| 1 | IN THE SUPREME COURT (| OF TH | HE STATE OF NEVADA | | |
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| 3 | INTERNATIONAL ACADEMY OF STY | LE. | | | |
| 4 | | , | Electronically Filed Case Noct 05 2021 10:59 p.m. | | |
| 5 | Petitioner, | | Elizabeth A. Brown | | |
| 6 | VS. | | Clerk of Supreme Court | | |
| 7 | DIVISION OF INDUSTRIAL RELATION | NS, | | | |
| 8 | and the NEVADA DEPARTMENT OF | Б | | | |
| 9 | ADMINISTRATION, APPEALSOFFICE SHEILA MOORE, | ĸ | | | |
| 10 | | | | | |
| 11 | Respondents. | | | | |
| 12 | JOINT AI | PPEN | DIX, | | |
| 13 | VOLUME II OF XI | | | | |
| 14 | | | | | |
| 15 | JASON D. GUINASSO, ESQ. | CH | IRSTOPHER A. ECCLES, ESQ. | | |
| 16 | Nevada Bar No. 8478 | Nev | evada Bar No. 9798 | | |
| 17 | ALEX R. VELTO, ESQ. | | NIFER J. LEONESCU | | |
| 18 | Nevada Bar No.14961 Hutchison & Steffen, PLLC | | vada Bar No. 6036, ESQ. ze of Nevada Division of | | |
| 19 | 5371 Kietzke Lane | | ustrial Relations | | |
| 20 | Reno, NV 89511 Tel.: 775-853-8746 | | 0 W. Sahara Ave., Ste. 250 : 702-486-9073 | | |
| 21 | Fax: 775-201-9611 | | cles@dir.nv.gov | | |
| 22 | jguinasso@hutchlegal.com | | nescu@dir.nv.gov | | |
| 23 | avelto@hutchlegal.com Attorneys for International Academy | Atte | orneys for Respondent | | |
| 24 | of Style | | ision of Industrial Relations | | |
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JOINT APPENDIX INDEX (Chronological)

| 2 | (Chronological) | | | | | |
|----------|---|---------------|-------------------|-------------|--|--|
| 3 | Document Name | Date Filed | Bates | Vol. No. | | |
| 4 5 | Petition for Judicial Review | 03/06/20 | JA0001- JA0010 | Ι | | |
| 6 | Exhibit 1 to Petition for Judicial Review – Decision and Order before the Appeals Officer under Appeal No.'s | 3/6/2020 | JA0011- JA0024 | Ι | | |
| 7 | 1702537-SYm & 1702545-SYM dated February 20, 2020Application for Stay of Appeal Officer's February 20, 2020 | 03/06/20 | JA0025- | II | | |
| 8 9 | Decision and Order filed under District Court Case No. CV20-00445 | | JA0052 | | | |
| 10 | 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 | 3/6/2020 | JA0053- JA0072 | II | | |
| 11 12 | Style's Documentary Exhibit 1 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017 | | | | | |
| 12 | Exhibit 2 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District | 3/6/2020 | JA0073- JA0225 | II | | |
| 14 | Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit 2 Before the Appeals Officer | | | | | |
| 15 | under Appeal No. 1702537-SYM dated June 28, 2017Exhibit 3 to Application for Stay of Appeal Officer's | 3/6/2020 | JA0226- | III | | |
| 16 17 | 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 | | JA0316 | | | |
| 18 | under Appeal No. 1702537-SYM dated June 28, 2017 | 3/6/2020 | 14.0217 | III | | |
| 19 | Exhibit 4 to Application for Stay of Appeal Officer's February 20, 2020 Decision and Order filed under District | 3/0/2020 | JA0317- JA0406 | 111 | | |
| 20 | Court Case No. CV20-00445 - International Academy of Style's Documentary Exhibit 4 Before the Appeals Officer | | | | | |
| 21 22 | under Appeal No. 1702537-SYM dated June 28, 2017 Exhibit 5 to Application for Stay of Appeal Officer's | 3/6/2020 | JA0407- | III | | |
| 22 | February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 - International Academy of | | JA0430 | | | |
| 24 | Style's Documentary Exhibit 5 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017 | | | | | |
| 25 | Exhibit 6 to Application for Stay of Appeal Officer's | 3/6/2020 | JA0431- | IV | | |
| 26 | February 20, 2020 Decision and Order filed under District Court Case No. CV20-00445 - International Academy of | | JA0660 | | | |
| 27 28 | Style's Documentary Exhibit 6 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017 | | | | | |
| 20 | | | | | | |

| 1 2 | Exhibit 7 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 | 3/6/2020 | JA0661- JA0667 | V |
|----------|--|-----------|-------------------|-------|
| 3 | Style's Documentary Exhibit 7 Before the Appeals Officer under Appeal No. 1702537-SYM dated June 28, 2017 | | | |
| 4 | Minutes [Court finds Plaintiff's Application for Stay of Appeal Officer's February 20, 2020 is deemed moot. Plaintiff | 3/10/2020 | JA0668 | V |
| 5 | must keep worker's compensation coverage active pending resolution of this case] filed under District Court Case No. | | | |
| 6 7 | CV20-00445 Original Record on Appeal in Accordance with the Nevada | 04/22/20 | JA0669- | V |
| 8 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 | | JA0675 | |
| 9 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0676- JA0688 | VI |
| 10 | under District Court Case No. CV20-00445- Decision and Order, Appeals Officer Sheila Y. Moore dated 2/20/2020 | | | |
| 11 | under Appeal No.'s 1702537-SYM and 1702545-SYM | 4/22/2020 | 14.0.000 | X / X |
| 12 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0689- JA0704 | VI |
| 13 | under District Court Case No. CV20-00445 – Reply in Support of Closing Argument submitted on behalf of | | | |
| 14 | <i>Employer/Petitioner dated 8/9/2019 under Appeal No.'s</i> 1702537-SYM and 1702545-SYM | | | |
| 15 16 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0705- JA0711 | VI |
| 17 | under District Court Case No. CV20-00445 – DIR Closing Argument on behalf of DIR/Respondent dated 8/1/2019 under | | 0110711 | |
| 18 | <i>Appeal No.'s 1702537-SYM and 1702545-SYM</i> Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA0712- | VI |
| 19 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Closing</i> | | JA0738 | |
| 20 | Argument submitted on behalf of Employer/Petitioner dated | | | |
| 21 | <i>12/31/18 under Appeal No.'s 1702537-SYM and 1702545-SYM</i> | | | |
| 22 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0739- JA0795 | VI |
| 23 | under District Court Case No. CV20-00445 – Transcript of | | 5110775 | |
| 24 | Proceedings from Appeal Hearing dated November 8, 2018 filed 11/28/2018 | | | |
| 25 26 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0796- JA0809 | VI |
| 27 | under District Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit # 1 under Case No. | | | |
| 28 | 1706718 | | | |
| -0 | | | | |

| 1 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA0810- JA0961 | VI,VII |
|----|---|-------------|-------------------|---|
| 2 | under District Court Case No. CV20-00445 – International | | 5710701 | |
| 3 | Academy of Style's Documentary Exhibit #2 dated 6/28/2017Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA0962- | VII |
| 4 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – International | -1/22/2020 | JA10502 | VII |
| 5 | Academy of Style's Documentary Exhibit #3 dated 6/28/2017 | | | |
| 6 | Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1052- | VII |
| 7 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International</i> | | JA1140 | |
| 8 | Academy of Style's Documentary Exhibit #4 dated 6/28/2017Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1141- | VII,VIII |
| 9 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – International | 11 221 2020 | JA1164 | , |
| 10 | Academy of Style's Documentary Exhibit #5 dated 6/28/2017 | | | |
| 11 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA1165- JA1394 | VIII |
| 12 | under District Court Case No. CV20-00445 – International Academy of Style's Documentary Exhibit #6 dated 6/28/2017 | | | |
| 13 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2020 | JA1395- JA1400 | IX |
| 14 | under District Court Case No. CV20-00445 – International | | JA1400 | |
| 15 | Academy of Style's Documentary Exhibit #7 dated 6/28/2017Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1401- | IX |
| 16 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Evidence</i> | 11 221 2020 | JA1556 | |
| 17 | Packet for the Division of Industrial Relations (DIR) Exhibit #8 dated 6/27/2017 | | | |
| 18 | Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1557- | IX, X |
| 19 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Evidence</i> | 1/22/2020 | JA1643 | 171, 71 |
| 20 | Packet for the Division of Industrial Relations (DIR) Exhibit #9 dated 6/27/2017 | | | |
| 21 | Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1644- | X |
| 22 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Supplemental</i> | | JA1649 | |
| 23 | Evidence Packet for the Division of Industrial Relations | | | |
| 24 | (<i>DIR</i>) Exhibit #10 dated 11/8/2018 Original Record on Appeal in Accordance with the Nevada | 4/22/2020 | JA1650- | X |
| 25 | Administrative Procedure Act (Chapter 233B of NRS) filed | 1.22.2020 | JA1651 | |
| 26 | under District Court Case No. CV20-00445 – Order, Appeals Officer Moore filed 1/17/2020 | | | |
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| 1 2 | 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 | 4/22/2020 | JA1652- JA1653 | Х |
|------------|--|-----------|-------------------|---|
| 3 | Officer Moore, Filed 7/3/2019Original Record on Appeal in Accordance with the NevadaAdministrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1654- JA1655 | Х |
| 5 | under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 6/27/2019 | | | |
| 6 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1656- JA1657 | Х |
| 7 | under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, Filed 11/13/2018 | | | |
| 8 9 | 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 | 4/22/2019 | JA1658- JA1659 | Х |
| 10 | Officer Moore, Filed 9/18/2018 | | | |
| 11 | 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 | 4/22/2019 | JA1660- JA1661 | Х |
| 12 | Officer Moore, Filed 8/17/2018 | | | |
| 13 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1662- JA1663 | Х |
| 14 15 | under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 8/15/2018 | | | |
| 16 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1664- JA1665 | Х |
| 17 | under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 6/26/2018 | | | |
| 18 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1666- JA1667 | Х |
| 19 | under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 5/24/2018 | | | |
| 20 21 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1668- JA1669 | Х |
| 21 | under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 2/23/2018 | | | |
| 23 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1670- JA1671 | Х |
| 24 | under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 12/22/2017 | | | |
| 25 | Original Record on Appeal in Accordance with the Nevada | 4/22/2019 | JA1672- | Х |
| 26 27 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - Order, Appeals Officer Moore, Filed 12/08/2017 | | JA1673 | |
| | Officer Woore, Flied 12/06/2017 | | | |
| n 0 | | | | |

| 1 2 | 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 9/7/2017 | 4/22/2019 | JA1674- JA1675 | Х |
|--------|---|-----------|-------------------|---|
| 3 | Original Record on Appeal in Accordance with the Nevada | 4/22/2019 | JA1676- | X |
| 4 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 - Order, Appeals | | JA1677 | |
| 5 | Officer Moore, Filed 7/18/2017 | 4/22/2010 | 141(70 | v |
| 6 | 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</i> | 4/22/2019 | JA1678- JA1681 | Х |
| 7 8 | Academy of Style's Motion for Continuance and Resetting dated 7/14/2017 | | | |
| 9 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1682- JA1684 | Х |
| 10 | under District Court Case No. CV20-00445 – Pre-Hearing | | | |
| 11 | Statement of the Division of Industrial Relations (DIR) dated 6/30/2017 | | | |
| 12 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/22/2019 | JA1685- JA1686 | Х |
| 13 | under District Court Case No. CV20-00445 – <i>Notice of</i> <i>Appearance filed 6/27/2017</i> | | | |
| 14 | Original Record on Appeal in Accordance with the Nevada | 4/22/2019 | JA1687- | Х |
| 15 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Pre-Hearing</i> | | JA1690 | |
| 16 | Statement submitted on behalf of International Academy of Style filed on 6/28/2017 | | | |
| 17 | Original Record on Appeal in Accordance with the Nevada | 4/22/2019 | JA1691- | Х |
| 18 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – Order, Appeals | | JA1692 | |
| 19 | <i>Officer Moore, filed 5/4/2017</i> Original Record on Appeal in Accordance with the Nevada | 4/22/2019 | JA1693- | X |
| 20 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Motion for</i> | 7/22/2019 | JA1696 | Λ |
| 21 | Continuance submitted on behalf of International Academy of | | | |
| 22 | <i>Style filed on 5/3/2017</i> Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1697- | X |
| 23 | Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1697- JA1698 | Λ |
| 24 | under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, filed 4/20/2017 | | | |
| 25 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1699- | Х |
| 26 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Motion for</i> | | JA1702 | |
| 27 | Continuance submitted on behalf of International Academy of | | | |
| 28 | Style filed on 4/19/2017 | | | |

| 1 | 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>Notice of</i> | 4/20/2019 | JA1703- JA1704 | Х |
|----|--|-----------|-------------------|----|
| 2 | | | | |
| 3 | Appeal and Order to Appear filed on March 23, 2017Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1705 | X |
| 4 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Request for</i> | +/20/2017 | 5/11/05 | Λ |
| 5 | Hearing Before the Appeals Officer filed on 3/20/2017 | | | |
| 6 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1706 | Х |
| 7 | under District Court Case No. CV20-00445 – Certificate of Mailing dated 3/20/2017 | | | |
| 8 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1707- | X |
| | Administrative Procedure Act (Chapter 233B of NRS) filed | 1/20/2019 | JA1708 | |
| 9 | under District Court Case No. CV20-00445 – Letter of | | | |
| 10 | Determination dated 3/14/2017 | | | |
| 11 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1709- JA1710 | Х |
| | under District Court Case No. CV20-00445 – Order, Appeals | | JA1/10 | |
| 12 | Officer Moore, filed 7/18/2017 | | | |
| 13 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1711- | Х |
| 15 | Administrative Procedure Act (Chapter 233B of NRS) filed | | JA1714 | |
| 14 | under District Court Case No. CV20-00445 – Motion for | | | |
| 15 | Continuance and Resetting submitted on behalf of | | | |
| 15 | Employer/Petitioner | | | |
| 16 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1715- | Х |
| 17 | Administrative Procedure Act (Chapter 233B of NRS) filed | | JA1717 | |
| 1/ | under District Court Case No. CV20-00445 – Pre-Hearing | | | |
| 18 | Statement of the Division of Industrial Relations filed | | | |
| 10 | 6/30/2017 | 4/20/2010 | 141710 | N7 |
| 19 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1718- | X |
| 20 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Notice of</i> | | JA1719 | |
| 21 | Appearance filed 6/27/2017 | | | |
| 22 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1720- JA1723 | Х |
| 23 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>International</i> | | JA1725 | |
| 23 | Academy of Style's Pre-Hearing Statement | | | |
| | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1724- | X |
| 25 | Administrative Procedure Act (Chapter 233B of NRS) filed | | JA1725 | |
| 26 | under District Court Case No. CV20-00445 – Order, Appeals | | | |
| 27 | Officer Moore, filed on 5/4/2017 | | | |
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| 1 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1726- JA1729 | Х |
|----|--|-----------|-------------------|----|
| 2 | under District Court Case No. CV20-00445 – Motion for Continuance and Resetting Hearing submitted on behalf of | | | |
| 3 | International Academy of Style filed on 5/2/2017 | | | |
| 4 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1730- JA1731 | Х |
| 5 | under District Court Case No. CV20-00445 – Order, Appeals Officer Moore, filed on 4/20/2017 | | | |
| 6 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1730- | Х |
| 7 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Motion for</i> | | JA1735 | |
| 8 | Continuance and Resetting submitted on behalf of | | | |
| 9 | <i>International Academy of Style filed on 4/19/2017</i> Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1736- | X |
| 10 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Notice of</i> | 4/20/2017 | JA1730 | А |
| 11 | Appeal and Order to Appear filed on 3/23/2017 | 4/20/2010 | 141720 | V |
| 12 | Original Record on Appeal in Accordance with the Nevada Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1738 | Х |
| 13 | under District Court Case No. CV20-00445 – Request for Hearing Before the Appeals Officer filed on 3/20/2017 | | | |
| 14 | Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1739 | Х |
| 15 | Administrative Procedure Act (Chapter 233B of NRS) filed under District Court Case No. CV20-00445 – <i>Certificate of</i> | | | |
| 16 | Mailing filed March 23, 2017 Original Record on Appeal in Accordance with the Nevada | 4/20/2019 | JA1740- | X |
| 17 | Administrative Procedure Act (Chapter 233B of NRS) filed | 4/20/2019 | JA1740- JA1741 | Λ |
| 18 | under District Court Case No. CV20-00445 – Letter of Determination dated 3/14/2017 | | | |
| 19 | Transmittal of Record on Appeal filed under District Court | 04/22/20 | JA1742- | XI |
| 20 | Case No. CV20-00445 | | JA1744 | |
| 21 | Petitioner's Opening Brief filed under District Court Case | 06/01/20 | JA1745- | XI |
| 22 | No. CV20-00445 | 0.0/10/20 | JA1776 | |
| 23 | Respondent Division's Answering Brief filed under District Court Case No. CV20-00445 | 08/13/20 | JA1777- JA1820 | XI |
| 24 | Petitioner's Reply Brief filed under District Court Case No. | 09/14/20 | JA1821- | XI |
| 25 | CV20-00445 | 10/20/20 | JA1829 | VI |
| 26 | Order Setting Hearing filed under District Court Case No. CV20-00445 | 10/29/20 | JA1830- JA1831 | XI |
| 27 | Minutes - Oral Arguments Petition for Judicial Review | 2/11/2021 | JA1832- JA1833 | XI |
| 28 | | 1 | | |

