Acade	600.00
8227	1/18/2013	International Acade	600.00
8238	1/29/2013	International Acade	625.00
8256	2/1/2013	International Acade	525.00
8289	2/8/2013	International Acade	600.00
8287	2/15/2013	international Acade	502.50
8304	2/22/2013	International Acade	502.50
8310	3/1/2013	International Acade	750.00
8335	3/8/2013	International Acade	600.00
8347	3/15/2013	International Acade	600,00
8371	3/29/2013	International Acade	525.00
6387	4/5/2013	International Acade	600.00
. 8418	4/12/2013	International Acade	495.00
8432	4/19/2013	International Acade	625.00
8449	4/26/2013	International Acade	480.00
8460	6/3/2013	International Acade	600.00
8486	5/10/2013	International Acade	525,00
8607	5/17/2013	International Acade	525.00
8520	6/24/2013	International Acade	622.00
8535	5/31/2013	International Acade	625.00
8547	6/7/2013	International Acade	525.00
8561	6/14/2013	International Acade	457.50 472.50
8679	6/21/2013	International Acade	532.50
8598	6/28/2013	International Acade	855.00
8628	7/12/2013	International Acade	525.00
8651	7/26/2013	International Acade	570.00
8876	8/2/2013	International Acade	800.00
8696	8/9/2013	International Acade	510.00
8719	8/16/2013	International Acade	570,00
8739	8/23/2013	international Acade international Acade	540.00
8758	8/30/2013	International Acade	526.00
8770	9/8/2013	International Acade	450.00
8783	9/13/2013	International Acade	637.50
8800	9/20/2013 9/27/2013	International Acade	525.00
8829	10/4/2013	International Acade	510.00
8835	10/11/2013	International Acade	640.00
8884	10/24/2013	international Acade	825,00
8892	11/1/2013	International Acade	495.00
8912 8937	11/8/2013	International Acade	525.00
8964	11/15/2013	International Acade	555.00
8987	11/22/2013	international Acade	670.00
9901	12/11/2013	International Acade	775,00
9024	12/13/2013	International Acade	350.00
9044	12/20/2013	International Acade	275,00
evan	12/21/2013	Petty Cash	200.00
Jan - D	1-1	•	25,772.00

10

TERNATIONAL ACADEMY OF ST INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

· Carol Ann Gochnour Shanno	am under contact with International Academy of Style as
	ance with all that is required by Law for the City, State, and
Federal Government as an Independent Contractor	•

MLA

This contract in no way acts as a no competes, to bind me solely to international Academy of Style. I am able to contract my services outside of international Academy of Style during the duration of this contract as International Academy of Style is not my sole source of income.

I need no additional training from International Academy of Style to perform the services I have contracted for, to include but not limited to:

- 1. I am contracted to educate students in all fields of Cosmetology.
- 2. I am contracted to record and track student grades and attendance.

I have full control of educating the students and record keeping. I am aware that all student records are the property of International Academy of Style. I am aware that all instruction and records shall be in a format that complies with the standards and policies of the accrediting agency for International Academy of Style. Should I need assistance to fulfill this contract I will interview, hire and compensate an assistant. I will not be reimbursed by international Academy of Style for any supplies that I purchase.

I have full cont	rol of my schedule;	My schedule will be	as follows: /	1/13-12/311	/3
4YS	Tuesday	Wednesday	Thursday	Friday	Saturday
DURS	9:00-4:30em		9:00-4:30 mgm		

My Charges are as follows:

I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$ 400 per hr.

I am fully aware that International Academy of Style is not to be held responsible for, including but not limited to: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheld or paid on my behalf. I, as an Independent Contractor, am fully aware that I am responsible for 100% of Taxes and Federal, State, County, and City fees and requirements.

I am fully aware that International Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension.

I am fully aware that if I do not fulfill this contract International Academy has the right to charge me for the remainder of the contract.

To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an Independent Contractor for

International Academy of Style/

Signed:

independent Contractor

Signed: International Academy of Style

Form W-9 (Rev. October 2007)

Department of the Tremus

Request for Taxpayer identification Number and Certification

Give form to the requester, Do not send to the FS.

Depart	Indext of the Treasury if Planetse Service		
2		chnour	
eðad uo	Business name, if different from above		
or type	Check appropriate box: Individual/Bale proprietor	Perturation	payee
F	Address (number, street, and apt. or make no.)	Requester's name	and address (options)
Sos Speci	City, state, and 25° code SOUNG List isopound number(s) here (options)		
92	'		
-	r your TIN in the appropriate box. The TIN provided must match the up withholding. For inclviduals, this is your scalal according number (i	name alven on Line 1 to avoid 1	
allen	ap with billing. For manualist, was a year access access, instructions on a sole proprietor, or deregarded entity, see the Pert 1 instructions on amployer identification number (EPA). If you do not have a number, (me How to get a TIV on page 3.	or
Hote	It the account is in more than one name, see the chart on page 4 ber to enter.	for guidelines on whose	yer identification number
	Certification		
Unde	manadiles of markets I martiful that:		to a transmission and a made
1, 1	The number shown on this form is my correct tempeyer identification	number (or I am waiting for a number to	be lighted to the, and
	am not subject to beology withholding because: (a) I am exempt from heverus Service (IRS) that I am subject to because withholding as a r	early of a tegrale to labout an passest or o	fividends, or (o) the IPS has
ı	logical to that I will no rought anchor to calcula measures of mon	•	
Cert	Mostler Instructions. You must cross out Nem 2 above If you have	been notified by the IRS that you are ou	mently subject to begin; Here, tiem 2 does not apply.
For r	noising because you have failed to report all interest and divisions of mortgage interest pold, acquisition or abandonment of escured propagament (PIA), and generally, payments other than interest and dividing the payments of the payments of the payments.	ety, corpodiction of debt, contributions to	an individual retrement etilization, but you must
A STATE OF	ngement (RA), and generally, payments owns that stored and described your correct TiN. Sea the instructions on page 4.		
Sign	10 Manager of Change of Indian	nn noch hoeses 1	2-12013
Ge	neral instructions	Definition of a U.S. person. For to considered a U.S. person if you are:	
Sect	tion reterences are to the internal Flevenue Code unless riving roted.	An individual who is a U.B. citizen A persyamilia, corporation, comp	and an executation resisted or
Pu	rpose of Form	 A parameter in the United States of United States. 	nder the laws of the United
A PI	reson who is required to file an information return with the must obtain your correct temperer identification number (TIN)	An estate (other than a foreign es A domestic trust (as defined in R	
trant trant	sections, mortgage interest you paid, acquisition or recomment of secured property, cancellation of debt, or	301,7701-7). Special rules for partnerships. Pa	rinerships that conduct a
0011	Inductions you make to an invo-		
المحصا	dent allen), to provide your correct TiN to the person sesting it (the requester) and, when applicable, to:	proy a withholding fact on any foreign from such businesse. Further, in our has not been received, a pertnersh	le in required to presume that
1. wall	Certify that the TiN you are giving is correct (or you are ting for a number to be issued),	Therefore, if you are a U.S. person	that is a partner in a
2	Certify that you are not subject to backup withholding, or	provide Form W-8 to the pertnerships and avoid withholding on yo	B 10 (INTERNIT YOUR U.O.
6308	Cigim exemption from beologo withholding if you are a U.S. mpt payee, if applicable, you are also cartifying that as a person, your allocable afters of any partnership income from the contraction of the	income.	to the pertnership for
a U	isn pertiers' share of effectively connected income.	purposes of establishing its U.S. at on its allocable share of not income constrainty a trade or business in t	make and evoluting secretarily
No	te. If a requester gives you a form other than Form W-9 to	constraint a race of pushions at a following cases: e The U.S. owner of a disregarded	
映	stantially similar to this Form W-9.	A THE CO. CALLET OF A PROPERTY.	