| 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 | X |
| Certificate of Clerk and Transmittal—Notice of Appeal filed under District Court Case No. CV20-00445 | 05/03/21 | JA1884 | X |
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| 1 | CERTIFICATE OF SERVICE |
|----------|---|
| 2 | Pursuant to NRAP 25(c), I certified that I am an employee of Hutchison & Steffen, |
| 3 | PLLC and that on this date I caused to be served a true and correct copy |
| 4 | |
| 5 6 | of JOINTAPPENDIX, VOLUME II OF XI on the following as indicated below: |
| 7 | Christopher A. Eccles |
| 8 | Jennifer J. Leonescu 3360 W. Sahara Ave., Ste. 250 0 |
| 9 | Las Vegas, NV 89102 <u>ceccles@dir.nv.gov</u> |
| 10 | <u>jleonescu@dir.nv.gov</u> |
| 11 | |
| 12 | (Via Electronic service through the Nevada Supreme Court's Eflex system) |
| 13 | I declare under penalty of perjury that the foregoing is true and correct. |
| 14 | Executed on October 5, 2021, at Dana, Neveda |
| 15 | Executed on October 5, 2021, at Reno, Nevada. |
| 16 | /s/ Bernadette Francis |
| 17 | BERNADETTE FRANCIS |
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| 1 2 3 4 5 6 7 | | FILED Electronically CV20-00445 2020-03-06 03:42:09 PM Jacqueline Bryant Clerk of the Court Transaction # 7780283 T COURT OF THE STATE OF NEVADA COUNTY OF WASHOE |
|---------------------------------|---|---|
| 8 | *: | * * * * |
| 9 | | |
| 10 | INTERNATIONAL ACADEMY OF STYLE, | Case No.:CV20-00445 |
| 11 | Petitioner, | Dept. No.: 8 |
| 12 | vs. | |
| 13 14 15 | DIVISION OF INDUSTRIAL RELATIONS, and the NEVADA DEPARTMENT OF ADMINISTRATION, APPEALS OFFICER SHEILA MOORE, | APPLICATION FOR STAY OF APPEAL OFFICER'S FEBRUARY 20, 2020 DECISION AND ORDER |
| 16 | Respondents. | |
| 17 | |] |
| 18 | Petitioner, INTERNATIONAL ACADEM | Y OF STYLE ("IAS"), by and through her attorney |
| 19 | | ison & Steffen, PLLC, having concurrently filed a |
| 20 | | iew the Decision and Order of Appeals Officer Sheila |
| 21 | | eal Nos. 1702545-SYM & 1702537-SYM, Exhibit 1, |
| 22 | | enforcement of the Decision and Order pending the |
| 23 | resolution of this case. | |
| 24 | | g points and authorities, the exhibits attached hereto, |
| 25 | and all other pleading and papers on file in this ma | |
| | | e 1 of 28 Docket 82864 Documen t <u>AQD 256</u>17 |

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|---------|--------|--|
| | 1 2 | DATED this 6 day of March, 2020. |
| | 3 | Jason D. Guinasso, Esq. Attorney for Petitioner |
| | 4 | |
| | 5 | MEMORANDUM OF POINTS & AUTHORITIES |
| | 6 | I. STATEMENT OF ISSUES |
| | 7 | A. Whether the Cosmetology Professionals Who Contracted with the International |
| | 8 | Academy of Style Are Excluded From The Definition Of "Employee" Under The Nevada Industrial |
| | 9 | Insurance Act ("NIIA"). |
| | 10 | B. Whether IAS Is The Statutory "Employer" Of The Cosmetology Professionals They |
| | 11 | Contracted With. |
| | 12 | C. Whether The Cosmetology Professionals Who Contract With IAS Are "Independent |
| | 13 | Contractors" Under Nevada Law. |
| | 14 | D. Whether The Cosmetology Professionals Who Contract With IAS Are "Independent |
| | 15 | Enterprises." |
| | 16 | E. Whether The Cosmetology Professionals Who Contract With IAS Are In The "Same |
| | 17 | Trade" As IAS. |
| | 18 | F. Whether, Despite The Fact That All Cosmetology Professionals Had Workers |
| | 19 | Compensation Coverage Either Through Their Own Coverage Or Through Coverage Provided By |
| | 20 | IAS, The March 14, 2017, The Division of Industrial Relations ("DIR") Determinations Assessing |
| | 21 | A Premium Penalty In The Amount Of \$251.10 For The Period Of December 1 To December 30, |
| | 22 | 2016, And A Premium Penalty In The Amount Of \$16,390.94 For The Period Of December 21, |
| | 23 | 2010, To November 30, 2015 Are Supported By The Evidence Presented And Nevada Law. |
| | 24 | |
| | 25 | |
| | | Page 2 of 28 JA0026 |

G. Whether DIR Is Barred By Res Judicata, The Doctrine Of Laches And The Doctrine Of Equitable Estoppel From Asserting Claims For Premium Penalties For The Period December 21, 2010 To November 30, 2015.

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SUMMARY OF ARGUMENT

5 Since 1998, every cosmetology professional engaged by IAS executed a contract with IAS 6 recognizing them as independent contractors working with the school. These contracts constitute 7 written agreements between IAS and cosmetology professionals, expressly providing that cosmetology 8 professionals performing services under the Agreement are not employees under the Nevada Industrial 9 Insurance Act ("NIIA"). Out of caution, and based on an agreement with the State of Nevada, each 10Independent Contractor planning to work with IAS obtained a Certificate of Liability Insurance for 11 2017, signing an Independent Instructor Agreement in the process, and acquiring a Sole Proprietor 12 Business License in the state of Nevada. Meanwhile, IAS also obtained workers' compensation insurance for 2016 and 2017. 13

Simply, DIR has misclassified the cosmetology professionals who contract with IAS. IAS is
not the "Employer" of the cosmetology professionals they contract with. Instead, cosmetology
professionals who contract with IAS are "Independent Contractors" and "Independent Enterprises"
under Nevada Law. They are not in the "same trade or business" as IAS.

Finally, the March 14, 2017, DIR determinations assessing a premium penalty in the amount of
\$251.10 for the period of December 1 to December 30, 2016, and a premium penalty in the amount of
\$16,390.94 for the period of December 21, 2010, to November 30, 2015, against IAS are not supported
by the evidence or Nevada law. Every cosmetology professionals who contracted with IAS had
workers compensation coverage either through their own coverage or through coverage provided by
IAS during the relevant period of inquiry, December 1 to December 30, 2015. Moreover, the premium
penalties for the period December 21, 2010 to November 30, 2015 were unlawfully assessed against

1 IAS and should have been barred by the Appeals Officer under the doctrine of res judicata, the doctrine 2 of laches, and the doctrine of equitable estoppel from asserting claims for premium penalties.

In this regard, the Appeals Officer has abused her discretion in affirming the determinations of DIR to impose premium penalties. IAS Petition this Court to review the Appeals Officer's findings of fact and conclusions of law under NRS 233B.135(3) because the final decision of the Appeals Officer has prejudiced their rights under the Nevada Industrial Insurance Act ("NIIA"), has been affected by other grievous errors of law, is clearly erroneous in view of the reliable, probative, and substantial evidence on the whole record, and is otherwise arbitrary, capricious, or characterized by abuse of discretion.

10|| III. BACKGROUND

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A. International Academy of Style and Their Historic Use of Outside Instructors

IAS is an educational facility providing instruction in the areas of cosmetology, hair design, aesthetics, and nail technology. **Ex. 2 at IAS0012; Ex. 3 at IAS0159; Ex. 5 at IAS0350; Tr. at 18:24-25-19:1-3**. IAS provides its students with 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. **Ex. 2 at IAS0012; Ex. 3 at IAS0159; Ex. 5 at IAS0350; Tr. at 20-22**.

Since 1998, IAS has engaged highly qualified cosmetology professionals who are experts in various fields of cosmetology and who are up to date on current new trends and beauty techniques. Id.;
see also Ex. 5 at IAS0330-348 (witness statements). These cosmetology professionals are engaged as
Independent Contractors who provide high quality consultation and instruction to students based on
each individual instructor's area(s) of expertise. Id.; see also Ex. 5 at IAS0330-348 (witness
statements). Cosmetology professionals who provide consulting services and teach at IAS are
professionals who primarily work at salons in Northern Nevada. Id.; see also Ex. 5 at IAS0330-348

(witness statements). These cosmetology professionals are not in the education business. <u>Id.</u>; <u>see also</u>
 Tr. at 21:11-16.

Importantly, the consulting services and teaching provided by cosmetology professionals are not integral to the operation of IAS, but rather are provided for the benefit of students by IAS to expose them to a broad range of experience, expertise and techniques in the various areas of cosmetology. <u>Id</u>. IAS can operate without the use of these independent contractor because the two owners of IAS are licensed instructors who are primarily responsible for providing the education needed by students. Id.

B. Independent Instructor Agreements

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From 1998 to 2014, IAS memorialized their relationship with cosmetology professionals by

10 entering into a basic independent contractor agreement. Tr. at 25:14 to 31:17; Ex. 2 at IAS0020 to

11 **IAS0106**; see also Exhibit 4. In each agreement, the cosmetology professional affirmed and agreed:

- I . . . am under contract with International Academy of Style as Independent Licensed Instructor. I am in compliance with all that is required by Law of the City, State, and Federal Government as an Independent Contractor.
- 14 Ex. 2 at IAS0021, 27, 34, 40, 46, 52, 58, 64, 72, 77, 83, 89, 95, 101; see also Exhibit 4. Additionally,
- 15 the agreements provided that each cosmetology professional is able to:
- 16 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.

18 **Id**. The agreement also provided:

19 I have full control of my schedule.

20 Id. Thereafter, each cosmetology professional dictated to IAS the schedule they would work in the

21 agreement. <u>Id</u>.; <u>see also</u> Tr. at 26:1-3; 28:15 to 29:9.

Further, the agreement provided that the cosmetology professional would invoice IAS an hourly

23 || rate for services rendered. Tr. at 26:5-20; Ex. 2 at IAS0021, 27, 34, 40, 46, 52, 58, 64, 72, 77, 83, 89,

- 24 95, 101; see also Exhibit 4. Hourly rates are negotiated separately with each cosmetology
- 25 professional. <u>Id</u>.

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In addition to the agreements, the cosmetology professionals completed W-9 forms, 1099
 Forms, Affidavits of Rejection of Coverage under NRS 616B and NRS 617.210, and Nevada Business
 Registration forms. Ex. 2 at 22-26; 28-33; 35-39; 41-45; 47-51; 53-57; 59-63; 65-71; 73-76; 84-88 90-94; 96-100; see also Exhibit 4. Each of the cosmetology professionals also operated under state
 and city business licenses since their employment at a salon would require them to do so. <u>Id</u>.

However, since 2014, IAS has updated the terms of the Agreement with cosmetology
professionals in order to more clearly and completely set forth the nature of the Independent Contractor
relationship between IAS and cosmetology professionals providing consultation and instruction
services. Ex. 3 at IAS0167 to IAS0244; Ex. 6 at IAS0349 to IAS0572.

Pursuant to the revised agreements between IAS and cosmetology professionals, 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. <u>Id</u>. Cosmetology professionals 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, and they are in full control of how they provide services under the Agreement and in keeping records of student attendance and grades for said services. <u>Id</u>.

17 Cosmetology professionals 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 18 Board of Cosmetology in the performance of their services, but they are not required to comply with 19 20 any standard or policy set forth by IAS. Id. If a cosmetology professional needs assistance in fulfilling his or her terms and obligations under the Agreement, such as maintaining records of attendance and 21 22 grades, purchasing supplies, etc., the cosmetology professionals must employ his or her own assistant. 23 Id. The cosmetology professionals acknowledge and understand that any employees hired by them are not IAS employees and the cosmetology professional is fully responsible for any insurance, 24 25 compensation, etc., for his or her employees. Id.

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Cosmetology professionals are compensated based on the negotiated rate set forth in the Agreement. <u>Id</u>. Cosmetology professionals 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. <u>Id</u>. Chair rental fees are due once per month, although cosmetology professionals can choose at his or her own discretion to teach other general classes in lieu of the rental fee. <u>Id</u>. No other compensation is provided for the instruction of the general class(es) taught in lieu of the fee and the cosmetology professional has complete discretion on whether they pay the monthly fee or teach class(es). <u>Id</u>.

Cosmetology professionals are responsible for their own supplies, materials and equipment, 8 other than the rented chair, in providing services to students. Id. IAS provides students with supplies 9 and equipment, which can be used during an Instructor's services. Id. However, if a cosmetology 10 professional desires students to use any supplies, materials or equipment not already provided by IAS, 11 such as a specific brand or tool, the cosmetology professional is responsible for those costs and cannot 12 pass said costs onto the students unless expressly agreed to in writing in advance of the service by the 13 14 student(s). Id. IAS does not refund any business costs associated with providing services under the Agreement to cosmetology professionals. Id. 15

Cosmetology professionals have full control over the days and number of hours they intend to 16 17 provide services to IAS students. Id. Cosmetology professionals provide services when they want to provide services. Id. They set their own billable hourly rates (similar to how billable hourly rates are 18 19 set by attorneys) and cosmetology professionals essentially bid for open spots/chairs when space becomes available. Id. After services are performed, cosmetology professionals provide invoices to 20 IAS for payment pursuant to the Agreement. Id. Part of each student's tuition at IAS includes a 21 22 percentage set aside that is used for payment to cosmetology professionals for the specialized services to students. Id. In the event the student withdraws prematurely from IAS prior to completing a 23 program and that student is entitled to a refund of any tuition monies, any monies set aside for payment 24 to cosmetology professionals is also refunded to the student as part of their tuition reimbursement. Id. 25

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Although cosmetology professionals perform services on IAS premises, similar to services provided by independent cosmetologists who rent/lease space in a salon, cosmetology professionals are not limited to providing services on IAS premises; rather, they may also provide services to students off-campus at the cosmetology professionals own scheduling, expense and liability. <u>Id</u>. Additionally, the Agreement between IAS and the cosmetology professionals is not exclusive and cosmetology professionals are free to provide instructional services, cosmetology services, etc., to other establishments as the cosmetology professionals chooses. <u>Id</u>.

8 Cosmetology professionals expressly acknowledge that they are being retained as independent 9 contractors subject only to the terms and conditions set forth in the Agreement and any laws applicable to the services being performed. Id. Cosmetology professionals have the right to supervise, manage, 10 11 operate, control, and direct performance of the details incident to their duties under the Agreement. Id. Moreover, cosmetology professionals acknowledge that they are solely responsible for withholding of 12 income taxes or any other taxes, industrial insurance coverage if applicable, accumulation of vacation 13 14 or sick leave, and unemployment compensation coverage. Id. Cosmetology professionals are also responsible for paying their own medical bills in the event of an injury during the performance of their 15 16 service and cosmetology professionals expressly agree to indemnify and hold IAS harmless from, and 17 defend against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising 18 from or incurred because of, incident to, or otherwise with respect to any such taxes or fees. Id.

IAS provides no training to cosmetology professionals in the performance of their services
under the Agreement and cosmetology professionals 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. <u>Id</u>. Business licenses are provided and
attached to the Agreements. <u>Id</u>.

Cosmetology professionals 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). <u>Id</u>. Specifically, they are excluded from the
definition of employee because they perform services pursuant to a written Agreement, which expressly
provides that cosmetology professionals are not performing services as employees for purposes of NRS
616A. <u>Id</u>. Copies of proof of worker's compensation coverage or a notice of sole proprietorship with
no employees are attached to the Agreements. <u>Id</u>.

Cosmetology professionals are responsible for maintaining all licenses, continuing education,
certifications, etc. in providing services to IAS students under the Agreement. <u>Id</u>. IAS does not
reimburse any such costs or expenses. <u>Id</u>. Additionally, cosmetology professionals may not assign the
Agreements and they are solely responsible for any cancellations, substitutions, make-ups, etc. of
services to students, including compensation to any substitute or contractor. <u>Id</u>. IAS does not keep
track of a cosmetology professional's schedule of services beyond ensuring the desired results are being
obtained as set forth in the Agreement. <u>Id</u>.

If a cosmetology professional schedules a service with students, the cosmetology professionals 13 is responsible for meeting that obligation or informing students of any cancellations, rescheduling, or 14 substitutions. Id. If students are unhappy with a cosmetology professional's performance of services 15 and complain to IAS, IAS will get involved merely to determine if the cosmetology professional is 16 complying with the terms and obligations under the Agreement or if there has been a breach of the 17 Agreement for which liability may attach, as part of the Agreement is the cosmetology professional's 18 assurance that he or she shall perform services with care, skill and diligence in accordance with 19 applicable professional standards currently issued by such profession in similar circumstances. Id. 20 Cosmetology professionals are responsible for the quality and completeness of all services performed 21 22 under the Agreement. Id.

Each and every cosmetology professional engaged by IAS executed the foregoing contract with IAS regarding their hire by the beauty school and the agreement made by them as independent contractor's working with the school. **Ex. 4 at IAS0245-329.** Cosmetology professionals Joyce

Mikesell, Melissa Wolf, Meledie Wolf, Charissa Banks, Faustine Flamm, and Lisa Pike all completed
 statements which support the foregoing factual representations of IAS regarding their engagement and
 service at the school. Ex. 5 at IAS0330-348.

In 2016, for the year of 2017, each Independent Contractor that planned to continue to do work
for IAS obtained a Certificate of Liability Insurance, signed an Independent Instructor Agreement, and
acquired a Sole Proprietor Business License in the state of Nevada. Ex. 6 at IAS0349-572. IAS also
obtained Certificates of Liability Insurance for 2016 and 2017. Ex. 7 at IAS0573-574.