Form W-0 (Nev. 10-2007)

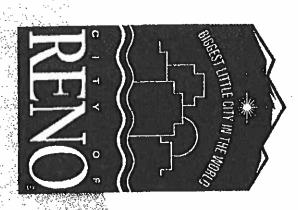
THIS LICENSE MUST BE PLACED NA CONSPICUOUS PLACE

EFFECTIVE DATE:

E: 05/01/2013

BUSINESS CLASSIFICATION:

Booth Rental



220 Quail St

NAME OF BUSINESS:

GOCHNOUR, SHANNON C

THIS LICENSE EXPIRES AS SPECIFIED ABOVE

CONDUCTED IN CONFORMITY WITH

LICENSED BUSINESS TO BE

AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE

OF NEVADA

LICENSEE - NAME AND ADDRESS:

SHANNON C GOCHNOUR 220 QUAIL ST SPARKS, NV 89431



City of Reno

LICENSE #:

71094

JA1103 IAS0292

428

EXPIRATION DATE:

04/30/2014

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA) (Jashol county)	SS.		¥,	
Shannon Cavol Ann E	ochnau	eing duly sw	om, deposes and s	tates:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8.	Eurther affiant easeth not L. Nannon Caro and Coch do hereby swear under penalty of perjury that the assertions of this affidavit are true.
	Signed July Unn Deliver
	Printed Name Lavol Ann Cochnour
	SIGNED AND SWORN to before me this 27 day of
	Ву
ľ	ROBERT R. BENTLEY

ROBERT R. BENTLEY
Notary Public - State of Navada
Appointment Recorded in Washoe County
No: 94-0081-2 - Expires September 21, 2014

. IAS0293

429

JA1104



	_	22.5	
Channan		1	Gochnour
-2020000		41114	CHOCODOLIN
		AL III 1	acci il loui

Non-Title 7 Entitles Business	Entity Information		What is Non-Tide 7 Entity?
Əlishus:	Active	File Oate:	10/27/2009
Туре:	Sole Proprietor		
NV Business ID:	NV20001504273	Business License Exp;	10/31/2014

Registered Agent Information

No Registered Agent required for Non-Title 7 Business Licenses.

JA1105

1:54 PM 01/08/14

INTERNATIONAL ACADEMY OF STY Checks for Shannon Gochnour January through December 2013

Num	Date	Account	Amount
			<u></u>
Jan - De	s 13	International Acade	202,60
8266	2/8/2013	International Acade	103.60
8281	2/15/2013	International Acade	139.50
8295	2/22/2013	International Acade	135.00
8313	3/1/2013	international Acade International Acade	123,12
8326	3/8/2013	International Acade	132,76
8358	3/16/2013	International Acade	301.50
8377	3/29/2013	International Acade	153.00
8391	4/5/2013	International Acade	69,75
8413	4/12/2013	International Acade	135.00
8424	4/19/2013	international Acade	126.00
8467	5/3/2013	International Acade	135.00
8481	5/10/2013	International Acade	135.00
8505	5/17/2013	International Acade	65.25
8514	5/24/2013	International Acade	263.50
8551	6/7/2013	International Acade	542.25
8632	7/19/2013	International Acade	119.25
8646	7/26/2013	International Acade	139.50
8673	8/2/2013	International Acade	287,75
8726	8/16/2013	international Acade	126.00
8754	8/30/2013	International Acade	123.75
8786	9/6/2013	International Acade	242.50
8767	9/6/2013	International Acade	121.50
8781	9/13/2013	International Acade International Acade	126.00
8605	9/20/2013	International Acade	272.25
8862	10/11/2013	International Acade	157.50
8901	10/24/2013	International Acade	261.00
8954	11/15/2013	International Acade	153.00
6958	11/16/2013	International Acade	193.50
9025	12/13/2013	Petty Cash	200.00
Jan - D	12/21/2013 ep 13	Lank and	5,266,12

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

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to contract my	cademy of Style is n	ot my sole source of	fincome.	_		have contracted
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OURS	9-5	9-5	9-5		9(1)	
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Indep	endent contractor	0 -17			//	
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Signed:	Alamal Academy of	Style	***			
Interr	national Academy of					

Farm W-9

Request for Taxpayer

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 The U.S. owner of a diaregurated entity and not the entity. Ferm W-0 (Nev. 10-8007)

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

EXPIRATION DATE:

02/28/2014

JA1109 IAS0298

LICENSE #:



ROSS MILLER Secretary of State 202 North Carson Street Carson City, Nevada 89701-4201 (775) 684-5708 Website: www.nvsos.gov

Nevada State Business License Sole Proprietor Exemption

X Application
Renewal

Online exemption application is also available at www.nysilverflume.gov

PRINT LEGIBLY OR TYPE ALL INFORMATION

USE BLACK INK ONLY - DO NOT HIGHLIGHT

Completing this form DOES NOT relieve you of any etatutory or regulatory requirements relating to your business. You may be required to complete a Nevada Business Registration form with the Nevada Department of Taxation and Department of Employment, Training and Rehabilitation. Please check with these and other state/local government agencies for additional licensing requirements.

* Asterisks indicate required information. Incomplete forms will be rejected.

- 1. This form is for sole proprietors claiming an exemption pursuant to the State Business License provisions of NRS 76,020.
- 2. If you are exempt from the requirements of the State Business License pursuant to NRS 76.020 enter the applicable code in Section 3:
 - 003 A home-based business whose net earnings are not more than 65 2/3 percent of the average annual wage
 - 004 A natural person whose sole business is the rental of four (4) or fewer dwelling units to others
 - 005 A business whose primary purpose is to create or produce motion pictures
 - 006 Insurance company doing business pursuant to NRS 680B.020 that does not conduct any business that is not incidental to Title 57 (Div. of Ins. Authority).
- 3. File online at www.nvsilverflume.gov or return the completed form to: Secretary of State, 202 North Carson Street, Carson City, Nevada 89701-4201, (775)
- 4. The sofe proprietor claiming exemption from the State Business License requirement must sign the application. FORM WILL BE RETURNED IF UNSIGNED.

A section	Signature must be that of the state of the signature under penalty of peacknowledge that pursuant is secretary of State. I declare	ne sole proprietor.	provided is true, co gory C falony to kn provisions of the S	tate Business	plets to the best of my false or forged i License pursuant t	my knowledge instrument for f o NRS 76.020.	and bel	lef and the Office of the
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	First Name	Middle (Optional)		Last Name			Su	шх
	X Signature of Sole Proprietor		11/19/2013 Date			la .		
2	NV Business ID # N.A.		(Required If you ha October 1, 2009)	ve a current Ne	vada State Business	License or had	one les	ued after
3.0	I am exempt from the requ If claiming 005 exemption If claiming 006 exemption	provide Nevada Film Offi	ce Registration #	Cite exemption	n code 003	See instruct	ons for	code)
4*					1			89509
	Physical Address 3200	Lakeside Dr., #75			Reno		السنبيا	Zip Code
	Physic	al Street Address			City		State	
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5	Mailing Address Same						الــــا	7le Code
		x or Street Address			City		State	Zip Code
в	Entity Phone (775)	722-7200		7				
7	Email Address emburr	n@charter.net			Check here to re		electro	nically

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATI	B OF NEVADA)) SS.
Wash	OL_COUNTY)
1	130 Ke being duly sworn, deposes and states:
	I make the following assertions pursuant to NRS 616B.627 and NRS 617,210.
2.	I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
3,	In accordance with the provisions of NRS 616B.659, I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
	I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
	In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
	I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
7.	I acknowledge that international Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.
8.	Further afflant sayeth not I do hereby swear under penalty of perjury that the assertions of this affidavit are true.
	Signed Musartike
state of Nevad	a, County of Washoe Printed Name
Beate 42 5	SIGNED AND SWORN to before me this & day of MUHANDL 20/3 By IN MUTIC PILL
	M. PAPPAS Notary Public - State of Nevada Appointment Recorded in Washoe County No; 12-7098-2 - Expires Merch 6, 2016