8 Nevertheless, despite the fact that all cosmetology professionals had workers compensation
9 coverage either through their own coverage or through coverage provided by IAS, on March 14, 2017,
10 DIR rendered two determinations. One determination notified IAS of the premium penalty owed in the
11 amount of \$251.10. The other determination

12 notified IAS of the premium penalty owed in the amount of \$16,390.94.

13 On March 20, 2017, IAS filed timely appealed both determinations to the Appeals Officer.

14 IV. LAW AND ARGUMENT

A. Jurisdiction

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This Court has jurisdiction to review the findings of fact and conclusions law of the Appeals

17 Officer. See NRS 616C.370; NRS 233B.130. In this regard, NRS 233B.130 provides that:

1. Any party who is:

(a) Identified as a party of record by an agency in an administrative proceeding; and

- (b) Aggrieved by a final decision in a contested case,
- is entitled to judicial review of the decision. Where appeal is provided within an agency, only the decision at the highest level is reviewable unless a decision made at a lower level in the agency is made final by statute. Any preliminary, procedural or intermediate act or ruling by an agency in a contested case is reviewable if review of the final decision of the agency would not provide an adequate remedy.
- 6. The provisions of this chapter are the exclusive means of judicial review of, or judicial action concerning, a final decision in a contested case involving an agency to which this chapter applies.

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 IAS is the party of record to the administrative proceeding under review herein and are

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 "aggrieved" by the final decision of Appeals Officer Moore.

A party may apply for a stay of a final decision in a contested case. NRS 233B.140. In determining whether to grant a stay, the Court shall consider the same factors as are considered under Rule 65 of the Nevada Rules of Civil Procedure (NRCP). <u>Id</u>. NRCP 65 does not, however, set forth the substantive principles governing the availability of injunctive relief. Nevada Civil Practice Manual § 28.08 (5th Ed. 2001). The basic considerations that are involved in deciding whether to grant injunctive relief are outlined in NRS 33.010.

B. Standard of Review

While no precise burden of proof must be met by a party seeking injunctive relief, analysis of 10 the cases reveals four factors, either individually or collectively, which Courts most often discuss: (1) 11 The petitioner's likelihood of success on the merits; (2) The threat of irreparable harm; (3) The 12 relative interests of the parties; and (4) The interest of the public. Nevada Civil Practice Manual § 13 28.08 (5th Ed. 2008). The first and second considerations are most often cited, and are the main 14 considerations in the case at bar. Id.; see e.g., Sobol v. Capital Management Consultants, Inc., 102 15 Nev. 444, 726 P.2d 335 (1986); Clark County Sch. Dist. v. Buchanan, 112 Nev. 1146, 924 P.2d 716 16 17 (1996).

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C. Likelihood of Success on the Merits

A Court may set aside, in whole or in part, a final decision of an administrative agency where substantial right of the petitioner has been prejudiced because the final decision is in violation of statutory provisions, affected by other error of law, clearly erroneous in view of the reliable, probative, and substantial evidence on the whole record, or arbitrary, capricious, or characterized by abuse of discretion. NRS 233B.135(3). Therefore, this Court should address this matter anew, without deference to the Appeals Officer's conclusions.

There are two (2) steps in the long-established methodology for applying the substantial evidence standard set forth in the NRS 233B.135(3)(e)-(f).

First, identifying the law which governs the contested issue, as such law establishes what facts 3 had to be proven, and how such facts had to be proven. United Exposition Service Co. v. State Indus. 4 Ins. Sys., 109 Nev. 421, 424, 851 P.2d 423 (1993); Horne v. State Indus. Sys., 113 Nev. 532, 936 P.2d 5 839 (1997); State Emp. Sec. Div. v. Reliable Health Care Servs., 115 Nev. 253, 983 P.2d 414 (1999); 6 Langman v. Nev. Admr's, Inc., 114 Nev. 203, 955 P.2d 188 (1998); Bullock v. Pinnacle Risk Mgmt., 7 113 Nev. 1385, 1388, 951 P.2d 1036 (1997); Gubber v. Independence Mining Co., 112 Nev. 190, 192, 8 911 P.2d 1191 (1996); Installation & Dismantle v. State Indus. Ins. Sys., 110 Nev. 930, 879 P.2d 58 9 (1994); Titanium Metals Corp. v. Clark County, 99 Nev. 397, 399, 663 P.2d 355 (1983). 10

Second, review the record on appeal and determine whether the record contains both that 11 quantity and quality of factual evidence which a reasonable person could accept as adequate proof of 12 what the governing law requires. Id. If the record on appeal does not contain both that quantity and 13 quality of factual evidence which a reasonable person could accept as adequate proof of what the 14 governing law requires, then the decision of the administrative agency (Appeals Officer in this case) 15 may be deemed by the Court to be clearly erroneous in view of the reliable, probative, and substantial 16 evidence on the whole record, or arbitrary, capricious, or characterized by abuse of discretion. NRS 17 233B.135(3). 18

19 20 D. IAS will likely succeed because the cosmetology professionals who contracted with IAS are expressly excluded from the definition of "employee" under the Nevada Industrial Insurance Act.

Pursuant to the NIIA, NRS 616A.105 defines, in pertinent part, "Employee" and "worker" as: *"every person in the service of an employer under any appointment or contract of hire or apprenticeship, express or implied, oral or written, whether lawfully or unlawfully employed...*"
NRS 616A.110 then expressly excludes certain persons from the definition of Employee. Importantly,
NRS 616A.110(9)(c) expressly excludes any person who:

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"[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 the purposes of this chapter."

4 [Emphasis added].

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The cosmetology professionals clearly satisfy this exclusion. Cosmetology professionals 5 acknowledge and agree that they are not employees as defined in NRS 616A for purposes of worker's 6 7 compensation coverage, but rather they are expressly exempted from the definition pursuant to NRS 616A.110(9)(c). Ex. 3 at IAS0167 to IAS0244; Ex. 6 at IAS0349 to IAS0572. Specifically, they are 8 excluded from the definition of employee because they perform services pursuant to a written 9 Agreement, which expressly provides that cosmetology professionals are not performing services as 10employees for purposes of NRS 616A. Id. Copies of proof of worker's compensation coverage or a 11 12 notice of sole proprietorship with no employees are attached to the Agreements. Id.

Their contracts constitute written agreements between IAS and the cosmetology professional, 13 which provide that the cosmetology professionals who are performing services under the Agreement 14 15 are not employees for purposes of the NIIA. Further, each cosmetology professional expressly acknowledges that IAS is not responsible for worker's compensation coverage under the Agreement 16 and will not provide any such benefit under the Agreement. Id. Therefore, IAS is not required to 17 maintain workers' compensation coverage on the cosmetology professionals they contract with because 18 they are expressly excluded from the definition of employee pursuant to NRS 616A.110(9)(c). 19

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E. IAS is not the statutory "employer" of the cosmetology professionals they contract with.

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NRS 616B.603 expressly provides:

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1. A person is not an employer for purposes of chapters 616A to 616D, inclusive of NRS if:

(a) The person enters into a contract with another person or business which is an independent enterprise; and

(b) The person is not in the same trade, business, profession or occupation as the independent enterprise.

1. The Cosmetology Professionals Who Contract with IAS Meet The Definition Of "Independent Contractors" Under Nevada Law.

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For purposes of Nevada's worker's compensation law, an "independent contractor" is defined 3 4 as: ... any person who renders service for a specified recompense for a specified result, under the 5 control of the person's principal as to the result of the person's work only and not as to the means by which such result is accomplished. 6 7 NRS 616A.255. In determining whether an employer-employee relationship exists, the courts apply a five-factor test, known as "the control test," giving equal weight to the following factors: 8 (1) the degree of supervision; 9 (2) the source of wages; 10 (3) the existence of a right to hire and fire; 11 (4) the right to control the hours and location of employment; and 12 (5) the extent to which the worker's activities further the general business concerns of the 13 14 alleged employer. Clark County v. State Indus. Ins. Sys., 102 Nev. 353, 354 (1986). In applying these five factors to the 15 cosmetology professionals, each factor weighs in favor of independent contractor classification. 16 First, IAS does not supervise the cosmetology professionals. Rather, IAS merely ensures 17 cosmetology professionals comply with the terms of the independent contractor Agreements. Tr. at 18 49:16 to 50:21. In this regard, Section 8 of the Agreement provides: 19 Instructor is associated with IAS only for the purposes and to the extent specified in this 20 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 21 to supervise, manage, operate, control, and direct performance of the duties incident to his or her duties under this Agreement. *** Instructor and his or her employees, agents, or 22 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 23 that the independent contractor relationship remains as such. 24 Ex. 6 at IAS0354-55. 25

Second, the source of payment (wages) to cosmetology professionals is student tuition monies 1 paid after an invoice is submitted to IAS. The Agreement provides that the cosmetology professional 2 invoices IAS an hourly rate for services rendered. Tr. at 22:19-23, 26:5-20; Ex. 2 at IAS0021, 27, 34, 3 40, 46, 52, 58, 64, 72, 77, 83, 89, 95, 101; see also Exhibit 4. Cosmetology professionals are 4 compensated based on the negotiated rate set forth in the Agreement. Ex. 3 at IAS0167 to IAS0244; 5 Ex. 6 at IAS0349 to IAS0572. Cosmetology professionals bill IAS for their services as they see fit, 6 provided they bill a minimum of once per month in order for IAS to keep accurate records of student 7 accounts. Id. Chair rental fees are due once per month, although cosmetology professionals can 8 choose at his or her own discretion to teach other general classes in lieu of the rental fee. Id. No other 9 compensation is provided for the instruction of the general class(s) taught in lieu of the fee and the 10 cosmetology professional has complete discretion on whether they pay the monthly fee or teach a 11 12 class(es). Id.

Third, IAS does not hire and fire the cosmetology professionals. **Tr. at 31:19 to 32:17**. Once an Agreement is entered into, the Agreement governs the relationship, including any termination of the Agreement and potential liability as a result of early termination or a breach. **Ex. 6 at IAS0350-51** (Section 2 of Agreement).

Fourth, IAS does not control or have the right to control the hours the cosmetology 17 professionals work other than control over the hours of operation of the school. Ex. 6 at IAS0353 18 (Section 7 of Agreement provides, "Hours the Instructor desires to work are the sole discretion 19 and control of the instructor."). Cosmetology professionals have full control over the days and 20 number of hours they intend to provide services to IAS students. Id. Cosmetology professionals 21 provide services when they want to provide services. Id. The cosmetology professionals set their own 22 schedules and hours of work and they are free to change said hours as needed. Each cosmetology 23 professional dictates to IAS the schedule they will work under the Agreement. Id.; see also Tr. at 24 25||26:1-3; 28:15 to 29:9. Additionally, while the services primarily take place on campus, cosmetology professionals are not limited to campus and are free to conduct their services in other locations at their
 choosing. Ex. 6 at IAS0353; Tr. at 31:2-12.

Finally, the cosmetology professionals' services do not further the general business concerns of IAS; rather, they provide a unique benefit <u>to IAS students</u>. **Ex. 6 at IAS0350**. IAS can conduct its business with or without the cosmetology professionals. In other words, IAS contracts with the cosmetology professionals solely for the <u>students' benefit</u>, not because they are necessary for IAS to conduct its business of education and instruction. **Tr. at 20:7 to 22:8**.¹

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2. The Cosmetology Professionals Who Contract With IAS Are "Independent Enterprises."

In addition to being "independent contractors", the cosmetology professionals satisfy the definition of "independent enterprises." Pursuant to NRS 616B.603(2), an "independent enterprise" is a person who holds himself out as being engaged in a separate business and holds a business license in his own name or owns, rents, or leases property used in furtherance of his or her business.

All cosmetology professionals 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. Ex. 3 at IAS0167 to IAS0244; Ex. 6 at IAS0349 to IAS0572.
Business licenses are provided and attached to the Agreements. Id.; see also Ex. 2 at 22-26; 28-33;
35-39; 41-45; 47-51; 53-57; 59-63; 65-71; 73-76; 84-88-90-94; 96-100; see also Exhibit 4. Each of
the cosmetology professionals also operated under state and city business licenses. Id.

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¹ At the hearing before the Appeals Officer, Loni Casteel explained:

"... we wanted people that actually were still working and still active in the industry so that the students would in fact then learn the most current techniques and the most current ways of doing anything. ... We thought that when we brought in people for demos and the students really got a good education out of the demo. ... So that the students have a well-rounded education. ... the more different ways you can show a student how to do something, the highly likely you're going to actually connect with that student."



Moreover, all of the cosmetology professionals lease a chair from IAS to perform teaching and consulting services, and many, if not all, lease space in a salon to conduct their own businesses. See 3 Ex. 5 at IAS0330-348 (witness statements).

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The cosmetology professionals who contract with IAS aren't in the "same trade" as IAS.

The cosmetology professionals are not in the "same trade" as IAS. The Nevada Supreme Court 6 applies the Meers test to determine whether an independent contractor is a statutory employee for 7 purposes of worker's compensation coverage. Meers v. Haughton Elevator, 101 Nev. 283, 286, 701 8 P.2d 1006, 1007 (1985). Under Meers, the Nevada Supreme Court stated that the type of work 9 performed by the independent contractor determines whether an employment relationship exits. Id. 10 The test is not whether the independent contractor's activity is useful, necessary or even absolutely 11 indispensable to the statutory employer's business; rather, the test is whether that "indispensable 12 activity" is, in that business, normally carried on through employees rather than independent 13 contractors. Id. This test is codified in NRS 616B.603, which states that an employment relationship 14 only exists if the parties are, "in the same trade, business, profession or occupation."

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Here, the cosmetology professionals are not in the same trade, business, profession or occupation as IAS as defined by the statute and Nevada case law.

First, the services provided by the cosmetology professionals are not indispensable to IAS. As 18 previously stated, the cosmetology professionals are there to expose the students to a broad range of 19 experience and expertise in the industry merely as an added benefit to the students. The school can 20 operate without any of the cosmetology professionals' services. Cosmetology professionals who 21 provide consulting services and teach at IAS are professionals who primarily work at salons in 22 Northern Nevada. Id.; see also Ex. 5 at IAS0330-348 (witness statements). These cosmetology 23 professionals are not in the education business. Id.; see also Tr. at 21:11-16. Importantly, the 24 consulting services and teaching provided by cosmetology professionals are not integral to the 25

Page 17 of 28

operation of IAS, but rather are provided for the benefit of students by IAS to expose them to a broad
 range of experience, expertise and techniques in the various areas of cosmetology. <u>Id</u>. IAS can operate
 without the use of these independent contractor because the two owners of IAS are licensed instructors
 who are primarily responsible for providing the education needed by students. <u>Id</u>.²

Second, the services the cosmetology professionals provide to IAS students are not services normally carried on through employees in IAS rather than independent contractors. In fact, no employees whatsoever carry on the same services as the cosmetology professionals. Accordingly, under the <u>Meers</u> test, IAS is not a statutory employer because the activities of the cosmetology professionals are not indispensable to IAS and said activities, in this business, are not normally carried on through employees.

Furthermore, the cosmetology professionals are akin to booth renters in salons. It has long been 11 established and accepted in this industry (and in Nevada) that salon owners are not required to maintain 12 workers' compensation coverage on booth renters/independent contractors who lease space in a salon. 13 In fact, Nevada law clearly recognizes this type of business model in this industry. NAC 644.307 states 14 specifically that an "owner of a cosmetological establishment may lease space only to licensed 15 manicurists, electrologists, hair designers, aestheticians and cosmetologists within the premises of his 16 establishment." In the same manner as a salon leases space to licensed professionals within the 17 premises of the salon, IAS has set up its business model to lease space to cosmetology professionals 18 within its premises of the school solely for the purpose of providing an added benefit to IAS students. 19 In this regard, IAS acts more as a landlord during the time the cosmetology professionals are providing 20 services to IAS students. Accordingly, because IAS' business model is akin to salons that lease space 21

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LONI CASTEEL: Yes.



 ² See Tr. at 22:9-23, "JASON GUINASSO: So, notwithstanding the benefits of having people in the salon business come in and assist you in your education business, can-notwithstanding those benefits, could your school deliver quality-the education that you're in the business of delivering without those contractors?

²⁵ JASON GUINASSO: Are these contractors an integral part of your business operation? LONI CASTEEL: They're not a have to, no."

to booth renters and, under this type of business model in this industry salon owners are not required to
maintain workers' compensation coverage on the booth renters, IAS is also not required to maintain
workers' compensation coverage on its independent contracting cosmetology professionals.

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4. Other Considerations.

5 In addition to all of the foregoing points and authorities, the following factors demonstrate that 6 the cosmetology professionals subject to the revised Agreements with IAS are not employees of IAS:

• No cosmetology professionals work as a supervisory instructor.