Checks for Lisa Pike January through December 2013

Num	Date	Account	Amount
Jan - De	c 13		579.00
9199	1/4/2013	International Acade	240.00
3221	1/11/2013	International Acade	570.00
237	1/29/2013	International Acade	390,00
3250	2/1/2013	International Acade	588.00
3262	2/8/2013	International Acade	
3284	2/15/2013	International Acade	504.00
300	2/22/2013	International Acade	504.00
3312	3/1/2013	International Acade	581,00
8333	3/8/2013	International Acade	504.00
8353	3/16/2013	International Acade	504.00
8384	3/22/2013	International Acade	511.00
8380	3/29/2013	International Acade	378,00
83 9 0	4/5/2013	International Acade	532.00
	4/12/2013	International Acade	595.00
8416	4/19/2013	International Acade	525.00
8422	4/26/2013	International Acade	500.00
8451		International Acade	371.00
8465	5/3/2013	International Acade	490.00
8482	5/10/2013	international Acade	518.0
8499	5/17/2013	International Acade	525,00
8513	5/24/2013	International Acade	518.00
8533	5/31/2013	international Acade	525.00
8554	6/7/2013	International Acade	525.0
8565	6/14/2013	International Acade	525.0
8578	8/21/2013	International Acade	973.0
8603	6/28/2013	International Acade	511.0
8625	7/12/2013	International Acade	518.0
8635	7/19/2013	International Acade	609.0
8644	7/28/2013	International Acade	595.0
8670	8/2/2013	International Acade	525.0
8886	8/9/2013	International Acade	525.0
8721	8/16/2013	international Acade	525.0
8736	8/23/2013	International Acade	525,5
8748	8/30/2013	International Acade	525.0
8775	9/5/2013	International Acade	504.0
8788	9/13/2013	International Acade	603.0
8804 .	9/20/2013	International Acade	540.5
8831	9/27/2013	International Acade	518.0
8842	10/4/2013	International Acade	595.0
8856	10/11/2013	International Acade	556.0
8876	10/18/2013	International Acade	534.0
8898	10/24/2013	International Acade	534.0
8918	11/1/2013	International Acade	573.0
8944	11/8/2013	International Acade	545.0
8963	11/16/2013	International Acade	830.0
8976	11/22/2013	International Acade	537.0
9003	12/9/2013	Kitemational Acade	551.0
9033	12/13/2013	International Acade	537.0
9053	12/20/2013	International Acade	200.0
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Jan - D	ec 13		26,991.0



INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

I have full control of my schedule; My schedule will be as follows: 1/2/13 to 12/31/13 Tuesday Wednesday Thursday Friday Saturday JRS 9-3 9-3 9-3 My Charges are as follows: I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I will invoice international Academy of Style is not to be held responsible for, including but not limited to: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheld or paid on my behalf. I, as an Independent Contractor, am fully aware that I am responsible for 100% of Taxes and Federal, State, County, and City fees and requirements. I am fully aware that International Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension. I am fully aware that if I do not fulfill this contract International Academy has the right to charge me for the remainder of the contract. To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an Independent Contractor for international Academy of Style.	an independent of the contract	evernment as an independent in no way acts as an independent of Style and Academy of Style additional training from the footback of the contracted to record a control of educating finternational Acade ies with the standarded assistance to fulforest and acts and acts and acts and acts are assistance to fulforest acts and acts acts and acts acts acts acts acts acts acts acts	uctor. I am in complia apendent Contractor a no competes, to bi e of international Aca is not my sole source om international Aca	ince with all that is read that all instruction accrediting agency interview, hire and communications.	equired by Law formational Academy the duration of the form the services leaves that all studer on and records shall for international Acompansate an assignments.	of Style. I am able his contract as I have contracted his records are the fill be in a format cademy of Style.
IRS 9-3 9-3 9-3 9-3 9-3 9-3 9-3 9-3 My Charges are as follows: I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$ 13 I am fully aware that international Academy of Style is not to be held responsible for, including but not limited to: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheld or paid on my behalf. I, as an independent Contractor, am fully aware that I am responsible for 100% of Taxes and Federal, State, County, and City fees and requirements. I am fully aware that international Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension. I am fully aware that if I do not fulfill this contract International Academy has the right to charge me for the remainder of the contract. To ensure compliance with the requirements imposed by the IRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an Independent Contractor for international Academy of Style.					/13 to 12/31	/13
My Charges are as follows: I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$	'S	Tuesday		Thursday		
I will invoice international Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$	IR\$	9-3	9-720	9-3	9-3	9-5
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Per, October 2007)

Request for Taxpayer Identification Number and Certification

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THIS LICENSE MUST BE PLACED , IN A CONSPICUOUS PLACE

02/01/2013

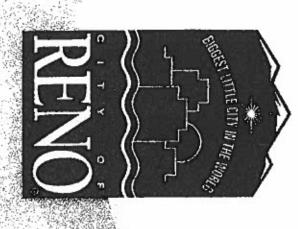
EFFECTIVE DATE:

THE COLUMN

NAME OF BUSINESS:

General Business

BUSINESS CLASSIFICATION:



LICENSEE - NAME AND ADDRESS: Charissa Bank 10601 Vista B

Charissa Banks 10601 Vista Bella Ln RENO, NV 89521



OVE

LICENSED BUSINESS TO BE CONDUCTED BY COMPORMITY WITH AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE OF NEVADIA

LICENSE #:

125820

0 IAS0304

EXPIRATION DATE:

01/31/2014

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

	S OF NEVADA)) SS. —(SE COUNTY)
Cha	2155 A BANKS being duly swom, deposes and states:
1.	I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
2.	I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
	In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
4,	I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
5.	In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
6.	I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
7.	I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that international Academy of Style is not liable as a principal contractor to use or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.
8.	Further affiant saysth not
	I. BRIT BURNS do hereby swear under penalty of perjury that the assortions of this affidavit are true. Signed Mane Charles Banks
	Printed Name Charissa Banks

SIGNED AND SWORN to before me this 18 day of NOVEMBER 20 13

NOTARY PUBLIC
STATE OF NEVADA
County of Washoe
BRIT BURNS
No 13-1665-2
My Appointment Expires May 3, 2017

NOTARY PUBLIC

ROSS MILLER

Secretary of State

SCOTT W. ANDERSON

Deputy Secretory
for Commercial Recordings

STATE OF NEVADA



OFFICE OF THE SECRETARY OF STATE

Commercial Recording Division

202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131678246

Name: charissa banks

Expiration Date: 11/30/2014

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 20th day of November, 2013.

Please Post in a Conspicuous Location

Checks for Charlesa Banks January through December 2013

Num	Date	Account	Amount
Jan - De	c 13		
8255	2/1/2013	international Acade	843.00
8267	2/8/2013	International Acade	334.00
8277	2/15/2013	International Acade	334.00
8299	2/22/2013	International Acade	384.00
8309	3/1/2013	International Acade	384.00
8330	3/8/2013	International Acade	360.00
8352	3/15/2013	International Acade	384.00
8366	3/22/2013	International Acade	416.00
8379	3/29/2013	international Acade	338.00
8395	4/5/2013	International Acade	416.00
8417	4/12/2013	International Acade	416.00
8429	4/19/2013	International Acads	416.00
8445	4/26/2013	International Acade	415.00
8464	5/3/2013	International Acade	416.00
8483	5/10/2013	International Acade	422,50
8500	5/17/2013	International Acade	416.00
8512	5/24/2013	International Acade	312,00
8534	5/31/2013	International Acade	416.00
8545	6/7/2013	International Acade	416.00
8864	6/14/2013	international Acade	416.00
8583	6/21/2013	International Acade	520.00
8598	6/28/2013	International Acade	468.00
8597	8/28/2013	International Acade	312.00
8820	7/12/2013	International Acade	488.00
8634	7/19/2013	International Acade	520.00
8641	7/28/2013	International Acade	458.00
8888	8/2/2013	International Acade	468,00
8687	8/9/2013	International Acade	488.00
8720	8/15/2013	International Acade	468.00
8733	8/23/2013	International Acada	416,00
8749	8/30/2013	International Acade	312.00
8771	9/6/2013	International Acade	416.00 416.00
8784	9/13/2013	International Acade	
8802	9/20/2013	International Acade	416.00 397.00
8821	9/27/2013	International Acade	416.00
8839	10/4/2013	International Acade	390.00
8865	10/11/2013	International Acade	423.00
8879	10/18/2013	International Acade	416.00
8894	10/24/2013	International Acade	442.00
8913	11/1/2013	international Acade International Acade	364.00
8938	11/8/2013	International Acade	384.00
8982	11/15/2013		364.00
8985	11/22/2013	International Acade	182.00
8996	11/27/2013	International Acade International Acade	351.00
9005	12/9/2013		384.00
9034	12/13/2013	international Acade	364.00
9051	12/20/2013	International Acade	200,00
	12/21/2013	Petty Cash	
Jan - De	o 13		19,428.50

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INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

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(Nev. October 2007) met of the Tre

Request for Texpayor identification Number and Certification

Office form to the requester. Do not and to the IRS.