- No cosmetology professional is responsible for opening and closing the facility, although cosmetology professional do have keys in order to provide their services on their own schedules.
 - No cosmetology professional performs "a variety of tasks" at IAS' direction.
 - IAS has not terminated cosmetology professional from any employment.
 - IAS does not have the right to control and direct the cosmetology professional's daily manner and means of work.
 - No cosmetology professional is required to follow IAS' instructions.
- No cosmetology professional is prohibited from refusing work or fears ramification if work is refused.
 - No cosmetology professional is required to work exclusively for IAS.
 - No cosmetology professional is expected to locate an "employee" to cover his or her work.
 - No cosmetology professional's job duties consist of opening the school, working the front desk, answering phones, or supervising other cosmetology professionals.
 - No cosmetology professional's services are a direct extension and integral part of IAS's commercial business enterprise.

| 1 | • No cosmetology professional is required to perform assigned tasks in the order of sequence |
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| 2 | prescribed by IAS. |
| 3 | • No cosmetology professional assists in managing the school operations, school staff, and the |
| 4 | school's instructional programs as directed. |
| 5 | • No cosmetology professional is employed for the specific purpose of assisting in the |
| 6 | management of the school under contract with IAS. |
| 7 | All of these additional considerations provide further support for IAS's request that the Appeals |
| 8 | Officer conclude that DIR erred when concluding that there was an employer/employee relationship |
| 9 | between IAS and the cosmetology professionals they contract with. |
| 10 | F. IAS Is Not Required To Maintain Worker's Compensation Coverage On Cosmetology |
| 11 | Professional Because It Is Not Liable For Payment Of Compensation Under The NIIA For Any Industrial Injury Suffered By A Cosmetology Professional. |
| 12 | IAS is not responsible for maintaining workers' compensation coverage for the cosmetology |
| 13 | professional because they have agreed to maintain their own coverage and have acknowledged in the |
| 14 | Agreement that IAS will not provide this benefit. NRS 616B.639 expressly states a: |
| 15 | "principal contractor is not liable for the payment of compensation for any industrial injury to |
| 16 | any independent contractor or any employee of any independent contractor if: (a) The contract between the principal contractor and the independent contractor is in writing and the contract provides that the independent contractor agrees to maintain coverage |
| 17 | for industrial insurance pursuant to chapters 616A to 616D, inclusive, of NRS; (b) Proof of such coverage is provided to the principal contractor; |
| 18 | (c) The principal contractor is not engaged in any construction project; and (d) The independent contractor is not in the same trade, business, profession or |
| 19 | occupation as the principal contractor." |
| 20 | The Agreements between IAS and the cosmetology professional clearly state that he or she |
| 21 | acknowledges a duty to comply with all City, State and federal laws required of independent |
| 22 | contractors. The Agreements also clearly state that IAS will not provide worker's compensation |
| 23 | coverage for cosmetology professional and the cosmetology professional is responsible for complying |
| 24 | with all state and federal laws. <u>Id</u> . |
| 25 | /// |
| | Page 20 of 28 JA0044 |

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G. Both the benefit penalty of \$251.10 and of \$16,190.19 assessed against IAS were unlawfully charged.

NRS 616D.200(1) provides:

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If the Administrator finds that an employer within the provisions of NRS 616B.633 has failed to provide and secure compensation as required by the terms of chapters 616A to 616D, inclusive, or chapter 617 of NRS or that the employer has provided and secured that compensation but has failed to maintain it, the Administrator shall make a determination thereon and may charge the employer an amount equal to the sum of:

(a) The premiums that would otherwise have been owed to a private carrier pursuant to the terms of chapters 616A to 616D, inclusive, or chapter 617 of NRS, as determined by the Administrator based upon the manual rates adopted by the Commissioner, for the period that the employer was doing business in this State without providing, securing or maintaining that compensation, but not to exceed 6 years; and

- (b) Interest at a rate determined pursuant to NRS 17.130 computed from the time that the premiums should have been paid.
- The money collected pursuant to this subsection must be paid into the Uninsured Employers' Claim Account.
- 2. The Administrator shall deliver a copy of his or her determination to the employer. An employer who is aggrieved by the determination of the Administrator may appeal from the determination pursuant to subsection 2 of NRS 616D.220. 14
- Here, as set forth fully herein above, DIR has failed to establish that IAS is the statutory 15
- 16 employer of the cosmetology professionals.

However, even assuming arguendo that the cosmetology professionals are found to be 17 employees of IAS, DIR has failed to establish that the cosmetology professionals did not have workers' 18 compensation coverage from December 1, 2016, to December 30, 2016, and/or for the five year period 19 proceeding December 1, 2016. In 2016, for the year of 2017, each cosmetology professional that 20 planned to continue to do work for IAS obtained a Certificate of Liability Insurance, signed an 21 Independent Instructor Agreement, and acquired a Sole Proprietor Business License in the state of 22 23 Nevada. Ex. 6 at IAS0349-572.

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IAS obtained Certificates of Liability Insurance for 2016 and 2017. Ex. 7 at IAS0573-574.

Nevertheless, despite the fact that all cosmetology professionals had workers compensation coverage either through their own coverage or through coverage provided by IAS, on March 14, 2017, DIR rendered two determinations. One determination notified IAS of the premium penalty owed in the amount of \$251.10 for no alleged non-coverage for December 1 to December 30, 2016. The other determination notifying IAS of the premium penalty owed in the amount of \$16,390.94 for alleged noncoverage during the period December 21, 2010, to November 30, 2015. DIR had no lawful basis to charge these penalties.

Moreover, the five-year lookback was unlawfully applied under the doctrine of res judicata or 8 issue preclusion. The following factors are necessary for application of issue preclusion: "(1) the issue 9 decided in the prior litigation must be identical to the issue presented in the current action; (2) the initial 10 ruling must have been on the merits and have become final; ... (3) the party against whom the judgment 11 is asserted must have been a party or in privity with a party to the prior litigation; and (4) the issue was 12 actually and necessarily litigated." Five Star Capital Corporation v. Ruby, 124 Nev. 1048, 1054, 194 13 P.3d 709, 713 (2008). Here, if DIR was going to assess such a penalty, the time to have assessed that 14 penalty was in 2015 when it made its final determination regarding the status of the cosmetology 15 professional working for IAS. In this regard, on October 25, 2016, the State dismissed its claims 16 against IAS. Ex. 1 at IAS0008-10. The rights of DIR relative to December 21, 2010, to November 30, 17 2015, had been asserted in both a penalty and a fine pursuant to an agreement with the State of Nevada. 18 Therefore, the Appeals Officer should have barred DIR from assessing a penalty as a matter of law 19 under the doctrine of issue preclusion. 20

DIR should also be barred by the doctrine of laches from assessing the premium penalties against IAS it now seeks. The doctrine of laches is based on the maxim that "equity aids the vigilant and not those who slumber on their rights." <u>See Black's Law Dictionary</u>. Laches is, simply put, negligence, consisting in the omission of something which a party might do, and might reasonably be expected to do, towards the vindication or enforcement of his rights. <u>Id</u>. The outcome is that a legal

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right or claim will not be enforced or allowed if a long delay in asserting the right or claim has 1 prejudiced the adverse party. Laches is an equitable doctrine which may be invoked when delay by one 2 party works to the disadvantage of the other, causing a change of circumstances which would make the 3 grant of relief to the delaying party inequitable." Building & Constr. Trades v. Public Works, 108 Nev. 4 5 605, 610-11, 836 P.2d 633, 636-37 (1992); Carson City v. Price, 113 Nev. 409, 412, 934 P.2d 1042, 1043 (1997). Elements of laches include knowledge of a claim, unreasonable delay, neglect, which 6 7 taken together cause actual prejudice to defending party. If you have a legal claim, you have to act on it in a timely manner. 8

Again, if DIR was going to assess such premium penalties for the five-year period of December
21, 2010, to November 30, 2015, the time to have assessed that penalty was in 2014 when the State first
intervened and investigated IAS. DIR's negligence in doing what it might well have been expected or
required to do should not be overlooked to the determent of IAS, especially when all cosmetology
professionals have had workers' compensation coverage and the State's interests have not been harmed
in any way.

Finally, DIR should be equitably estopped from asserting premium penalties against IAS. In 15 this regard, equitable estoppel operates as a bar to a party from asserting a legal claim or defense that is 16 contrary or inconsistent with his or her prior action of conduct. "Equitable estoppel functions to 17 prevent the assertion of legal rights that in equity and good conscience should not be available due to a 18 In re Harrison Living Tr., 121 Nev. 217, 223, 112 P.3d 1058, 1061-62 (2005). party's conduct." 19 There are four elements of equitable estoppel: (1) the party to be estopped must be apprised of the true 20 facts: (2) he must intend that his conduct shall be acted upon, or must so act that the party asserting 21 estoppel has the right to believe it was so intended; (3) the party asserting the estoppel must be ignorant 22 of the true state of facts; (4) he must have relied to his detriment on the conduct of the party to be 23 estopped. Among other things, "silence can raise an estoppel quite as effectively as can words." 24

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Page 23 of 28

Here, IAS agreed to make sure that all cosmetology professionals had workers' compensation 1 coverage from 2015 to present. IAS fulfilled its duty and all cosmetology professionals engaged as 2 instructors had workers' compensation coverage either through IAS or through their own policies. IAS 3 took these actions with the reasonable expectation that any dispute over whether workers' 4 compensation coverage had been provided for the cosmetology professionals had been fully and finally 5 resolved. This expectation was codified in an agreement with the State and honored by DIR as evinced 6 by the fact that DIR did not assess a premium penalty in 2015. Now, inexplicably, DIR is attempting 7 to charge a penalty that it had waived as a result of IAS entering into an agreement with the State of 8 Nevada to make sure there was workers' compensation coverage for each of the cosmetology 9 professionals engaged with IAS. Based on these facts, DIR should be equitably estopped from acting 10 11 in bad faith and charging a premium penalty for periods preceding 2015.

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H. DIR will not be irreparably harmed by entry of a stay order, and the relative interests of the parties do not disfavor entry of a stay order.

An order staying enforcement of the Appeals Officer's decision, pending resolution of the within petition for judicial review, will not cause irreparable harm, and perhaps no harm, to DIR pending a hearing on the merits of the within Appeal.

For this additional reason, IAS respectfully submits that an order which stays enforcement of the Appeals Officer's decision is warranted, pending resolution of its pending petition for judicial review.

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E. IAS will be irreparably harmed if a stay is not granted because enforcement of the appeals officer's decision may cause its right to due process of law to be lost or mooted.

A stay should be granted to preserve the status quo, preserve the effectiveness of an ultimate judgment on the merits, and where IAS will suffer irreparable injury during the pendency of an appeal if the stay is not granted. <u>See White Pine Power v. Public Service Comm'n</u>, 76 Nev. 263, 252 P.2d 256 (1960). Moreover, the <u>only</u> procedure available to Petitioner to protect their right to due process when

Page 24 of 28

aggrieved by a decision of an Appeals Officer is to seek a stay. See DIR v. Circus, 101 Nev. 405, 411
12, 705 P.2d 645, 649 (1985).

3 Here, IAS will be irreparably harmed if a stay is not granted. Specifically, if the District Court does not enter an order which stays enforcement of the Appeals Officer's decisions, IAS's right to due 4 5 process, namely the right to Petition for Judicial Review and have the merits of the contested case 6 heard, will effectively be lost or mooted because there is no remedy available to the IAS by which they can recover payments unjustifiably paid to DIR under the Appeals Officer's decision. That is to say, if 7 IAS prevails on the merits of their within petition for judicial review after additional proceedings are 8 conducted, they will have absorbed a loss by paying for penalties not required by law, without the 9 possibility of recoupment.³ Such a circumstance is a classic denial of due process of law. 10

For this additional reason, IAS requests that the District Court enter an order staying enforcement of the Appeals Officer's decision pending resolution of its within Petition for Judicial Review.

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F. Interests of the Public

It does not appear in this case that the interest of the public will be adversely impacted in any
manner that would preclude the Court from entering an order, which stays enforcement of the Appeals
Officer's decision. Therefore, a stay is warranted pending resolution of IAS's petition for judicial
review.

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 ³ The foregoing problem with non-recoupment of benefits unjustifiably paid was identified and discussed in <u>Ransier v. State</u> <u>Ind. Ins. Sys.</u>, 104 Nev. 742, 766 P.2d 274 (1988). In this regard, our Nevada Supreme Court held that the State Industrial Insurance System could not recoup funds properly paid to an injured employee pending an appeal, which are later found to be unwarranted after appeal. Thus, in 1989, in response to the <u>Ransier</u> decision, the Nevada Legislature enacted a recoupment against future benefits statute, namely NRS 616C.380 (formerly NRS 616.5435). As indicated in the description of this statute, however, it applies only to *future benefits*. Moreover, these future benefits must be in the form of *monetary off-work compensation (temporary total disability or vocational rehabilitation maintenance) or a permanent*

²⁵ *partial disability (PPD)*, as the statute does <u>not</u> permit recoupment of accident benefits, which includes medical treatment for injuries, including surgery. <u>Id.</u>; see also NRS 616A.025.

| 1 | V. CONCLUSION |
|----|--|
| 2 | For all of the foregoing reasons, IAS requests the Court enter an order staying enforcement of |
| 3 | the Appeals Officer's Decision and Order, pending resolution of its within Petition for Judicial Review. |
| 4 | |
| 5 | AFFIRMATION |
| 6 | The undersigned does hereby affirm that the foregoing document filed in this matter does not |
| 7 | contain the social security number of any person. |
| 8 | DATED this $\boxed{0^{30}}$ day of March, 2020. |
| 9 | |
| 10 | Jason D. Guinasso, Esq. Attorney for Petitioner |
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| 25 | Page 26 of 28 JA0050 |

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| 1 | CERTIFICATE | OF SERVICE | | | |
|----|--|---|--|--|--|
| 2 | I am a resident of the State of Nevada, over the age of eighteen years, and not a party to the | | | | |
| 3 | within action. My business address is 500 Damonte R | anch Parkway, Suite 980, Reno, Nevada 89521. | | | |
| 4 | On March, 2020, I served the following: | | | | |
| 5 | APPLICATION FOR | STAY OF APPEAL | | | |
| 6 | OFFICER'S FEBF DECISION AI | | | | |
| 7 | on the following in said cause as indicated below: | | | | |
| 8 | THE REPORT AND ADDRESS AND ADDRESS AND ADDRESS | EGAL SECTION | | | |
| 9 | | VISION OF INDUSTRIAL RELATIONS 0 WEST KING STREET, SUITE 201 | | | |
| 10 | RENO, NV 89502 | ARSON CITY, NV 89703 | | | |
| 10 | | TA U.S. MAIL) EVADA DEPARTMENT OF ADMIN. | | | |
| 11 | APPEALS DIVISION PA | ATRICK CATES, DIRECTOR | | | |
| 12 | | 5 EAST MUSSER ST., 3 RD FLOOR | | | |
| 12 | | ARSON CITY, NV 89701 TA U.S. MAIL) | | | |
| 13 | | VISION OF INDUSTRIAL RELATIONS | | | |
| | | 0 WEST KING STREET, SUITE 400 | | | |
| 14 | | ARSON CITY, NV 89703 | | | |
| 15 | | IA U.S. MAIL) | | | |
| | | | | | |
| 16 | a contract period of perjons and the re | regoing is true and correct. Executed on March | | | |
| 17 | <u>()</u> , 2020, at Reno, Nevada. | | | | |
| 18 | KATRIN | IA A. TORRES | | | |
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| | Page 27 | of 28 JA0051 | | | |

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| 1 | LIST OF EXHIBITS PETITION FOR JUDICIAL REVIEV | V |
|--------------|--|------------|
| 2 EXHIBIT | DOCUMENT TITLE | # OF PAGES |
| 3 | | |
| 4 Exhibit 1 | Documentary Exhibit #1 | 14 |
| 5 Exhibit 2 | Documentary Exhibit #2 | 152 |
| 6 Exhibit 3 | Documentary Exhibit #3 | 90 |
| 7 Exhibit 4 | Documentary Exhibit #4 | 89 |
| 8 Exhibit 5 | Documentary Exhibit #5 | 23 |
| 9 Exhibit 6 | Documentary Exhibit #6 | 229 |
| 10 Exhibit 7 | Documentary Exhibit #7 | 6 |
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FILED Electronically CV20-00445 2020-03-06 03:42:09 PM Jacqueline Bryant Clerk of the Court Transaction # 7780283

EXHIBIT 1

EXHIBIT 1

| | 2 | 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 | e | | | | |
|---|----|--|---------------|-------------|--------|--|--|
| | 5 | NEVADA DEPARTMENT OF ADMINISTRATION | | | | | |
| | 6 | BEFORE THE A | APPEALS OFFIC | CER | | | |
| | 7 | | | | | | |
| | 8 | In the Contested Matter of: | | | | | |
| | 9 | of | Case No.: | 1706706 | | | |
| | 10 | INTERNATIONAL ACADEMY OF | Appeal No.: | 1702537-SYM | | | |
| - | 11 | STYLE, BONNIE SCHULTZ & LONI CASTEEL | | | | | |
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| | 14 | | | | | | |
| 15 INTERNATIONAL ACADEMY OF STYLE'S | | | | | | | |
| 1 | 16 | DOCUMENTARY EXHIBIT #1 | | | | | |
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| 2 | 21 | | | | | | |
| RKG ² | 22 | | | | | | |
| 190 W Huffaker Ln | 23 | | | | | | |
| Suite 402 Reno, NV 89511 (775) 853-8746 | 24 | | | | | | |
| 2 | 25 | | | | | | |
| | | Pa | ge 1 of 3 | | JA0054 | | |

| | 1 | AFFIRMATION |
|---|----|---|
| | 2 | The undersigned does hereby affirm that INTERNATIONAL ACADEMY OF |
| | 3 | STYLE'S DOCUMENTARY EXHIBIT #1 filed under Appeal No. 1702537-SYM: |
| | 4 | Does not contain the social security number of any person. |
| | 5 | -OR- |
| | 6 | \Box Contains the social security number of a person as required by: |
| | 7 | A. A specific state or federal law, to wit: |
| | 8 | -or- |
| | 9 | B. For the administration of a public program or for an application for a |
| | 10 | federal or state grant. |
| | 11 | |
| | 12 | DATED this 28^{-4} day of June, 2017 |
| | 13 | |
| | 14 | Jason D. Gainasso, Esq Attorney for International Academy of Style |
| | 15 | Automey for international Academy of Style |
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| 190 W Huffaker La | 23 | |
| Suite 402 Reno, NV 89511 (775) 853-8746 | 24 | |
| | 25 | |
| | | Page 2 of 3 JA0055 |

| - | 1 | <u>CERTIFICATE</u> | OF SERVICE | | | |
|--|----|--|--|------|--|--|
| | 2 | I am a resident of the State of Nevada, c | over the age of eighteen years, and not a p | arty | | |
| | 3 | to the within action. My business address is | s 190 W. Huffaker Lane, Suite 402, R | eno, | | |
| | 4 | Nevada, 89511. | | | | |
| | 5 | On June 28 th , 2017, I served the follow | ving: | | | |
| | 6 | INTERNATIONAL AC | ADEMY OF STYLE'S | | | |
| | 7 | DOCUMENTAR | Y EXHIBIT #1 | | | |
| | 8 | on the following in said cause as indicated below | w: | | | |
| | 9 | INTERNATIONAL ACADEMY STYLE | DIVISION OF INDUSTRIAL | | | |
| | 10 | | RELATIONS 400 WEST KING STREET, SUITE 400 |) | | |
| | 11 | RENO, NV 89502 (VIA U.S. MAIL) | CARSON CITY, NV 89703 (VIA U.S. MAIL) | | | |
| | 12 | LEGAL SECTION DIVISION OF INDUSTRIAL RELATIONS | DEPARTMENT OF ADMINISTRATIO | ON | | |
| | 13 | 400 WEST KING STREET, SUITE 201 | 1050 E WILLIAM ST., SUITE 450 CARSON CITY, NV 89701 | | | |
| | 14 | (VIA HAND DELIVERY) | (VIA HAND DELIVERY) | | | |
| | 15 | | | | | |
| | 16 | June, 2017, at Reno, Nevada. | | | | |
| | 17 | | M | | | |
| | 18 | KA | ATRINA A. TORRES | | | |
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| Reese Kintz, | 23 | | | | | |
| 190 W Huffaker Ln Suite 402 Reno, NV 89511 | 24 | | | | | |
| (115) 555 6115 | 25 | | | | | |
| | | Page 3 | of 3 JA005 | 6 | | |

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|--|----|----------|---|----------------|
| | 2 | | INDEX TO INTERNATIONAL ACADEMY OF STYLE'S DOCUMENTARY EXHIBIT #1 | |
| | 3 | | Appeal No. 1702537-SYM | |
| | 5 | | | |
| | 4 | DATE | SUMMARY | PAGE |
| | 5 | 09/09/15 | Eric Nickel, Esq., Senior Deputy Attorney General; Criminal Complaint & Summons | IAS0001- 6 |
| | 6 | 09/17/15 | Adam Laxalt, Attorney General; Letter to Jason Guinasso, Esq. with Complaint & Summons attached | IAS0007 |
| | 7 | 10/16/15 | Email between Jason Guinasso and Eric Nickel regarding settlement of the case. | IAS0008 |
| | 8 | 10/25/16 | Eric Nickel, Esq., Senior Deputy Attorney General; Dismissal Memorandum | IAS0009- 10 |
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| REESE Kintz, | 22 | | | |
| Guinasso 190 W Huffaker Lr Suite 402 Reno, NV 89511 | | | | |
| (775) 853-8746 | 24 | | | |
| | 25 | | Page 1 of 1 | JA0057 |

FILED Electronically CV20-00445 2020-03-06 03:42:09 PM Jacqueline Bryant Clerk of the Court Transaction # 7780283

EXHIBIT 1

EXHIBIT 1

| 1 | Jason D. Guinasso, Esq. Nevada Bar No. 8478 | | | | | | |
|---|--|---------------|-------------|-------|--|--|--|
| 2 | Reese Kintz Guinasso 190 W. Huffaker Lane, Suite 402 | | | | | | |
| 3 | Reno, NV 89511 | 1. | | | | | |
| 4 | Attorney for International Academy of Style NEVADA DEPARTMENT OF ADMINISTRATION | | | | | | |
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| 6 | BEFORE THE | APPEALS OFFIC | CER | | | | |
| 7 | | | | | | | |
| 8 | In the Contested Matter of: | | | | | | |
| 9 | of | Case No.: | 1706706 | | | | |
| 10 | | Appeal No.: | 1702537-SYM | | | | |
| 11 | STYLE, BONNIE SCHULTZ & LONI CASTEEL | | | | | | |
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| 15 | INTERNATIONAL ACADEMY OF STYLE'S | | | | | | |
| 16 | DOCUMENTARY EXHIBIT #1 | | | | | | |
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| Reese Kintz, 23 Guinasso | | | | | | | |
| 190 W Huffaker Ln Suite 402 Reno, NV 89511 (775) 853-8746 24 | | | | | | | |
| 25 | | | | | | | |
| | Pa | age 1 of 3 | | JA005 | | | |

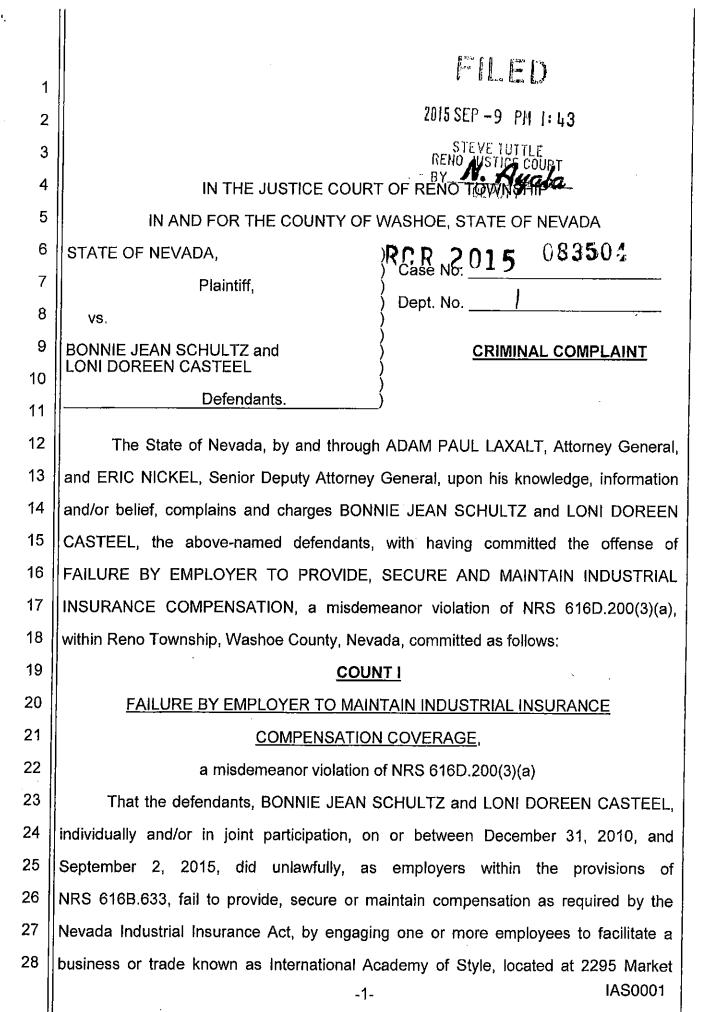
JA0059

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| | 1 | AFFIRMATION |
|-------------------|----|---|
| | 2 | The undersigned does hereby affirm that INTERNATIONAL ACADEMY OF |
| | 3 | STYLE'S DOCUMENTARY EXHIBIT #1 filed under Appeal No. 1702537-SYM: |
| | 4 | Does not contain the social security number of any person. |
| | 5 | -OR- |
| | 6 | \Box Contains the social security number of a person as required by: |
| | 7 | A. A specific state or federal law, to wit: |
| | 8 | -or- |
| | 9 | B. For the administration of a public program or for an application for a |
| | 10 | federal or state grant. |
| | 11 | |
| | 12 | DATED this 28 ⁻⁴ day of June, 2017 |
| | 13 | |
| | 14 | Jason D. Granasso, Esq. |
| | 15 | Attorney for International Academy of Style |
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| RKG | 22 | |
| 190 W Huffaker Lu | 23 | |
| Suite 402 | 24 | |
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| | | Page 2 of 3 JA0060 |

| | 1 | <u>CERTIFICATE</u> | OF SERVICE | |
|--|----|--|--|---------------|
| | 2 | I am a resident of the State of Nevada, o | over the age of eighteen years, an | d not a party |
| | 3 | to the within action. My business address is | s 190 W. Huffaker Lane, Suite | 402, Reno, |
| | 4 | Nevada, 89511. | | |
| | 5 | On June 28 ²⁴ , 2017, I served the follow | ving: | |
| | 6 | INTERNATIONAL AC | ADEMY OF STYLE'S | |
| | 7 | DOCUMENTAR | Y EXHIBIT #1 | |
| | 8 | on the following in said cause as indicated below | w: | |
| | 9 | INTERNATIONAL ACADEMY STYLE | DIVISION OF INDUSTRIAL RELATIONS | |
| | 10 | | 400 WEST KING STREET, SU | ЛТЕ 400 |
| | 11 | RENO, NV 89502 (VIA U.S. MAIL) | CARSON CITY, NV 89703 (VIA U.S. MAIL) | |
| | 12 | LEGAL SECTION DIVISION OF INDUSTRIAL RELATIONS | DEPARTMENT OF ADMINIS APPEALS DIVISION | TRATION |
| | | 400 WEST KING STREET, SUITE 201 | 1050 E WILLIAM ST., SUITE | 450 |
| | 13 | CARSON CITY, NV 89703 (VIA HAND DELIVERY) | CARSON CITY, NV 89701 (VIA HAND DELIVERY) | |
| | 14 | | | |
| | 15 | I declare under penalty of perjury that the | ne foregoing is true and correct. | Executed on |
| | 16 | June, 2017, at Reno, Nevada. | | |
| | 17 | | <u>MC</u> | |
| | 18 | KA | ATRINA A. TORRES | |
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| RKG | | | | |
| Guinasso 190 W Huffaker La Suite 402 | 23 | | | |
| (775) 853-8746 | 24 | | | |
| | 25 | Page 3 | of 3 | |
| | | Page 3 | | JA0061 |

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| | 2 | | INDEX TO INTERNATIONAL ACADEMY OF STYLE'S DOCUMENTARY EXHIBIT #1 | |
| | 3 | | Appeal No. 1702537-SYM | |
| | 5 | | | |
| | 4 | DATE | SUMMARY | PAGE |
| | 5 | 09/09/15 | Eric Nickel, Esq., Senior Deputy Attorney General; Criminal Complaint & Summons | IAS0001- 6 |
| | 6 | 09/17/15 | Adam Laxalt, Attorney General; Letter to Jason Guinasso, Esq. with Complaint & Summons attached | IAS0007 |
| | 7 | 10/16/15 | Email between Jason Guinasso and Eric Nickel regarding settlement of the case. | IAS0008 |
| | 8 | 10/25/16 | Eric Nickel, Esq., Senior Deputy Attorney General; Dismissal Memorandum | IAS0009- 10 |
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| Reese Kintz, | 22 | | | |
| Guinasso 190 W Huffaker L Suite 402 Reno, NV 89511 | | | | |
| (775) 853-8746 | | | | |
| | 25 | | Page 1 of 1 | JA0062 |



Office of th orney General 5420 Kietzke Lane, Suite 202 Reno, NV 89511

Street, Reno, Nevada, and failed to maintain industrial insurance coverage for the 1 2 benefit of their employees. 3 All of which is contrary to the form, force and effect of the statutes in such cases made and provided, and against the peace and dignity of the State of Nevada. 4 5 WHEREFORE, the undersigned complainant requests that a Summons be issued so that the Defendants may be hailed into Court and answer to the charges 6 7 according to law. AFFIRMATION PURSUANT TO NRS 239B.030 8 The undersigned does hereby affirm that this document does not contain the 9 social security number of any person. 10 DATED this <u>S</u> day of September, 2015. 11 12 ADAM PAUL LAXALT 13 Attorney General 14 By: 15 ERIC NICKEL Senior Deputy Attorney General 16 Nevada Bar No. 5439 Workers Compensation Fraud Unit 17 5420 Kietzke Lane, Suite 202 Reno, Nevada 89511 18 (775) 850-4110 19 ATTORNEY FOR THE STATE OF NEVADA 20 Summons 21 22 23 24 25 26 27 28 IAS0002 -2-