	Paresta Strike		
4	Vernetta Rande		
8	Business name, if different from above		
5	Charit appropriate box: Individual facile proprietor		Beempt
	Check appropriate box. Individual facts propriator	-parinerality >	
	Charles Interested >	Programmer's running and	estámes (optional)
11	7990 Tairwood Drive		
-4	City, state, and ZIP code		
- J	Rone, Nevada 89502		
ā	List account (turisburis) here (epitorial)		
	Taxaniver Identification (United (199)		
Potes	your TIN in the appropriate best. The TIN provided must match the name given on Line	1 to avoid	
			or
	A SECOND PROPERTY OF THE PARTY		
your,	, sole proprietor, or chargerded entity, see the Part I Instructors on page 4. For extent, see How to get a 71 employer identification number (EPQ. If you do not have a number, see How to get a 71 employer identification number (EPQ. If you do not have a number, see How to guidelines on W	1000 Sampleyor	(destilituation question
your	employer constant in the constant one name, see the chart on page 4 for guidelines on W	1010 Sugarpe	(destination number
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Voter number of the second sec	If the account is in more than one name, see the chart on page 4 for guidelines on what to enter. Certification or penalties of perjury, I certify that: The number shown on this form is my correct targeter identification number (or I am what not subject to backup withholding because: (a) I am essent from backup withholding heavens Service (IPIS) that I am subject to backup withholding as a result of a feature to notified me that I am no longer subject to backup withholding, and am a U.S. citizen or other U.S. person (defined below).	alting for a number to be ing, or (b) I have not bee report all interest or did to IFIS that you are cure	pily subject to bankup
Voter number of the second sec	If the account is in more than one name, see the chart on page 4 for guidelines on what to enter. Certification or penalties of perjury, I certify that: The number shown on this form is my correct targeter identification number (or I am what not subject to backup withholding because: (a) I am essent from backup withholding heavens Service (IPIS) that I am subject to backup withholding as a result of a feature to notified me that I am no longer subject to backup withholding, and am a U.S. citizen or other U.S. person (defined below).	alting for a number to be ing, or (b) I have not bee report all interest or did to IFIS that you are cure	pily subject to bankup
Under 1. T 2. I S. ! Cort with For I	If the account is in more than one name, see the chart on page 4 for guidelines on what to enter. Cartification: or penalties of perjury, I cartify that: The number shows on this form is my consot taxpayer identification number (or I am when not subject to backup withholding because: (a) I am essent from backup withhold havenue dervice (IPS) that I am subject to backup withholding as a result of a failure to notified me that I am no longer subject to backup withholding, and I am a U.S. citizen or other U.S. person (defined below). Mostler instructions. You must cross out item 2 above if you have been notified by the finding because you have failed to report all interest and childrens on your tex return, mortgage interest paid, acquisition or absurderment of accused preparty, cancellation or mortgage interest paid, acquisition or absurderment of accused preparty, cancellation or mortgage interest paid, acquisition or absurderment of accused preparty, cancellation or mortgage interest paid, acquisition or absurderment of accused preparty, cancellation or mortgage in the paid of th	alting for a number to be ing, or (b) I have not bee report all interest or did to IFIS that you are cure	pily subject to bankup
Under 1. T 2. I S. ! Cort with For I	If the account is in more than one name, see the chart on page 4 for guidelines on what to enter. Certification or penalties of perjury, I certify that: The number shown on this form is my correct targeter identification number (or I am what not subject to backup withholding because: (a) I am essent from backup withholding heavens Service (IPIS) that I am subject to backup withholding as a result of a feature to notified me that I am no longer subject to backup withholding, and am a U.S. citizen or other U.S. person (defined below).	alting for a number to be ing, or (b) I have not bee report all interest or did to IFIS that you are cure	pily subject to bankup

General Instructions

Section references are to the internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to the an information return with the IRB must obtain your correct tempeyer identification number (TIN) to report, for example, income paid to you, real estate transactions, mergage interest you peld, acquisition or abandonment of secured property, concellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (notuding a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- Certify that the "Thi you are giving is correct (or you are waiting for a number to be issued).
 - 2. Certify that you are not subject to backup withholding, or
- 3. Cleim exemption from beology withholding if you are a U.S. exempt payer. If applicable, you are also carriying that as a U.S. person, your allocable atters of any partnership income from a U.S. trade or business is not subject to the withholding tex on torsign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For fadorel tax purposes, you are considered a U.S. person if you are:

- . An individual who is a U.S. citiesn or U.S. resident allen,
- A partnership, corporation, corresery, or association created organized in the United States or United the laws of the United
- e An estate (other then a foreign estate), or e A domestic trust (se defined in Regulations section 801,7701-7).

Special rules for pertuerables. Parinerships that conduct a trade or inschess in the United distances are generally required to pay a withholding tex on any foreign sestence store of income from such business. Further, in certain cases where a Form W-0 has not been received, a partnership is regulared to presume that a partner is a fereign person, and pay the withholding tex. Therefore, if you are a U.S. persons that is a partner in a perturbile conducting a trade or business in the United States, provide Form W-0 to the perturbility to establish year U.S. states and social withholding on your share of permership lygams.

The person who gives Form W-6 to the pertnership for purposes of establishing its U.S. status and evolding withholding on its allocable share of not income from the pertnership conducting a trade or business in the United States is in the

The U.S. owner of a disregarded entity and not the entity,

Oat. No. 10231X

Form W-0 Phys. 10-2007)

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA) SS. hae county)

being duly sworn, deposes and states:

- I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- 2. I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- 5. In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that international Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other demages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8. Further affiant sayeth not do hereby sweer under penalty of perjury that the assertions of this affidavit are true.

Printed Name

SIGNED AND SWORN to before me this 12 day of November 2013

By. Vernette

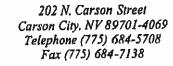
ESTEPHANIA JIMENEZ-SABREE Notary Public - State of Nevada Appointment Recorded in Washoe County No: 12-9317-2 - Expires October 5, 2016

NOTARY PUBLIC

SCOTT W. ANDERSON

Deputy Secretary
for Commercial Recordings





NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131686930

Name: Vernetta Randle

Expiration Date: 11/30/2014

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 23rd day of November, 2013.

Please Post in a Conspicuous Location

Checks for Vernetta Randle January through December 2013

Num	Date	Assount	Amount
Jan • De 8967 8981 9007 9031 9048	c 13 11/16/2013 11/22/2013 12/9/2013 12/13/2013 12/20/2013 12/21/2013	International Acade International Acade International Acade International Acade International Acade Petty Cash	209.00 209.00 162,80 220,00 209.00 100.00
Jan - De	c 13	•	1,100.80



INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

¥ .						
am under contact with international Academy of Style as an Independent Licensed Instructor. I am in compliance with all that is required by Law for the City, State, and Federal Government as an Independent Contractor. This contract in no way acts as a no competes, to bind me solely to international Academy of Style. I am able to contract my services outside of international Academy of Style during the duration of this contract as international Academy of Style is not my sole source of income. I need no additional training from international Academy of Style to perform the services I have contracted for, to include but not limited to: 1. I am contracted to educate students in all fields of Cosmetology. 2. I am contracted to record and track student grades and attendance. I have full control of educating the students and record keeping. I am aware that all student records are the property of international Academy of Style. I am aware that all instruction and records shall be in a format that complies with the standards and policies of the accrediting agency for international Academy of Style. Should I need assistance to fulfill this contract I will interview, hire and compensate an assistant. I will not be reimbursed by international Academy of Style for any supplies that I purchase.						
	trol of my schedule	Wednesday	Thursday	Friday	Saturday	
YS	Ingousy		8-7:30	9-7:2	30pn	
My Charges are as follows: I will invoice International Academy of Style. Payment will be expected at receipt of the invoice. I bill by the hour. My hourly fee at the time of the signing of this contract is \$\frac{10.00 \text{ international}}{10.00 \text{ international}}\$. I am fully aware that international Academy of Style is not to be held responsible for, including but not limited to: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheld or paid on my behalf. I, as an independent Contractor, am fully aware that I am responsible for 100% of Taxes and Federal, State, County, and City fees and requirements. I am fully aware that international Academy of Style will not provide benefits, or pay into any program on my behalf to include but not limited to: Medical, Unemployment, Workmen's Compensation, 401 K, Retirement Pension. I am fully aware that if I do not fulfill this contract international Academy has the right to charge me for the remainder of the contract. To ensure compliance with the requirements imposed by the iRS I have been given an Employee vs. Independent Contractor guideline. I have read it and agree that I am an independent Contractor for International Academy of Style. Signed: Date 1 5 4 3 4 4 4 4 4 4 4 4						

(Nev. October 2007)

dentification Number and Certification

Olive terms to this recuester. Do not

Section 5	Name (as shown on your income tex retarr)		
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8	Busines nate, il different from above		
8	Check appropriate borc. Institute at their proprietor Corporation	☐ Pertramble	Descript
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51	Come has bestrations >		name and address (spillers)
4	Address trumber, wheat, and apt. or state no.)		
	PO BOX 14686		
	City, sale, and ZIP code		
	(Kend, NV 89507)		, , , , , , , , , , , , , , , , , , ,
ି 🖁	List account numberiel have (optional)		
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Por It	I am a U.S. officen or other U.S. person (defined below). I am a U.S. officen or other U.S. person (defined below). Identification bestractions. You must cross out hem 3 above if you have be inciding because you have falled to report all interest and divisionals on y mortgage interest poid, acquisition or absendance of ecoused property mortgage interest poid, acquisition or absendance of ecoused property mortgage (NA), and generally, payments other than interest and division into your correct TIV. See the instructions on page 4.	in you are not required to sign	the Cordination, but you must
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Ger	neral Instructions	annual descript in 11.5. PARSES EV	- 4 - 5
Recil	The second of the second secon	e An individual who is a U.S	oltion or U.S. resident allen,
other	ervice notes.	 A partnership, corporation 	, company, or association created one or under the laws of the United
Pur		Giffernic to and Current com-	
		. An estate (other than a for	uign colsta), cr
148 I	person who is required to the art area literational on installer (TM) must obtain your correct temperar identification market	· A demands trust (se defin	ed in Regulations section
<u> </u>	is must obtain your correct temparer to you, real estate report, for exemple, income paid to you, real estate report, for mortgage interest you paid, acquisition or reporterment of escured property, cancellation of debt, or	201,7701-7).	management that country a
	resoltions, mortgage interest you paid, acquisition or andonment of essured property, campatation of debt, or	Special rules for perfectal	hat there are consider regimes to
	niributions you made to at IPA	may a withheadfast tax on the	foreign partners' share of income
	Use Form W-9 only If you are a U.S. person encluding a ident allers, to provide your correct TIN to the person	from such business. Further	In column cases where a Point We-
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	2. Certify that you are not subject to backup withholding, or	provide Ferm W-9 to the pe	on your chare of perviously
	a Claim exemption from backup withholding if you are a U.S.	COLUMN COLOR COLOR CONTRACTOR A	

ngame. The person who gives Form W-0 to the personally for present of establishing to U.S. dulus and establish withholding in allegants charge of rest became from the perturbation protecting a trade or business in the United States is in the

The U.S. owner of a disregarded entity and not the entity.

Hote. If a requester gives you a form other than Ferm W-9 to request your TNI, you must use the requester's form it it is excisteriously similar to this Form W-9. Opt. No. 10891X

3. Cleim exemption from beology withholding if you are a U.S. exempt payer. If applicable, you are also carefying that as a U.S. person, your allocable share of any partnership thorne from a U.S. trade or business is not subject to the withholding tax on torsign partners' chere of effectively consequed income.

Party W-5 (Feet, 10-0007)

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

BUSINESS CLASSIFICATION:

Booth Rental

07/01/2013



BUSINESS LOCATION:

9841 Crystalline Dr



NAME OF BUSINESS:

Danyell Dawn Halvorson

Danyell Dawn Halvorson P O Box 14686 **RENO, NV 89507**



City of Reno

LICENSE #:

125904

EXPIRATION DATE: 06/30/2014

RENO, WASHOE CO., NEVADA

THIS LICENSE EXPIRES AS SPECIFIED ABOVE

CONDUCTED IN CONFORMITY WITH

LICENSED BUSINESS TO BE

OF THE ORDINANCES OF THE STATE AND SUBJECT TO THE PROVISIONS

OF NEVADA

45 I_{JA1126}

IAS0315

SECRETARY OF STATE

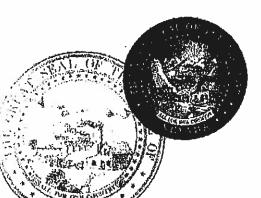


NEVADA STATE BUSINESS LICENSE Sole Proprietor DANYELL DAWN HALVORSON

Nevada Business Identification #NV20131004249
Expiration Date: 01/31/2014

in accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

This license shall be considered valid until the expiration date listed above unless suspended or revoked in accordance with Title 7 of Nevada Revised Statutes.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 01/03/2013

DOSS MILLED

ROSS MILLER Secretary of State

This document is not transferable and is not issued in lieu of any locally-required business license, permit or registration.

Please Post in a Conspicuous Location

You may verify this Nevada State Business License online at www.nvsos.gov under the Nevada Business Search.

452

IAS0316

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)
) SS.
where county)

DANIAL HALLOVSAY being duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3... In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- 5. In accordance with the provisions of NRS 617.225, I have not elected to be included within the tenus, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.

8,	Further affiant sayeth not	¥
	I MAIPH HALVOYSON	do hereby sweer under penalty of perjusy that the
	recent and of this officianit are true.	1 4 1 1

DA TVA

Printed Name

SIGNED AND SWORN to before me this 20 day of N. vembre 20 12

By Danvell D. Halvorson

DEBORAH L. WILLIAMS
NOTARY PUBLIC
STATE OF NEVADA
My Commission Expires; 03-31-2016
Certificate No: 08-6266-2

NOTARY PUBLIC

453

IAS0317

2:22 PM 01/08/14

INTERNATIONAL ACADEMY OF STYLL Checks for Danyell Halvasen January through December 2013

Num	Date	Account	Amount
Jan - De	c 13		004.50
8398	4/5/2013	International Acade	391.50
8426	4/19/2013	International Acade	497,25
8466	5/3/2013	International Acade	613.00
8504	5/17/2013	International Acade	526.50
8632	5/31/2013	International Acade	427.50
8563	8/14/2013	International Acade	558,00
8599	8/28/2013	International Acade	526.50
8821	7/12/2013	International Acade	252,00
8833	7/19/2013	International Acade	252.00
8842	7/26/2013	International Acade	232.00
8869	8/2/2013	International Acade	232.00
8895	8/9/2013	International Acade	182.00
8723	8/16/2013	International Acade	297.60
8737	8/23/2013	International Acade	270.00
8752	8/30/2013	International Acade	180.00
8787	9/13/2013	International Acade	635.00
8825	9/27/2013	International Acade	585.00
8859	10/11/2013	International Acade	490.00
8897	10/24/2013	International Acade	520.00
8940	11/8/2013	international Acade	405.00
8986	11/22/2013	International Acade	495.00
8008	12/9/2013	International Acade	222.50
9046	12/20/2013	International Acade	467.50
4070	12/21/2013	Petty Cash	200,00
Jan - De	oc 13		9,337.75
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INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