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| | 4 | IN THE JUSTICE COURT OF RENO TOWNSHIP | | | | | |
| | 5 | IN AND FOR THE COUNTY OF WASHOE, STATE OF NEVADA | | | | | |
| | 6 | STATE OF NEVADA, RCR 2015 083504 | | | | | |
| | 7 | Plaintiff, | | | | | |
| | 8 | vs.) Dept. No | | | | | |
| | 9 | BONNIE JEAN SCHULTZ., and) LONI DOREEN CASTEEL,) SUMMONS | | | | | |
| | 10 | LONI DOREEN CASTEEL, | | | | | |
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| eneral e 202 <i>-</i> | 12 | YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Rend | | | | | |
| They General ,e, Suite 202 * 89511 | 13 | Justice Court, 1 South Sierra Street, Reno, Nevada on the 24th day of | | | | | |
| $(\geq$ | 14 | Ctobes, 2015, at the hour ofA.m., to answer a charge made | | | | | |
| Office of the 5420 Kietzkı. Reno, N | 15 | against you upon a complaint having been filed in the Reno Justice Court for the charge of | | | | | |
| ен З | 16 | FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL | | | | | |
| | 17 | INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a | | | | | |
| | 18 | Dated this <u>Atta</u> day of <u>September</u> , 2015. | | | | | |
| | 19 20 | Dated this <u>day of September</u> , 2015. | | | | | |
| | 20 | Ditain 6 4. 11 Ma | | | | | |
| | 22 | JUSTICE OF THE PEACE | | | | | |
| | 23 | | | | | | |
| | | Personal Identifiers: | | | | | |
| | - · | Defendant: Bonnie Jean Schultz DOB: 03/20/1943 | | | | | |
| | ~ | Defendant Business: International Academy of Style | | | | | |
| 1 | - 11 | Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 | | | | | |
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| (| 1 | RETURN OF SERVICE | |
| (| 2 | STATE OF NEVADA) | |
| | 3 | COUNTY OF) ss | |
| | 4 | I hereby certify that I received the described document: SUMMONS, of | on |
| | 5 | , 2015, and that I personally served the same upon: | |
| | 6 | Person Served: | |
| | 7 | Served at: | |
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| tneral 202 ∍ | 12 | By:(signature) | |
| Office of the Anaptic General 5420 Kietzk ie, Suite 202 Reno, tw/ 89511 | 13 | (signature) Name: | |
| a × v | 14 | Investigator, a Peace Officer | |
| e of th 0 Xielz Ren | 15 | Office of the Attorney General 5420 Kietzke Lane, Suite 202 | |
| Offic 542 | | Reno, Nevada 89511 (775) 688-1818 | |
| - | 17 | | |
| | 18 | | |
| | 19 | AFFIRMATION Pursuant to NRS 239B.030, the | |
| | 20 | undersigned does hereby affirm that the preceding document | |
| | 21 | DOES NOT contain the social security number of any person. | |
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| 3 IN THE JUSTICE COURT OF RENO TOWNSHIP 5 IN AND FOR THE COUNTY OF WASHOE, STATE OF NEVADA 8 STATE OF NEVADA, 9 BONNIE JEAN SCHULTZ., and 10 Defendants. 11 Defendants. 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno 13 Justice Court, 1 South Sierra Street, Reno, Nevada on the Lori Dorean acomplaint having been filed in the Reno Justice Court for the charge of 14 .2015, at the hour of 9.30 A.m., to answer a charge made 15 gainst you upon a complaint having been filed in the Reno Justice Court for the charge of 16 FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL 17 INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a 18 misdemeanor. 20 Justice Or THE PEACE 21 Dated this Aday of Justice OF THE PEACE 22 Personal Identifiers: 24 Defendant: Loni Doreen Casteel 25 Dollarize Street, Reno, Nevada 26 Phone: (775) 823-9003 | 2.11 | 1 | | | | | |
| 4 IN THE JUSTICE COURT OF RENO YOWNSHIP 5 IN AND FOR THE COUNTY OF WASHOE, STATE OF NEVADA 5 STATE OF NEVADA, 6 STATE OF NEVADA, 7 Plaintiff, 9 Domino Doreen Casteel 10 Defendants. 11 Defendants. 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno 13 Justice Court, 1 South Sierra Street, Reno, Nevada on the Jft day of 14 | (| 2 | | | | | |
| IN AND FOR THE COUNTY OF WASHOE, STATE OF NEVADA STATE OF NEVADA, Plaintiff, vs. BONNIE JEAN SCHULTZ, and LONI DOREEN CASTEEL, Defendants. Justice Court, 1 South Sierra Street, Reno, Nevada on the Image against you upon a complaint having been filed in the Reno Justice Court for the charge of against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this | | 3 | | | | | |
| 6 STATE OF NEVADA, 7 Plaintiff, 9 BONNIE JEAN SCHULTZ., and 10 Defendants. 11 Defendants. 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno 11 Justice Court, 1 South Sierra Street, Reno, Nevada on the Image of Orbits, and the neuro of Orbits, and the neuro of Orbits, and the neuro of Orbits, and the neuron of Image of Orbits, and the neuron of Image of Orbits, and the neuron o | | 4 | IN THE JUSTICE COURT OF RENO TOWNSHIP | | | | |
| Plaintiff, Dept. No. 9 BONNIE JEAN SCHULTZ., and LONI DOREEN CASTEEL, SUMMONS 10 Defendants. 11 11 Defendants. Summons 11 Defendants. 11 11 Defendants. Summons 11 Defendants. 11 11 Defendants. 12 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of 14 Justice Court, 2015, at the hour of I day of I day of A.m., to answer a charge made against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL 17 INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a 18 misdemeanor. 19 Dated this day of d | | 5 | IN AND FOR THE COUNTY OF | WASHOE, STATE OF NEVADA | | | |
| Plaintiff, Dept. No. 9 BONNIE JEAN SCHULTZ., and LONI DOREEN CASTEEL, SUMMONS 10 Defendants. 11 11 Defendants. Summons 11 Defendants. 11 11 Defendants. Summons 11 Defendants. 11 11 Defendants. 12 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of 14 Justice Court, 2015, at the hour of I day of I day of A.m., to answer a charge made against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL 17 INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a 18 misdemeanor. 19 Dated this day of d | | 6 | STATE OF NEVADA, | RCR 2015 083504 | | | |
| 8 vs. 9 BONNIE JEAN SCHULTZ., and LONI DOREEN CASTEEL, 11 Defendants. 11 Defendants. 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of Octobes 13 Justice Court, 1 South Sierra Street, Reno, Nevada on the I day of Octobes 14 .2015, at the hour of <u>9:30</u> <u>A</u> .m., to answer a charge made against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. 19 Dated this <u>M</u> day of <u>Mambes</u> 2015. 20 <u>Mainua</u> <u>Justice OF THE PEACE</u> 21 <u>Defendant</u> Loni Doreen Casteel DOB: 01/03/1961 22 <u>Defendant</u> Loni Doreen Casteel DOB: 01/03/1961 23 <u>Defendant</u> Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada 24 <u>Personal Identifiers</u> : Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada 24 <u>Personal Identifiers</u> : Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada 27 Phone: (775) 823-9003 | | 7 | Plaintiff, | · · · · · · · · · · · · · · · · · · · | | | |
| 10 LONI DOREEN CASTEEL, and Defendants. 11 Defendants. 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno Justice Court, 1 South Sierra Street, Reno, Nevada on the 21 th day of Outbus, 2015, at the hour of 9:30 A.m., to answer a charge made against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. 19 Dated this | | 8 | vs. | Dept. No | | | |
| 10 Defendants. 11 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno Justice Court, 1 South Sierra Street, Reno, Nevada on the Lot day of Justice Court, 2015, at the hour of 9:30 A_mode against you upon a complaint having been filed in the Reno Justice Court for the charge of FaiLURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this | | | BONNIE JEAN SCHULTZ., and | SUMMONS | | | |
| 12 YOU ARE HEREBY SUMMONED to appear before a Justice of the Peace at the Reno 13 Justice Court, 1 South Sierra Street, Reno, Nevada on the 21 st day of 14 Octobes , 2015, at the hour of 9:30 A.m., to answer a charge made against you upon a complaint having been filed in the Reno Justice Court for the charge of FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. 19 19 20 21 22 23 24 25 26 26 27 28 29 20 21 22 23 24 25 26 26 27 28 29 21 22 23 24 25 26 26 27 28 29 | | |) Defendants. | | | | |
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| FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this <u>Hay of Lopenbus</u>, 2015. Dated this <u>Hay of Lopenbus</u>, 2015. <u>Personal Identifiers:</u> Defendant: Loni Doreen Casteel DOB: 01/03/1961 Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 IAS0005 | ŝeneral ĝ. 202 | | | - | | | |
| FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this <u>Hay of Lopenbus</u>, 2015. Dated this <u>Hay of Lopenbus</u>, 2015. <u>Personal Identifiers:</u> Defendant: Loni Doreen Casteel DOB: 01/03/1961 Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 IAS0005 | rmey G 1e, Suit 89511 | | Justice Court, 1 South Sierra Street, | Reno, Nevada on the $\frac{24}{2}$ day of | | | |
| FAILURE BY EMPLOYER TO PROVIDE, SECURE AND MAINTAIN INDUSTRIAL INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this <u>Hay of Lopenbus</u>, 2015. Dated this <u>Hay of Lopenbus</u>, 2015. <u>Personal Identifiers:</u> Defendant: Loni Doreen Casteel DOB: 01/03/1961 Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 IAS0005 | | | | | | | |
| INSURANCE COMPENSATION FOR EMPLOYEES, a violation of NRS 616D.200, a misdemeanor. Dated this <u>Main day of September</u>, 2015. Dated this <u>Main day of September</u>, 2015. <u>Pathiua U. Yumu</u> JUSTICE OF THE PEACE Personal Identifiers: Defendant: Loni Doreen Casteel DOB: 01/03/1961 Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 IAS0005 | ce of t 20 Kiet Rei | | | | | | |
| misdemeanor. Dated this <u>May of September</u> , 2015. Dated this <u>May of September</u> , 2015. <u>Parsonal Identifiers:</u> Defendant: Loni Doreen Casteel DOB: 01/03/1961 Defendant Business: International Academy of Style Address: 2295 Market Street, Reno, Nevada Phone: (775) 823-9003 IAS0005 | 0 11 12 13 13 | | | | | | |
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| 21 22 23 24 24 25 25 26 26 27 27 28 21 22 23 24 24 25 25 25 26 27 26 27 28 21 29 20 20 20 20 20 20 20 20 20 20 | | - 11 | Dated this _/_ day of <u>eptember</u> , 2015. | | | | |
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| | 1 | RETURN OF SERVICE | | | | |
| Ć | 2 | STATE OF NEVADA | | | | |
| | 3 | COUNTY OF) ss | | | | |
| | 4 | I hereby certify that I received the described document: SUN | MONS, on | | | |
| | 5 | , 2015, and that I personally served the same upon: | | | | |
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| Offlice of t ¹)_ttomey General 5420 Kieane, Suite 202 Reno, NV 89511 | 13 | By:(signature) | | | | |
| ttorney Lane, S IV 8951 | 14 | Name: | | | | |
| if t') (ie. Reno, N | 15 | Investigator, a Peace Officer Office of the Attorney General | | | | |
| Office o 5420 k | 16 | 5420 Kietzke Lane, Suite 202 Reno, Nevada 89511 | | | | |
| U | 17 | (775) 688-1818 | | | | |
| | 18 | | | | | |
| | 19 | AFFIRMATION | | | | |
| | 20 | Pursuant to NRS 239B.030, the undersigned does hereby affirm | | | | |
| | 21 | that the preceding document <u>DOES NOT</u> contain the social security number of any person. | | | | |
| | 22 | security number of any person. | | | | |
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STATE OF NEVADA OFFICE OF THE ATTORNEY GENERAL

5420 Kietzke Lane, Suite 202 Reno, Nevada 89511

ADAM PAUL LAXALT Attorney General

WESLEY K. DUNCAN Assistant Attorney General

NICHOLAS A. TRUTANICH Chief of Staff

September 17, 2015

Jason D. Guinasso, Esg. Guinasso Law, Ltd. 190 Huffaker Lane, Suite 402 Reno, Nevdada 89511

State of Nevada v. Bonnie Jean Schultz and Loni Doreen Casteel Re: dba International Academy of Style

Dear Mr. Guinasso:

Per your discussion with Senior Deputy Attorney General Eric Nickel, please find enclosed a copy of the Complaint and the Summonses for the defendant's in the abovereferenced matter.

If you need further information, please do not hesitate to contact our office.

Sincerely,

ADAM PAUL LAXALT Attorney General

By:

RAÍNÉ WEBBER

Legal Secretary II Workers' Compensation Fraud Unit (775) 850-4116

IAS0007

Telephone 775-688-1818 • Fax 775-688-1822 • Web: ag.nv.gov • E-mail: aginfo@ag.nv.gov Twitter: @NevadaAG . Facebook: /NVAttorneyGeneral . YouTube; /NevadaAG

Hi Jason, I think you guys had the wrong phone number for me; my direct line is **850-4110**.

Anyway, it should be fairly simple to finalize our agreement. If your clients *have* a workers compensation policy in place, please forward the \$750 for our investigative costs that we previously agreed on.

Once I have that, I will contact the court and get the case continued for one year; again, as we previously agreed to. Assuming no further workers' compensation law violations, the case will be dismissed after the one year period.

If they do *not* yet have a policy, let me know about how long that will take and I can continue the case until that is completed. I don't want to go ahead with the full one year continuance until that is in place.

Please let me know if you have any questions.

Eric Nickel SenIOr deputy AttoRney General FrAUd unit 5420 Kietzke Lane, Suite 202 Reno, NV 89511 775-850-4110

From: Jason Guinasso [mailto:JGuinasso@rkglawyers.com]
Sent: Friday, October 16, 2015 9:13 AM
To: Eric A. Nickel
Cc: Katrina Hudson
Subject: Re: International Academy of Style
Importance: High

I just called, but could not leave a message on your phone. I keep calling you back and not connecting. Your cell phone is not taking messages.

We are prepared to do what we need to do to settle this case.

My assistant Katrina (cc'd to this e-mail) will call you again and work out the details of settlement. I am confident we can get this ironed out. :-)

IAS0008

ADAM PAUL LAXALT Attorney General WESLEY K. DUNCAN First Assistant Attorney General

NICHOLAS A. TRUTANICH First Assistant Attorney General

STATE OF NEVADA OFFICE OF THE ATTORNEY GENERAL 5420 Kietzke Lane, Suite 202 Reno, Nevada 89511

October 25, 2016

Jason D. Guinasso, Esq. Guinasso Law, Ltd. 190 Huffaker Lane, Suite 402 Reno, Nevdada 89511

> Re: State of Nevada v. Bonnie Jean Schultz and Loni Doreen Casteel dba International Academy of Style Case No. RCR2015-083504

Dear Mr. Guinasso:

For your records, please find enclosed a copy of the Dismissal Memorandum in the above-referenced matter.

If you have any questions or need further information, please contact our office.

Sincerely,

ADAM PAUL LAXALT Attorney General

By:

ORRAINE WEBBER

Legal Secretary II Workers' Compensation Fraud Unit (775) 687-2133

Telephone: 775-687-2100 • Fax: 775-688-1822 • Web: ag.nv.gov • E-mail: <u>aginfo@ag.nv.gov</u> Twitter: @NevadaAG • Facebook: /NVAttorneyGeneral • YouTube: /NevadaAG

IAS0009



WESLEY K. DUNCAN Pirst Assistant Attorney General

NICHOLAS A. TRUTANICH First Assistant Attorney General

STATE OF NEVADA OFFICE OF THE ATTORNEY GENERAL

> 5420 Kietzke Lane, Suite 202 Reno, Nevada 89511

MEMORANDUM

ADAM PAUL LAXALT

Attorney General

- . · . ·

From: Eric Nickel, Senior Deputy Attorney General

Subject: State of Nevada v. Bonnie Jean Schultz and Loni Dorden aste Case No. RCR 2015-083504

Date: October 19, 2016

The defendant is pleading to other charges in District Court.

There is insufficient evidence to proceed in this case.

Due to the absence of witnesses, this case cannot go forward.

Due to the absence of a drug test, this case cannot go forward.

The Defendants have successfully completed all terms of the deferred prosecution; therefore, the State moves this Honorable Court to dismiss the criminal charge against the defendants.

Please dismiss this case and exonerate any and all bail. If you have any questions, please call me at 687-2120.

ERIC NICKEL SENIOR DEPUTY ATTORNEY GENERAL NV State Bar No. 5439 Workers Compensation Fraud Unit (775) 687-2120

IAS0010

FILED Electronically CV20-00445 2020-03-06 03:42:09 PM Jacqueline Bryant Clerk of the Court Transaction # 7780283

EXHIBIT 2

EXHIBIT 2

| - | 11 | | | | |
|---|--|-------------|-------------|--------|--|
| | 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 DEPARTME | | STRATION | | |
| | BEFORE THE APPEALS OFFICER | | | | |
| | 7 | 1 | | | |
| | In the Contested Matter of: | | | | |
| | 9 of | Case No.: | 1706706 | | |
| 1 | 0 INTERNATIONAL ACADEMY OF | Appeal No.: | 1702537-SYM | | |
| 1 | STYLE, BONNIE SCHULTZ & LONI 1 CASTEEL | | | | |
| 1 | 2 | | | | |
| 1. | 3 | | | | |
| 1 | 4 | | | | |
| 1 | INTERNATIONAL ACADEMY OF STYLE'S | | | | |
| 16 DOCUMENTARY EXHIBIT #2 | | | <u>#2</u> | | |
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| Reese Kintz, Guinasso 2: | 3 | | ~ | | |
| 190 W Huffeker Ln Suile 402 Reno, NV 89511 (775) 853-8746 24 | 4 | | | | |
| 2: | 5 | | | | |
| | Pa | ge 1 of 3 | | JA0074 | |

| | 1 AFFIRMATION |
|---|---|
| | 2 The undersigned does hereby affirm that INTERNATIONAL ACADEMY OF |
| | 3 STYLE'S DOCUMENTARY EXHIBIT #2 filed under Appeal No. 1702537-SYM: |
| | 4 Does not contain the social security number of any person. |
| | 5 -OR- |
| | 6 Contains the social security number of a person as required by: |
| | 7 A. A specific state or federal law, to wit: |
| | 8 -or- |
| | 9 B. For the administration of a public program or for an application for a |
| 1 | 0 federal or state grant. |
| 1 | |
| 1 | 2 DATED this 28th day of June, 2017 |
| 1 | 3 and the second |
| 1 | 4 Jason D. Gumasso, Esq. Attorney for International Academy of Style |
| 1 | 5 |
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| Reese Kintz, Guinasso 190 W Huffaker La | 3 |
| Suite 402 Reno, NV 89511 (775) 853-8746 2 | 4 |
| 2 | |
| | Page 2 of 3 JA0075 |

| | 1 | CERTIFICATE | OF SERVICE | | | |
|--|----|---|--|----------|--|--|
| | 2 | I am a resident of the State of Nevada, over the age of eighteen years, and not a party | | | | |
| | 3 | | | | | |
| | 4 | Nevada, 89511. | | | | |
| | 5 | On June 20, 2017, I served the following: | | | | |
| | 6 | INTERNATIONAL ACADEMY OF STYLE'S | | | | |
| | 7 | | | | | |
| | | | | | | |
| | 8 | on the following in said cause as indicated below: | | | | |
| | 9 | INTERNATIONAL ACADEMY STYLE | DIVISION OF INDUSTRIAL | | | |
| | 10 | BONNIE SCHULTZ & LONI CASTEEL 2295 MARKET STREET | RELATIONS 400 WEST KING STREET, S | UITE 400 | | |
| | 1 | RENO, NV 89502 | CARSON CITY, NV 89703 | | | |
| | 11 | (VIA U.S. MAIL) | (VIA U.S. MAIL) DEPARTMENT OF ADMINI | STRATION | | |
| | 12 | DIVISION OF INDUSTRIAL RELATIONS | APPEALS DIVISION | | | |
| | 12 | 400 WEST KING STREET, SUITE 201 | 1050 E WILLIAM ST., SUITE CARSON CITY, NV 89701 | E 450 | | |
| | 13 | CARSON CITY, NV 89703 (VIA HAND DELIVERY) | (VIA HAND DELIVERY) | | | |
| | 14 | | | | | |
| | 15 | I declare under penalty of perjury that the foregoing is true and correct. Executed on | | | | |
| | 16 | June, 2017, at Reno, Nevada. | | | | |
| | 17 | | 15 | | | |
| | 18 | KATRINA A. TORRES | | | | |
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| Reese Kintz, | 23 | | | | | |
| Guinasso 190 W Huffaker La Suite 402 Reno, NV 89511 (776) 852 8746 | | | | | | |
| (775) 853-8746 | 25 | | | | | |
| | 20 | Page 3 | of 3 | JA0076 | | |
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| | 2 | INDEX TO INTERNATIONAL ACADEMY OF STYLE'S DOCUMENTARY EXHIBIT #2 | | | |
| | 3 | Appeal No. 1702537-SYM | | | |
| | 4 | DATE SUMMARY P | | | |
| | 5 | 05/09/14 | Jason Guinasso, Esq.; Letter to Daniell Valerio, Criminal | PAGE IAS0011- | |
| | 6 | | Investigator, "International Academy of Style's Position Statement Concerning the Investigation into Alleged Worker's Compensation | 158 | |
| | 7 | | Fraud/Failure to Maintain Worker's Compensation Coverage" | | |
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| Reno, NV 89511 (775) 853-8746 | 24 | | | | |
| | 25 | | Page 1 of 1 J | A0077 | |



May 9, 2014

VIA U.S. MAIL AND EMAIL @ dvalerio@ag.nv.gov (without enclosures)

Daniell Valerio Criminal Investigator Nevada Attorney General's Office Worker's Compensation Fraud Unit 5420 Kietzke Lane, Suite 202 Reno, NV 89511

Position Statement Re: International Academy of Styles' Workers' Investigation Alleged Concerning the into Compensation Fraud / Failure to Maintain Workers? **Compensation Coverage**

Dear Investigator Valerio:

As you are aware, our firm has been retained by the International Academy of Style ("IAS") to represent its interests in the above-referenced matter. It is our understanding that you are conducting a criminal investigation into whether IAS failed to obtain workers' compensation coverage for alleged employees of IAS. Specifically, you are investigating whether IAS is required to maintain workers' compensation coverage for its Independent Instruction Contractors (hereinafter referred to as "Consultants").

For all the reasons set forth in detail below, IAS is not required to maintain workers' compensation coverage for its Consultants because they are independent contractors who also meet the "independent enterprise" test under Nevada law exempting them from the definition of "statutory employee" for purposes of the Nevada Industrial Insurance Act ("NIIA"). Moreover, even if the Consultants did not meet the "independent enterprise" test under Nevada law, any finding of criminal wrong-doing under these facts would violate IAS' due process rights based on its reasonable reliance on government audits over the past 15 years as to the proper classification of its Consultants, the industry standard of salon owners and its contractors on which IAS' business model is based, and the absence of any legal authority, case law, advisory opinions, etc. putting IAS on clear notice that its conduct violates Nevada criminal law.

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Based on the foregoing as set forth in detail below, IAS respectfully requests that you determine no fraud has been committed and no workers' compensation coverage is required for its independent Consultants.

I. <u>FACTUAL BACKGROUND</u>

IAS is an educational facility providing instruction in the areas of cosmetology, hair design, aesthetics, and nail technology. IAS uses independent contractors who serve as Consultants to assist in educating students in all fields of cosmetology and the recording and tracking of student grades and attendance. IAS has no employees who fulfill the same or similar services as the Consultants.

Consultant services 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 Consultants. In fact, IAS' business model was designed similar to that of salon owners and their independent contractors (hereinafter "booth renters").

Each Consultant voluntarily enters into a contract with IAS for the performance of their services. In that regard, Consultants execute an Independent Instruction Contractor Contract (hereinafter "Agreement" or "Agreements") governing the nature of the relationship between IAS and the Consultants. (Exhibit A, Consultant Information).

Pursuant to the Agreement, Consultants acknowledge that they are in compliance with all City, State and federal laws required of independent contractors in this field. Consultants further acknowledge that the Agreement in no way acts as a non-compete agreement or binds them solely to providing instruction services to IAS. In fact, Consultants are able to contract their services outside of IAS while also providing services to IAS students under the Agreement, and Consultants expressly acknowledge that IAS is not their sole source of income. Most Consultants work in salons as their main source of income.

Importantly, the Agreement sets forth, and the Consultants expressly acknowledge, that they are in full control of educating the students and keeping the records. Said records must comply with the standards and policies of the Board of Cosmetology, a third-party accrediting/licensing agency, but otherwise are not required to comply with any standard or policy set forth by IAS. Additionally, in the event a Consultant needs assistance to fulfill his or her obligations under the Agreement, he or she must employ his or her own assistant; IAS does not provide assistance for Consultants.

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Pursuant to the Agreement, Consultants have full control over the days and number of hours they intend to provide services to IAS students. Consultants provide services when they want to provide services. They also set their own billable hourly rates (similar to how billable hourly rates are set by attorneys) and Consultants essentially bid for open spots/chairs when space becomes available. After services are performed, Consultants provide invoices to IAS for payment pursuant to the Agreement. Part of each student's tuition at IAS includes a percentage set aside that is used for payment to Consultants for their 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 Consultants is also refunded to the student as part of their tuition reimbursement.

Similar to booth rental fees in salons, Consultants are charged a rental fee of \$2.00 per hour to rent a chair in IAS' facility. Consultants are provided the opportunity to provide additional services in lieu of payment for said rental fees. Consultants are also responsible for providing their own business supplies and tools used for their services and IAS does not reimburse them for any business-related expenses. Although Consultants perform services on IAS premises, similar to services provided by independent cosmetologists who rent/lease space in a salon, Consultants are not limited to providing services on IAS premises; rather, they may also provide services to students off-campus at the Consultants own scheduling and expense.

The Agreement expressly sets forth, and the Consultants acknowledge, that the Consultants are responsible for their own taxes and fees to be withheld and paid for by the Consultants, and that IAS does not provide any benefits under the Agreement, including but not limited to workers' compensation coverage. Finally, in the event a Consultant does not fulfill the terms of the Agreement, IAS has a contractual right to charge the Consultant for any loss suffered as a result of the Consultant breaching the Agreement.

IAS has operated its school under a business model similar to salons in this industry since 1998. Prior to opening the school, IAS owners consulted with attorneys and a consultant to ensure its business model complied with state and federal laws. In fact, the Internal Revenue Service ("IRS") conducted an audit of IAS to investigate whether the Consultants were properly classified as independent contractors. No official finding was issued by the IRS, although, a presumption can be drawn that the IRS did not determine the Consultants were misclassified based on the absence of any finding of misclassification, penalties or fines. The IRS, thus, implicitly found IAS committed no violation of federal tax laws.

Sometime last summer, a former Consultant filed for unemployment benefits after IAS ended her contract due to the Consultant harassing and extorting money from other

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Consultants. IAS submitted information to the Department of Training and Rehabilitation ("DETR") Unemployment Division demonstrating independent contractor status; however, the Division ultimately found in favor of the Consultant and awarded her unemployment benefits.¹ IAS submits that, for all the reasons set forth in this position statement, DETR awarded the Consultant benefits in error. It appears that, thereafter, the matter was referred to the Attorney General's Office Workers' Compensation Fraud Unit for further investigation into the classification of the Consultants as it relates to an alleged failure to maintain workers' compensation coverage.

On or about January 15, 2014, you provided IAS with an email instructing IAS to review certain Nevada statutes: namely, NRS 616A.105 and NRS 616A.110. These statutes are addressed in the Legal Analysis section below. Thereafter, on or about March 20, 2014, you requested IAS provide you with copies of the contracts used and pay information for Consultants from 2007 through 2013. Copies of said documents are enclosed herewith. See Exhibits A and B (1099s).

II. <u>LEGAL ANALYSIS</u>

A. <u>The Consultants are expressly excluded from the definition of "Employee"</u> under the NIIA.

First and foremost, the Consultants are excluded from the definition of "Employee" under the NIIA.

Pursuant to the NIIA, NRS 616A.105 defines, in pertinent part, "Employee" and "worker" as "every person in the service of an employer under any appointment or contract of hire or apprenticeship, express or implied, oral or written, whether lawfully or unlawfully employed..." NRS 616A.110 then expressly excludes certain persons from the definition of Employee. Importantly, NRS 616A.110(9)(c) expressly excludes any 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 the purposes of this chapter." [Emphasis added].

The Consultants clearly meet this exclusion. The Agreements discussed in detail above constitute written agreements between IAS and the Consultants, which provide that

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IAS0014

¹ Although evidence submitted in an unemployment hearing cannot be relied upon in this investigation, IAS submits that the decision of DETR was made in error based on a lack of information permitted as evidence during the initial hearing and appeal. Based on all the reasons set forth in this position statement, IAS disagrees with the determination of DETR in the unemployment context and submits that it should have no bearing on this criminal investigation of alleged worker's compensation fraud at issue here.

Deputy Attorney General Daniell Valerio Nevada Attorney General's Office Worker's Compensation Fraud Unit Page 5 of 9

the Consultants who are performing services under the Agreement are not employees for purposes of the NIIA. (Exhibit A). And each Consultant expressly acknowledges that IAS is not responsible for worker's compensation coverage under the Agreement and will not provide any such benefit under the Agreement. (Id.).

Accordingly, based on this provision alone, IAS is not required to maintain workers' compensation coverage on the Consultants because they are expressly excluded from the definition of employee pursuant to NRS 616A.110(9)(c). As such, IAS requests that you find it has not committed any workers' compensation fraud and has not violated any laws pertaining to workers' compensation coverage.

B. <u>The Consultants are Independent Enterprises and are not in the Same Trade</u> as IAS.

NRS 616B.603 expressly provides:

1. A person is not an employer for purposes of chapters 616A to 616D, inclusive of NRS if:

(a) The person enters into a contract with another person or business which is an independent enterprise; and

(b) The person is not in the same trade, business, profession or occupation as the independent enterprise.

1. <u>The Consultants entered into Independent Contractor Agreements with</u> <u>IAS.</u>

The Consultants meet the definition of independent contractors under Nevada law. For purposes of Nevada's worker's compensation law, an "independent contractor" is defined as a person who renders service for a specified amount of compensation for a specified result, under the control of the person's principal as to the result of his work only and not as to the means by which such result is accomplished. NRS 616A.255. In determining whether an employer-employee relationship exists, the courts apply a five factor test, known as "the control test," giving equal weight to the following factors: (1) the degree of supervision; (2) the source of wages; (3) the existence of a right to hire and fire; (4) the right to control the hours and location of employment; and (5) the extent to which the worker's activities further the general business concerns of the alleged employer. *Clark County v. State Indus. Ins. Sys.*, 102 Nev. 353, 354 (1986). In applying these five factors to the Consultants, each factor weighs in favor of independent contractor classification.

First, IAS does not supervise the Consultants. Rather, IAS merely ensures Consultants comply with the terms of the independent contractor Agreements. Second,

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the source of payment (wages) to Consultants is student tuition monies set aside specifically for this benefit. IAS acts as a third party administering the funds on the students' behalves once an invoice is received for services. IAS does not pay for the Consultants' services out of its own monies. Third, IAS does not hire and fire the Consultants. Instead the Consultants bid for open chairs/space when available by submitting their availability and hourly billable rate. Once an Agreement is entered into, the Agreement governs the relationship, including any termination of the Agreement and potential liability as a result of early termination or a breach. Fourth, IAS does not control or have the right to control the hours the Consultants work other than control over the hours of operation of the school. The Consultants set their own schedules and hours of work and they are free to change said hours as needed. Additionally, while the services primarily take place on campus, Consultants are not limited to campus and are free to conduct their services in other locations at their choosing. Finally, the Consultants' services do not further the general business concerns of IAS; rather, they provide a unique benefit to IAS students. IAS can conduct its business with or without the Consultants. In other words, the Consultants are there solely for the students' benefit, not because they are necessary for IAS to conduct its business of instruction.

Based on all the foregoing, the Consultants are properly classified as independent contractors under Nevada workers' compensation law.

2. The Consultants are Independent Enterprises.

In addition to being properly classified as independent contractors, the Consultants also meet the definition of independent enterprises. Pursuant to NRS 616B.603(2), an "independent enterprise" is a person who holds himself out as being engaged in a separate business and holds a business license in his own name or owns, rents, or leases property used in furtherance of his or her business.

All of the Consultants hold themselves out as being engaged in a separate business from IAS and they each hold business licenses in their own names. (Exhibit A). Moreover, all of the Consultants not only lease a chair from IAS to perform consulting services, many if not all lease space in a salon to conduct their own businesses. Thus, it is clear that the Consultants are independent enterprises as defined in NRS 616B.603(2) because they satisfy the statutory test.

3. The Consultants are not in the "same trade" as IAS.

The Consultants are not in the "same trade" as IAS. The Nevada Supreme Court applies the *Meers* test to determine whether an independent contractor is a statutory employee for purposes of worker's compensation coverage. Under *Meers*, the Nevada Supreme Court stated that the type of work performed by the independent contractor

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Deputy Attorney General Daniell Valerio Nevada Attorney General's Office Worker's Compensation Fraud Unit Page 7 of 9

determines whether an employment relationship exits. *Meers v. Haughton Elevator*, 101 Nev. 283, 286, 701 P.2d 1006, 1007 (1985). Therefore, the test is not whether the independent contractor's activity is useful, necessary or even absolutely indispensable to the statutory employer's business; rather, the test is whether that "indispensable activity" is, in that business, normally carried on through employees rather than independent contractors. *Id.* This test is codified in NRS 616B.603, which states that an employment relationship only exists if the parties are " in the same trade, business, profession or occupation."

The Consultants are not in the same trade, business, profession or occupation as IAS as defined by the statute and case law.

First, the services provided by the Consultants are not indispensable to IAS. As previously stated, the Consultants are there to expose the students to a broad range of experience and expertise in the industry merely as an added benefit to the students. The school can operate without any of the Consultants' services. Second, the services the Consultants provide to IAS students are not services normally carried on through employees in IAS rather than independent contractors. In fact, no employees whatsoever carry on the same services as the Consultants. Accordingly, under the above test, IAS is not a statutory employer because the activities of the Consultants are not indispensible to IAS and said activities, **in this business**, are not normally carried on through employees.

Furthermore, the Consultants are akin to booth renters in salons. It has long been established and accepted in this industry (and in Nevada) that salon owners are not required to maintain workers' compensation coverage on booth renters / independent contractors who lease space in a salon. In fact, Nevada law clearly recognizes this type of business model in this industry. NAC 644.307 states specifically that an "owner of a cosmetological establishment may lease space only to licensed manicurists, electrologists, hair designers, aestheticians and cosmetologists within the premises of his establishment." [Emphasis added]. In the same manner a salon leases space to licensed professionals within the premises of the salon, IAS has set up its business model to lease space to licensed instructors within its premises of the school solely for the purpose of providing an added benefit to IAS students. In this regard, IAS acts more as a landlord during the time the Consultants are providing services to IAS students. Accordingly, because IAS' business model is akin to salons that lease space to booth renters and, under this type of business model in this industry salon owners are not required to maintain workers' compensation coverage on the booth renters, IAS is also not required to maintain workers' compensation coverage on its independent contracting Consultants.

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Based on all the foregoing, the Consultants are independent enterprises that are not in the same trade as IAS; therefore, IAS is not required to maintain worker's compensation coverage on the Consultants.

C. <u>IAS is not required to maintain worker's compensation coverage on</u> <u>Consultants because it is not liable for payment of compensation under the</u> <u>NIIA for any industrial injury suffered by a Consultant.</u>

Finally, IAS is not responsible for maintaining workers' compensation coverage for the Consultants because they have agreed to maintain their own coverage and have acknowledged in the Agreement that IAS will not provide this benefit.

NRS 616B.639 expressly states that "[a] principal contractor is not liable for the payment of compensation for any industrial injury to any independent contractor or any employee of any independent contractor if:

(a) The contract between the principal contractor and the independent contractor is in writing and the contract provides that the independent contractor agrees to maintain coverage for industrial insurance pursuant to chapters 616A to 616D, inclusive, of NRS;

(b) Proof of such coverage is provided to the principal contractor;

(c) The principal contractor is not engaged in any construction project; and

(d) The independent contractor is not in the same trade, business, profession or occupation as the principal contractor.

The Agreements between IAS and the Consultants clearly state that the Consultant acknowledges that he or she is in compliance with all City, State and federal laws required of independent contractors. (Exhibit A). The Agreements also clearly state that IAS will not provide worker's compensation coverage for Consultants and the Consultant is responsible for complying with all state and federal laws. (Id.).

For all the foregoing reasons, IAS is not required by Nevada law to maintain worker's compensation coverage on the independent Consultants.² Accordingly, IAS respectfully requests that you find no fraud had been committed and no violation of Nevada law has occurred as it pertains to the NIIA.

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IAS0018

² In the event the Consultants are not determined to be independent enterprises for purposes of the NIIA and IAS is then charged with and convicted of worker's compensation fraud, IAS' due process rights will have been violated based on the vagueness of the statute as it applies to this industry, the accepted standards in this industry (i.e., salon owners), and the lack of notice to IAS and other similar businesses as to what conduct is required to be in compliance with the law and what conduct is criminal.

Deputy Attorney General Daniell Valerio Nevada Attorney General's Office Worker's Compensation Fraud Unit Page 9 of 9

III. <u>CONCLUSION</u>

For all the reasons set forth above, IAS is not required to maintain worker's compensation coverage on the Consultants. Accordingly, IAS respectfully requests that you determine in this investigation that IAS is not guilty of worker's compensation fraud and not in violation of any Nevada law as it relates to the NIIA.

Please let us know if we can provide you with any additional information, including scheduling a conference call or meeting to further discuss IAS' business model and the Agreements with the Consultants. If you have any questions regarding any of the above, please don't hesitate to contact us.

Very Truly Yours inasso, Esq.

Cc: International Academy of Style

Encl: Exhibit A: Consultant documents including Agreements, W-9s business licenses, Affidavits of Rejection of Coverage, and pay information
 Exhibit B: 1099s

IAS0019

EXHIBIT A

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VUIDIT

EXHIBIT A

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IAS0020 JA0087

<u>EKNATIONAL ACADEMY OF STYLE</u> INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

1070 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.

I have full control of my schedule; My schedule will be as follows:

| t YS | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-------------|---------------|-----------|----------------------|--------|----------|
| >URS | | 8-730 | A-780 | 9-730 | 9-530 |
| Blu Charges | f -11- | | ┝╾╴╄┛──┯┛┍╌╸┍┑╴┈╴┍┓╸ | | |

My Charges are as follows:

HAN

vill involce International Academy of Style. Payment will be expected at receipt of the Invoice.

 $_{
m t}$ 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 International Academy of Style.

Signed: Independent C óntractor Signed: Date International Academy of Style

IAS0021

Form: W-9 (Rev. October 2007) Department of the Treasury Remet Revenue Annotes

Request for Taxpayer Identification Number and Certification

| 62 | Name (as aboven on your income bac return) Stacy A. Slazas | ······································ |
|--------|--|--|
| Ded up | Business name, if different from above | |
| | Check appropriate box: Created and the factor of the fact | Di Exempli payee |
| | Address transfer, stopet, and apt or suite no.) I River Side Dr. #76 | ncicinese (optional) |
| | City, state, and 200 code DUND, NV 89503 | |
| \$ | Ust account number(s) here (options) | · · · · · · · · · · · · · · · · · · · |
| (d.) | Texpeyer Identification Number (TIN) | |

Enter your TiN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuale, this is your accial accurity number (SSN). However, for a resident allen, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (SN). If you do not have a number, see *How to get a TIN* on page 3.

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Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Public Certification

Under penalties of perjury, I certify that:

- 1. The number shown on this form is my correct taxpeyer identification number (or I am waiting for a number to be issued to me), and
- 2. I am not subject to beclap withholding because: (a) I am exempt from becidp withholding, or (b) I have not been notified by the internal Revenue Service (IRS) that I am subject to beclap withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
- 3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out liem 2 above if you have been notified by the IRS that you are currently subject to beckup withinking because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgings interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement amangement (IRA), and generally, payments other than interest and dividends, you are not required to algo the Certification, but you must provide your correct TIN. See the instructions on page 4.

| | | <u> </u> | Λ | | | |
|------|---------------|-------------------|----------------------|------|---------------------------------------|--|
| Sign | Signature of | Mrot | A A | | · · · · · · · · · · · · · · · · · · · | |
| Here | U.R. person 🕨 | | \mathbb{L}^{ι} | an 1 | Date b | |
| | | ┝┹╼╌╍╍┥╼╍╼┝╌╗╼╺╖╬ | .<++ } | | | |

General Instructions

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

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct tappayer identification number (TiN) to report, for example, income peld to you, real estate transactions, mortgage interest you peld, acquisition or abandonment of esoured property, cancellation of debt, or contributions you made to an IRA.