Federal Govern This contract in to contract my international A I need no addit for, to include 1. I am contro I have full cont property of int that complies to Should I need I will not be re-	t Licensed Instructor iment as an independence outside of services outside of cademy of Style is relicional training from but not limited to: acted to educate structed to record and croi of educating the sernational Academy with the standards assistance to fulfill timbursed by internal	international Academot my sole source of international Academot my sole source of international Academot in all fields of track students and record students and record of Style. I am aware and policies of the academy of Style international Academy	me solely to internation of Style during to fincome, my of Style to perform to comment of Cosmetology, and attendence, discharged that all instruction corediting agency for erview, hire and costyle for any supplies	ational Academy of the duration of this or the services I have that all student to and records shall by International Academy ensate an assist	Style, i am able contract as we contracted records are the pe in a format demy of Style.
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AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE	OF NEVADA) SS. COUNTY)
CIA	TOY M. Rickard being duly swom, deposes and states:
	I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
	I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
	In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
4.	I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
5.	In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
6.	I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
7.	I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.
8.	Further affigure sayeth not L. C. A. W. Sdo hereby sweet under penalty of perjury that the asserticus of this affidavit are true.
	Signed Bickard S
	Printed Name (C)
	SIGNED AND SWORN to before me this of day of Navable 20 13
,	Manas
	M. PAPPAS Notary Public - State of Nevada Appointment Recorded in Washoe County No: 12-7098-2 - Expires March 8, 2016

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ROSS MILLER
Secretary of State

SCOTT W. ANDERSON

Deputy Secretary
for Commercial Recordings

STATE OF NEVADA



OFFICE OF THE SECRETARY OF STATE

Commercial Recording Division

202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131686969

Name: glady rickards

Expiration Date: 11/30/2014

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 23rd day of November, 2013.

Please Post in a Conspicuous Location

JA1133

2:24 PM 01/08/14

INTERNATIONAL ACADEMY OF STY Checks for Glady Rickards January through December 2013

Num	Date	Account	Amount
Jan - Dec 8997 9004 9026 9049	13 11/27/2013 12/9/2013 12/13/2013 12/20/2013 12/21/2013	International Acade International Acade International Acade International Acade Petty Cash	259.50 88,00 181.50 275.00 100.00
Jan - Dec			914.00



INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

an Independent Federal Govern This contract in to contract my international A ineed no addition, to include 1. I am contract in am contract in the full comproperty of intitat complies Should I need I will not be re-	A LYCLES AND	r. I am in compliance dent Contractor. competes, to bind international Acade of my sole source conternational Acade dents in all fields of track student grade students and record of Style. I am award policies of the all is contract I will in ational Academy of	me solely to internating of Style during the fincome. Import Style to perform the following the foll	uired by Law to ational Academ he duration of rm the services are that all stud and records so in international mpensate an a as that i purcha	ent records are the hall be in a format Academy of Style. ssistant.
	Tuesday	Wednesday	Thursday	Friday	Saturday
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Signed: indep	pendent Contractor		Date	1-22-13	

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Note, if a requester gives you a form other than Form W-S to request your TNN, you must use the requester's form if it is substantially elimiter to this Form W-S. Cal. No. 10881X

Form W-0 (Nov. 10-2007)

AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA)
) SS.

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ANILY WAISh - STOVEY being duly sworn, deposes and states:

- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style.
- 3. In accordance with the provisions of NRS 616B.659. I have not elected to be included within the terms, conditions and provisions of chapter 616A to 616D, inclusive, of NRS, relating thereto.
- 4. I am otherwise in compliance with the terms, conditions and provisions of chapters 616A to 616D, inclusive, of NRS
- 5. In accordance with the provisions of NRS 617.225, I have not elected to be included within the terms, conditions and provisions of chapter 617 of NRS.
- 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS.
- 7. I acknowledge that International Academy of Style will not be considered to be my employer or the employer of my employees, if any; and that International Academy of Style is not liable as a principal contractor to me or my employees, if any, for any compensation or other damages as a result of an industrial injury or occupational disease incurred in the performance of the Contract.
- 8. Further affiant sayeth not

I, AND WOLL STOP do hereby swear under penalty of perjury that the assertions of this affidavit are true.

Printed Name AShiey Wrish-Store

SIGNED AND SWORN to before me this 21st day of November 2013

By ashley walsh-storey.

SANDY GUALANO
Notary Public - State of Neveda
Appointment Recorded in Washing County
No; 87-0839-2 - Expires January 31, 2014

Sondy Cualmo

ROSS MILLER Secretary of State

SCOTT W. ANDERSON

Deputy Secretary for Commercial Recordings STATE OF NEVADA



Commercial Recording Division 202 N. Carson Street Carson City, NV 89701-4069 Telephone (775) 684-5708 Fax (775) 684-7138

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have filed a notice citing a statutory exemption "003" pursuant to Nevada Revised Statutes and therefore are not required to maintain a Nevada State Business License.

If your exemption changes or your business is no longer exempt, you must file an amendment reflecting your current business status.

Nevada Business Identification: NV20131488577

Name: Ashley Walsh-Storey

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3

percent of the Nevada average annual wage

Issued this 15th day of August, 2013.

Please Post in a Conspicuous Location

THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE

EFFECTIVE DATE:

CLASSIFICATION:

BUSINESS

Booth Rental

08/01/2013

BUSINESS LOCATION:

NAME OF BUSINESS:

Ashley Walsh-Storey

Ashley Walsh-Storey 5204 Eagle Pl **RENO, NV 89510**

LICENSEE - NAME AND ADDRESS:

CITY CLERK

City of Reno

THIS LICENSE EXPIRES AS SPECIFIED

LICENSED BUSINESS TO BE CONDUCTED IN CONFORMITY WITH AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE OF NEVADA

EXPIRATION DATE:

07/31/2014

IAS0328

LICENSE #:

1:48 PM 01/08/14

Checks for Ashley Walsh Storey January through December 2013

Num	Date	Account	Amount
Jan - De	nc 13		475 50
8643	7/26/2013	International Acade	175.50
8671	8/2/2013	International Acade,	220.50
8692	8/9/2013	International Acade	382.50
8722	8/16/2013	International Acade	391.50
6732	8/23/2013	International Acade	252.00
8750	8/30/2013	International Acade	391.50
8765	9/8/2013	International Acade	310,50
8786	9/13/2013	International Acade	333.00
8807	9/20/2013	International Acade	319.50
8828	9/27/2013	International Acade	400,50
8836	10/4/2013	International Acade	274.50
8858	10/11/2013	International Acade	391,50
8881	10/18/2013	International Acade	423.00
8899	10/24/2013	International Acade	279.00
8915	11/1/2013	International Acade	157.50
8941	11/8/2013	international Acade	229.50
8961	11/15/2013	International Acade	382,50
8984	11/22/2013	International Acade	400.50
	11/27/2013	International Acade	297.00
8995	12/9/2013	international Acade	211.50
9010	12/13/2013	International Acade	405.00
9032	12/20/2013	International Acade	409.50
9045	12/21/2013	Petty Cash	200.00
Jan - De		· ·	7,238.00





Jason D. Guinasso, Esq. Nevada Bar No. 8478 Reese Kintz Guinasso 190 W. Huffaker Lane, Suite 402 Reno, NV 89511 3 Attorney for International Academy of Style 4 5 6

NEVADA DEPARTMENT OF ADMINISTRATION

BEFORE THE APPEALS OFFICER

In the Contested Matter of:

of

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INTERNATIONAL ACADEMY OF STYLE, BONNIE SCHULTZ & LONI **CASTEEL**

Case No.:

1706718

Appeal No.:

1702545-SYM

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #5

Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

23 24

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ENTERED INTO EVIDENCE AS EXHIBIT

> 466 JA1141

Page 1 of 3

AFFIRMATION

The undersigned does hereby affirm that INTERNATIONAL ACADEMY OF STYLE'S DOCUMENTARY EXHIBIT #5 filed under Appeal No. 1702545-SYM:

Does not contain the social security number of any person.

-OR-

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☐ Contains the social security number of a person as required by:

A. A specific state or federal law, to wit: ____

-or-

B. For the administration of a public program or for an application for a federal or state grant.

DATED this 27 day of June, 2017

Jason D. Guinasso, Esq.

Attorney for International Academy of Style

22 RISIG 22

Reese Kintz, Guinasso 190 W Huffaker Ln

Suite 402 Reno, NV 89511 (775) 853-8746 24

CERTIFICATE OF SERVICE

I am a resident of the State of Nevada, over the age of eighteen years, and not a party to the within action. My business address is 190 W. Huffaker Lane, Suite 402, Reno, Nevada, 89511.

On June 2007, 2017, I served the following:

INTERNATIONAL ACADEMY OF STYLE'S

DOCUMENTARY EXHIBIT #5

on the following in said cause as indicated below:

INTERNATIONAL ACADEMY STYLE	DIVISION OF INDUSTRIAL
BONNIE SCHULTZ & LONI CASTEEL	RELATIONS
2295 MARKET STREET	400 WEST KING STREET, SUITE 400
RENO, NV 89502	CARSON CITY, NV 89703
(VIA U.S. MAIL)	(VIA U.S. MAIL)
LEGAL SECTION	DEPARTMENT OF ADMINISTRATION
DIVISION OF INDUSTRIAL RELATIONS	APPEALS DIVISION
400 WEST KING STREET, SUITE 201	1050 E WILLIAM ST., SUITE 450
CARSON CITY, NV 89703	CARSON CITY, NV 89701
(VIA HAND DELIVERY)	(VIA HAND DELIVERY)

I declare under penalty of perjury that the foregoing is true and correct. Executed on

June 28, 2017, at Reno, Nevada.

KATRINA A. TORRES

RESC Kintz,

Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

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Reese Kintz, Guinasso 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746

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	employment	345
07/23/14	Joyce Mikesell; Independent Contractor; Acknowledgment by	IAS0346
	Individual	
07/23/14	Lisa Pike; Independent Contractor; Statement regarding	IAS0347-
	employment	348



Reese Kintz,
Guinasso
190 W Huffaker Ln
Suite 402
Reno, NV 89511
(775) 853-8746

24



I am contracted at International Academy of Style (IAS)as a licensed consultant/instructor. I rent an instructor chair at IAS and bill the student independent contractor retainer account for the hours that I make myself available to the students. I also work at a salon "A Cutting Edge" and rent a chair there where I charge clients. I have a City and State business license for the salon and IAS. I choose to be an Independent Contractor at IAS and have no desire to be an employee.

I am contracted to consult and instruct students. I instruct the classes and students of my choice. My instruction is only restricted by the compliance laws of the State of Nevada Board of Cosmetology and Accreditation laws. IAS does not in any way control what I teach, who I teach or how I teach. Students are allowed to pick the instructor that best suits the student and or the client. This method benefits the instructor and the student. I have the ability to choose to not consult for a student without any consequences; IAS does not and never has terminated a licensed instructor/consultant.

I work for the students. I charge and bill the students for the time I am available to them. I may help the same student three times on the same client, or I may help a student only once on a client therefore it is not possible for me to charge according to each consult as I must remain available whether the student needs help once or many times.

Bonnie Schultz (co —owner) opens the school and performs all closing activities before she leaves for the day, leaving the only thing left to do is turn out the lights and lock the door. If I am the last one at the salon I turn out the lights and lock the door also, this does not mean I am the official closer. All instructors have a key to IAS no one is assigned or instructed to close.

Students work the front desk as that is part of the curriculum that is required by Nevada board of Cosmetology. Working the front desk includes booking appointments, answering the phone and checking clients in. Because a student is required to clock front desk hours a student may require me to instruct the student on the front desk. I do not book appointments, answer the phone or check clients in, I only consult a student that is in need of help on this task. Students clock in on a computer and therefore roll, attendance and all student records are computerized and handled by Loni Casteel.

If IAS contracts with a new instructor I in no way am considered to be this new instructor's supervisor. I have contracted to consult/instruct students and only students. I do not assume any role other than a consulting instructor for students. All instructors are the same there is no management or supervisor above any instructor.

I choose what days and what hours I am going to rent my instructors chair. I come and go as I please. I have the ability to substitute myself with another instructor. I am Licensed and need no instruction from IAS or another instructor to perform consultations for the students. I bring and use my own tools and supplies. IAS does not reimburse me for expenses. I do not perform work that is a direct extension or an integral part of International Academy of Style. I believe this as the students choose to pick me as their instructor if no student picked me IAS would not lose money or close. If I didn't show up IAS would not lose money or close but I would lose money. If students continued to not choose me for their consultant instructor, IAS would choose to not contract with me again when my current contract ended or expired

and I would lose money. I do have opportunity for profit or lose according to my ability to instruct students in a fashion that they chose me as the instructor for their consultations.

Also on July 1, 2014 Loni Casteel received a letter from DETR. She had laryngitis so I offered to assist her in making the necessary phone calls. I called DETR and spoke with Melenie the DETR Investigator Supervisors. I explained that Loni barely had a voice and I was calling about a letter we had received requesting reports that we had already sent to them. I explained the situation. I also offered to refax over the reports. She said Ed Pace was no longer with them but let her go look in and find his files on IAS's case before I did that. So I said okay. I gave her my phone number and Loni Casteel's phone number. Later that day Loni let me know that she had called her back on her cell. She informed me that Melanie had said several times she wanted this to go away. She said they had come to an agreement that she was only going to bill the school for Stacy Slazas and that if anyone else ever went in that it would be re-opened as a case. I was relieved because I have no desire to be an employee. We went about our business with the impression that everything was handled until Loni received the bill from Deter for Stacey Slazas and 10 other similarly situated person.

I will be happy to testify to all the statements I have made.

foya & milasel

Thank You

Joyce Mikesell

7/22/2014

I am contracted at International Academy of Style (IAS)as a licensed consultant/instructor. I rent an instructor chair at IAS and bill the student independent contractor retainer account for the hours that I make myself available to the students. I also work in a salon "A Wild Hair" and rent a chair there where I charge Clients. I have a City and State business license for the salon and IAS. I choose to be an Independent Contractor at IAS and have no desire to be an employee.

I am contracted to consult and instruct students. I instruct the classes and students of my choice. My instruction is only restricted by the compliance laws of the State of Nevada Board of Cosmetology and Accreditation laws. IAS does not in any way control what I teach, who I teach or how I teach. Students are allowed to pick the instructor that best suits the student and or the client. This method benefits the instructor and the student. I have the ability to choose to not consult for a student without any consequences; IAS does not and never has terminated a licensed instructor/consultant.

I work for the students. I charge and bill the students for the time I am available to them. I may help the same student three times on the same client, or I may help a student only once on a client therefore it is not possible for me to charge according to each consult as I must remain available whether the student needs help once or many times.

Bonnie Schultz (co –owner) opens the school and performs all closing activities before she leaves for the day, leaving the only thing left to do is turn out the lights and lock the door. If I am the last one at the salon I turn out the lights and lock the door also, this does not mean I am the official closer. All instructors have a key to IAS no one is assigned or instructed to close.

Students work the front desk as that is part of the curriculum that is required by Nevada board of Cosmetology. Working the front desk includes booking appointments, answering the phone and checking clients in. Because a student is required to clock front desk hours a student may require me to instruct the student on the front desk. I'do not book appointments, answer the phone or check clients in, I only consult a student that is in need of help on this task. Students clock in on a computer and therefore roll, attendance and all student records are computerized and handled by Loni Casteel.

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I choose what days and what hours I am going to rent my instructors chair. I come and go as I please. I have the ability to substitute myself with another instructor. I am Licensed and need no instruction from IAS or another instructor to perform consultations for the students. I bring and use my own tools and supplies. IAS does not reimburse me for expenses. I do not perform work that is a direct extension or an integral part of international Academy of Style. I believe this as the students choose to pick me as their instructor if no student picked me IAS would not lose money or close. If I didn't show up IAS would not lose money or close but I would lose money. If students continued to not choose me for their consultant instructor, IAS would choose to not contract with me again when my current contract ended or expired

and I would lose money. I do have opportunity for profit or lose according to my ability to instruct students in a fashion that they chose me as the instructor for their consultations.

PEPFIANTA JIMENEZ SABREE Jory Public - State of Nevada Salmant Recorded in Washoe County

9317-2 - Expires October 5, 2018

I will be happy to testify to all the statements I have made.

Thank You

Mulissa Wolf

7/22/2014

State of Nevada County of Washoe

Signed and sworn before me on 22nd July, 2014

by. Melissa

ESTEPHANIA JIMENEZ-SABREE
Notary Public - State of Nevada
Appointment Recorded in Washoe County
No: 12-9317-2 - Expires October 5, 2016

474 IAS0333 JA1149 I am contracted at International Academy of Style (IAS) as a licensed consultant/instructor. I rent an instructor chair at IAS and bill the student independent contractor retainer account for the hours that I make myself available to the students. I also work in a salon "A Wild Hair" and rent a chair there where I charge Clients. I have a City and State business license for the salon and IAS. I choose to be an Independent Contractor at IAS and have no desire to be an employee.

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I choose what days and what hours I am going to rent my instructors chair. I come and go as I please. I have the ability to substitute myself with another instructor. I am Licensed and need no instruction from IAS or another instructor to perform consultations for the students. I bring and use my own tools and supplies. IAS does not reimburse me for expenses. I do not perform work that is a direct extension or an integral part of International Academy of Style. I believe this as the students choose to pick me as their instructor if no student picked me IAS would not lose money or close. If I didn't show up IAS would not lose money or close but I would lose money. If students continued to not choose me for their consultant instructor, IAS would choose to not contract with me again when my current contract ended or expired

and I would lose money. I do have opportunity for profit or lose according to my ability to instruct students in a fashion that they chose me as the instructor for their consultations.

> ESTEPHANIA JIMENEZ-SABREE Notal Public - State of Nevada Appoint and Recorded in Washoe County

No: 12- 317-2 - Expires October 5, 2016

I will be happy to testify to all the statements I have made.

Thank You

7/22/2014

State of Nevada County of Washoe

Signed and sworn before me on 22nd July 2014

AFFIDAVIT OF LONI D. CASTEEL

AFFID

2 STATE OF NEVADA
) ss

COUNTY OF WASHOE

1, LONI D. CASTEEL, af

1. I am over the age

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I, LONI D. CASTEEL, after being duly sworn, deposes and says:

- 1. I am over the age of 18 and am a resident of the State of Nevada. I have personal knowledge of the facts herein and, if called as a witness, would testify competently thereto.
- 2. I suffer no legal disabilities and have personal knowledge of the facts set forth herein.
- 3. International Academy of Style ("IAS") has been a licensed cosmetology school in Reno for 15+ years. IAS has done business with licensed instructors for 15 years. The instructors are licensed by the state but are required to instruct in a licensed establishment. IAS is a licensed establishment.
- 4. The instructors rent an instructor chair, work their choice of days and hours, and choose what they will charge.
 - 5. The instructors are unsupervised as they are licensed.
- 6. Students have a choice to pick any instructor that they want for instruction.

 This method has worked very well for the students and the instructors.
 - 7. All instructors also work in a salon. IAS is not their only source of income.
- 8. The instructors require the freedom to come and go as they need for their clientele.
- 9. IAS students benefit from having a choice of instructors to choose from, as all students do not learn at the same pace or with the same techniques.
 - 10. In 2007, the IRS determined the instructors to be independent contractors.

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- 14. Ed Pace, DETR investigator, called IAS on May 31, 2013 and talked to another instructor; the instructor informed Mr. Pace that Ms. Slazas was an independent contractor as were all instructors. Mr. Pace left his information for an owner to call him back.
- 15. I called Mr. Pace back that same day; Mr. Pace did not answer so I left a voice mail with my cell number for Mr. Pace to return my call. This was on a Friday so I called Mr. Pace again on Monday morning; again he did not answer and I left another voice mail a second time.
- 16. Mr. Pace never returned my call. Mr. Pace never investigated or collected any evidence from IAS; instead, he claimed Ms. Slazas never leased space or had a contract, which was false information provided by Ms. Slazas.
- 17. Mr. Pace talked with Ms. Slazas and only used her word as evidence against IAS. Mr. Pace decided with only the word of Ms. Slazas that she was an employee.
- 18. IAS filed an appeal on July 8, 2013. The hearing was amazingly one sided.

 Stacy Slazas was not resent; Mr. Pace represented her as though he was her

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attorney. Evidence on behalf of Ms. Slazas was allowed. Evidence that demonstrated that not only was Ms. Slazas not an employee, even if she was there were no similarly situated instructors was disallowed. IAS brought an instructor witness to testify who was not allowed to give testimony.

- 19. The Appeals Referee Emilie R. did not want to hear or accept anything that contradicted Mr. Pace, including, but not limited to the phone record demonstrating that I had returned his call and tried to contact him.
- 20. Mr. Pace claimed he spoke to the other business owner Bonnie Schultz. Bonnie says she never spoke to him at all.
- 21. Mr. Pace did not do his job investigating this case. IAS lost the hearing to Stacy Slazas despite her failure to attend her own hearing.
 - 22. Mr. Pace told IAS that this hearing was for only Stacy Slazas.
- 23. Hal Taylor on behalf of IAS appealed the decision of the referee to the District Court. Mr. Taylor inadvertently omitted Stacy Slazas name from the appeal so the appeal was dismissed due to a technicality.
 - 24. IAS requested a transcript of the hearing and was denied a copy.
- 25. IAS has tried since the appeal was denied to pay the amount owed to the state for Stacy Slazas. IAS' attorney has contacted the state several times to finalize the case. No one can get the final amount owed.
- 26. On June 30, 2014, I received a notice from DETR now listing the case as Stacy Slazas and others and asserting that the quarterly forms were not sent into DETR and IAS had 7 days to respond.
- 27. I responded with a phone call to Melanie Maguire. I informed Ms. Maguire that all the forms had been filled out and sent in and I had copies and could send them again.

 Ms. Maguire said that Edward was no longer with the department and she would look into

it. Ms. Maguire called me on her cell phone on July, 1, 2014 and expressly informed me that she was going to finalize the case with only Stacy Slazas' wages, and that she was unsure why there were 10 anonymous others on the account.

- 28. After a short conversation, Ms. Maguire informed me that she just wanted this matter to go away and was going to bill just for Stacy Slazas and close the account with IAS. I agreed to that decision and was awaiting a final amount to pay for Ms. Slazas' wages.
- 29. Ms. Maguire was concerned about faxing the final amount to a private number because the paper work included Ms. Slazas' social security number on it; I assured Ms. Maguire that the fax machine was located in a locked office and any paperwork she sent over would be secure.
- 30. Ms. Maguire did not request any additional copies of the quarterly reports because she had everything she needed on Stacy Slazas.
- 31. Despite my conversation with Ms. Maguire and her representations made to me over the phone, on July 15, 2014, I received a notice of levy of assessment that included Stacy Slazas and the 10 anonymous "similarly situated" "others" totaling an amount due of \$17,934.77.
 - 32. There are no similarly situated others to Stacy Slazas.
 - 33. No instructor works as a supervisory instructor.
 - 34. No instructor opens and closes the facility.
 - 35. No instructor supervises the work of other instructors.
 - 36. No instructor performs a variety of tasks at IAS' direction.
 - 37. IAS has terminated no instructors from employment.
 - 38. No instructor performs services for IAS managing the school and supervising