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

1. 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 payee. If applicable, you are also certifying that as a U.S. person, your allocable atoms of any perturbing income from a U.S. trade or business is not aubject to the withholding tax on foreign perturbal share of effectively connected income.

Note, if a nequester 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 federal tax purposes, you are considered a U.S. person if you are:

less:

· An individual who is a U.S. chizen or U.S. resident alien,

 A partnership, corporation, company, or association created or organized in the United States or uncler the laws of the United States,

* An estate (other than a foreign estate), or

 A domestic trast (as defined in Fiegulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trace or business in the United States are generally required to pay a withholding tax on any foreign partners' 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 partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partner in a partner is a foreign person that is a partner in a partner in a partner is a trace or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of pertnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a track or business in the United Status is in the following cease:

• The US, owner of a deregerated entity and not the entity,

Out. No. 10231X

Form W-9 Few. 10-2007)

| LICENSE #: 122850 EXPIRATION DATE: 05/31/2013 RENO, WASHOE CO., NEVADA | | | ABOVE ABOVE LICENSED BUSINESS TO BE LICENSED BUSINESS TO BE CONDUCTED IN CONFORMITY WITH | AND SUBJECT TO THE PROVISIONS OF THE ORDINANCES OF THE STATE OF NEVADA | |
|--|---------------------------|--------------------------------|--|--|---|
| | 1077 Riverside Dr. Apt 76 | liazas | Stary Slazas 1077 Riverside Dr #76 RENO, NV 89503 | SIGNATURE City of Reno | |
| THIS LICENSE MUST BE PLACED IN A CONSPICUOUS PLACE EFFECTIVE DATE: 06/01/2012 BUSINESS General Business CLASSIFICATION: General Business | BUSINESS LOCATION: 1077 R | NAME OF BUSINESS: Stary Slazas | LICENSEE - NAME AND ADDRESS: Stacy S 1077 Ri RENO, | JA0090 | 3 |

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

STATE OF NEVADA)) SS. <u>WAShoe</u> COUNTY)

eing 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 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.

Further affiant sayeth not do hereby swear under penalty of perjury that the assortions of this affidavit are true. Signed Printed Name SIGNED AND SWORN to before me this 3 day of Bv HNN 5 ZAS SUZIE H. CARRILLO Camle Notary Public - State of Nevada Appointment Recorded in Lyon County IOT No: 07-3263-12 - Expires April 17, 2015

IAS0024

ROSS MILLER Secretary of State

• •

SCOTT W. ANDERSON Deputy Sucretury 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: NV20121360614

Name: stacy ann slazas

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

IAS0025

1:64 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Stacy Slazas January through December 2013

| Num | Date | Account | Amount |
|----------|-----------|---------------------|----------|
| Jan - De | ic 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 |
| 8320 | 3/1/2013 | International Acade | 506.00 |
| 8327 | 3/8/2013 | International Acade | 506.00 |
| 8350 | 3/15/2013 | International Acade | 456.50 |
| 8368 | 3/22/2013 | International Acade | 475.00 |
| 8374 | 3/29/2013 | International Acade | 376.00 |
| 8393 | 4/5/2013 | International Acade | 442.00 |
| 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 | 4/26/2013 | International Acade | 1,000.00 |
| 8494 | 5/14/2013 | International Acade | 165.00 |
| Jan - De | | - | 8,276.50 |

IAS0026 JA0093 Page 1

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 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 control of my schedule; My schedule will be as follows: 1/3 - 12/31/13 | | | | | | | |
|--|----------|-----------|----------|--------|----------|--|--|
| 'S | Tuesday | Wednesday | Thursday | Friday | Saturday | | |
| | 8:30 - 5 | 8:30-5 | 8:30-730 | 8:30-5 | | | |

wy 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 $\frac{5}{5}$

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.

Date Jan 2, 2013 Signed Independent Contractor Signed: International Academy of Style

IAS0027

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Request for Taxpayer entification Number and Certification

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

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| Specific. | Reno | NV 89502 | | |
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| | | | ande, you are not required to sign th | e Certification, but you must |
| provid | le your correct T | IN. See the Instructions on page 4. | | 0 7 0 17 |
| Sign | | | Den + Ja | an 2, 2013 |
| | nerai Insti | | Definition of a U.S. person. | For federal tax purposes, you an |
| | u nganangan n | re to the internal Revenue Code unless | - A statistic termination of the state of | Hown or U.S. resident allers |
| other | whee noted. | | · A permership, corporation, o | ompany, or association created o or under the laws of the United |
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| | | uired to file an information return with the ir correct tappever identification number (TIN) | An estate (other than & foreight) | gn estate), or |
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| | ل الظπ فتعدد المعدر | r gives you a form other than Form W-8 to ou must use the requester's form if it is | | |
| 144 | stantially similar | to this Form W-9. | The U.S. owner of a deregative | inded entity and not the entity, |

Cat. No. 10231X

Form W-D (Pwv. 10-2007)

JA0095

IAS0028

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

STATE OF NEVADA) SS. lashe country

| Meledie | WOSE | 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.
- 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

do hereby swear under penalty of perjury that the I. Moleche 100 (f

Signed

Printed Name Me

day of

SIGNED AND SWORN to before me this $\underline{19^{13}}$

Meledie Wolf



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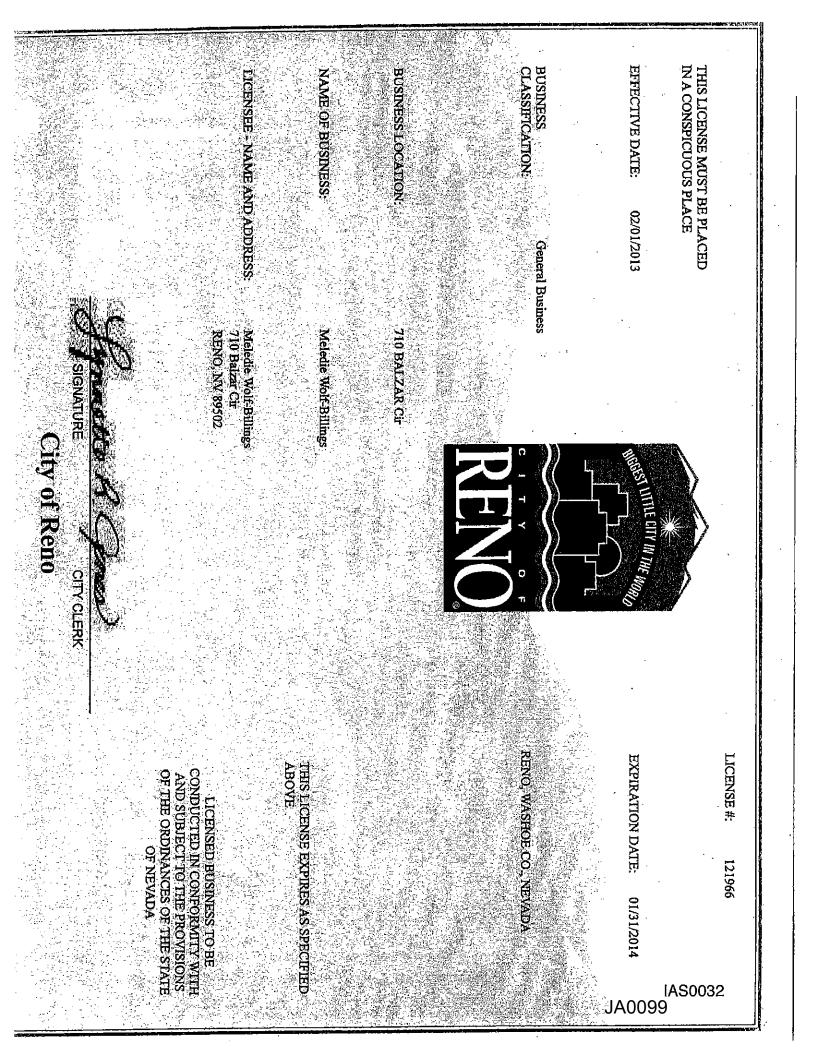
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Responsible Perty / Original Print Namie And Title IAS0030 ORIGINAL SIGNATURES REQUIRED BY AGENCIES – KEEP A COPY FOR YOUR RECORDS JA0097 APP-01.00 Revised 11-01-12

| | | For De | partment Use On | ly |
|----------------|---|---|---|--|
| SU | DA DEPARTMENT OF TAXATION PLEMENTAL REGISTRATION Please print clearly — Use black or blue ink only Please mark applicable type(s) (See Instructions) | Depl. of Taxation Represen | 32921 Italive accepting application: | |
| | Sales/Use Permit Sales/Use Tax Permit | Certificate of Authority | | 'ED |
| 1. | DBA (as shown on the Nevada Business Registration Form). | ······ | NOV 19 20 | 710 |
| | Meledie Wolf 3. | List STATE of incorporati | on or formation if applicable: | |
| 2. | 7751 274-7504 | | | auon |
| 4. | Estimated total monthly receipts: | ECURITY DEPOSIT Estimated total Nevada n | nonthly TAXABLE receipts: | |
| 5. | $l_{\lambda} X O U$ | | \mathbb{Q} | |
| 7. | Reporting cycle (check choice of reporting) Sales Tax Accounts with over \$10,000 a month in TAXABLE sales | must report monthly. | Ionthly Quarterly | Annual |
| | Sales/Use Tax Use Tax Live Entertainment Tax Occupancy [] 200 to 7,499 | 7,500 or More | | 8 |
| 8. | Security (See Instructions) | | a Business Locations: | |
| 9. | Sales Tax Fee (See instructions): | | a Business Locations: | |
| 11. | | RINFORMATION | Phone number of spouse/re | lative |
| | Name of spouse/relative Address of spouse | | 38 | 581 |
| | Patrick Billings 710 Balzo | ur Cir Reno, NV89 | Phone number of other con | tact |
| | Name of other contact Address of other co | miact | Phone humber of baller bor | |
| | | - , | Phone number of accounta | nt/bookkeeper |
| | Accountant/bookkeeper Address of accoun | tant/bookkeeper | Priorie righteer of accounts | |
| | Other employment (If applicable): | | | |
| e. | Company name: | Company name: | | |
| | Name of bank/financial institution - location / account number: | | • . | |
| - | Business account: | | | |
| اليارية. ما | Personal account: US Bank | | | |
| | | ARTMENT USE ONLY | · · · | |
| | FOR DEP | | N1 | |
| | ST/UT No.: | MBT | ous Acct Cancelled: | |
| | Combine Accts: 🗌 Yes 🗌 No Previous Acct | Previ | | |
| | comments: <u>Reinstate</u> BUS eff | - 1-1-14 | No fee | |
| | 🗌 Cash 🗌 Check ABA #: | Bank: | Branch: | |
| 44 | For an introduction to the Department and general information, | see our Taxpayer Informatio | n Packet Online at <u>www.tax.sta</u> | te.nv.us ** |
| | | | | APP-01.01 |
| , | | | SUPPLEMENTAL Re | APPLICATION evised 11-01-12 IASOO3 |



1:50 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE **Checks for Meledie Wolf**

| January | through | Decembe | r 2013 |
|---------|---------|---------|--------|
| | | | |

| Num | Date | Account | Amount |
|--------------|--------------------------|---------------------|---------------------------------------|
| Jan - Dec | : 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 |
| 8431 | 4/19/2013 | International Acade | 570.00 |
| 8446 | 4/26/2013 | International Acade | 555,00 |
| 8462 | 5/3/2013 | International Acade | 592,50 |
| 8471 | 5/3/2013 | International Acade | 200.00 |
| 6471 6485 | 5/10/2013 | International Acade | 567.50 |
| | 5/17/2013 | International Acade | 562,50 |
| 8503 | 5/24/2013 5/24/2013 | International Acade | 1.020.00 |
| 8519 | 6/7/2013 | International Acade | 420.00 |
| 8553 | | International Acade | 522.50 |
| 8581 | 6/21/2013 | International Acade | 867.50 |
| 8604 | 6/28/2013 | International Acade | 575.00 |
| 8629 | 7/12/2013 | International Acade | 530.00 |
| 8637 | 7/19/2013 | International Acade | 502.50 |
| 8648 | 7/26/2013 | International Acade | 720.00 |
| 8674 | 8/2/2013 | International Acade | 555.00 |
| 8699 | 8/9/2013 8/16/2013 | international Acade | 562.50 |
| 8727 | 6/23/2013 | International Acade | 592.50 |
| 8731 | 8/30/2013 | International Acade | 601.25 |
| 8759 | 9/6/2013 | International Acade | - 593.00 |
| 8769 8782 | 9/13/2013 | international Acade | 592.20 |
| , | 9/20/2013 | International Acade | 592,50 |
| 8803 | 9/27/2013 | International Acade | 592,50 |
| 8823 | 10/4/2013 | International Acade | 595.00 |
| 8843 | 10/11/2013 | International Acade | 595.00 |
| 8863 | | International Acade | 595.00 |
| 8874 | 10/18/2013 10/24/2013 | International Acade | 562.50 |
| 8893 | 10/24/2013 | International Acade | 100.00 |
| 8902 | 11/1/2013 | International Acade | 612.50 |
| 8917 | | International Acade | 602,50 |
| 8943 | 11/8/2013 | International Acade | 575.00 |
| 8956 | 11/15/2013 | International Acade | 985.00 |
| 8979 | 11/22/2013 | International Acade | 607.00 |
| 9002 | 12/9/2013 | International Acade | 590.00 |
| 9027 | 12/13/2013 | | 600.00 |
| 9042 | 12/20/2013 | International Acade | 200.00 |
| | 12/21/2013 | Petty Cash | · · · · · · · · · · · · · · · · · · · |
| Jan - Dec | : 13 | | 25,415.95 |

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR <u>CONTRACT</u>

I <u>SECKY</u> <u>FROMMUZ</u> 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.

| have full cont | rol of my schedule; | My schedule will be | as follows: | 1.113- 12/31 | /13 |
|----------------|---------------------|---------------------|-------------|--------------|----------|
| 'S | Tuesday | Wednesday | Thursday . | Friday | Saturday |
| IRS | 1:6: - 7:30 | 1:00-7:30 | | 1:00 - 7:36 | |

/ Charges are as follows:

I will involce International Academy of Style. Payment will be expected at receipt of the involce.

I bill by the hour. My hourly fee at the time of the signing of this contract is \$ 9,90

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.

1-2-2013 V914 Signed:__ Independent Contractor Signed:

International Academy of Style

| Output | W-9 Jatober 2007) met of the Treasury Revatue Bervice | Request for Taxpayor Identification Number and Certification | Give form to the requester. Do not send to the IPIS. |
|--|--|--|--|
| obgo 2. | Revor | n your incomm tex return CCA Hernanderz different from above | |
| x type untions cn] | Check appropriate | a box: Tindividual/Bale proprietor Corporation Partnership y company, Enter the tex classification (D-claregerided entry, C-corporation, P-partnership) > | Evertpt - payee |
| | Address trumber, MY ZIV | street, and apt. or suite no.) | nd uddress (options) |
| padg ses | City, state, and Z RAA List account num | AIV 8952 Der(s) here (optionel) | |
| $\left[\left[d_{xy} \right] \right]$ | Такрау | er Identification Number (TIN) | |

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 (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part (instructions on page 3. For other entities, it is your employer identification number (EN). If you do not have a number, see How to get a TRV on page 3.

Note. If the account is in more then one name, see the chart on page 4 for guidelines on whose number to enter.

OF

yer klant loation number Consul-

Certification

Under penalties of perjury, I certify their:

1. The number shown on this form is my correct texpeyer identification number (or I am waiting for a number to be leaved to me), and

- I am not subject to beckup withholding because: (a) I am exampt from backup withholding, or (b) I have not been notified by the internel Revenue Service (PIS) that I am subject to beckup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to beckup withholding, and 2.
- 3. Lam a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of accurat property, cancellation of debt, contributions to an includual reference arrangement (IRA), and generally, payments other than interest and dividends, you are not required to algo the Cartification, but you must provide your correct TIN. See the instructions on page 4.

| Sign Signature of Rublack | EDenanch | Dela P | -2-2013 |
|---------------------------|----------|---------------------------------------|---------------------------------------|
| | (· | • • • • • • • • • • • • • • • • • • • | Energiadarial for restriction (101) f |

General Instructions

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

Purpose of Form

A person who is required to file an information return with the IRS must obtain your connect taxpayer identification number (TN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), 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. Cielm exemption from beckup withholding if you are a U.S. exempt payes. If applicable, you are also certifying that as a U.S. person, your algoable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of attectively 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.

considered a U.S. person if you are:

An individual who is a U.S. oitizen or U.S. resident alien.

A perinership, corporation, company, or association created or organized in the United States or under the laws of the United

An estate (other than a foreign estate), or

 A domestic trust (as defined in Regulations section) 301.7701-7).

Special rules for pertnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a pertnership is required to presume that me not usen received, a permanant a required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a pertner in a permetable conducting a trade or business in the United States, provide Form W-9 to the pertnership to establish your U.S. status and avoid withholding on your share of permetable nooms.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and evolding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following const. following cases:

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

Cal. No. 10231X

Form W-Q Prev. 10-2007)

IAS0035

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

STATE OF NEVADA)) SS. Washoe_county)

eing duly swom, 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
- 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

o hereby swear under penalty of perjury that the assortions of this affidavit are Signed

Printed Name

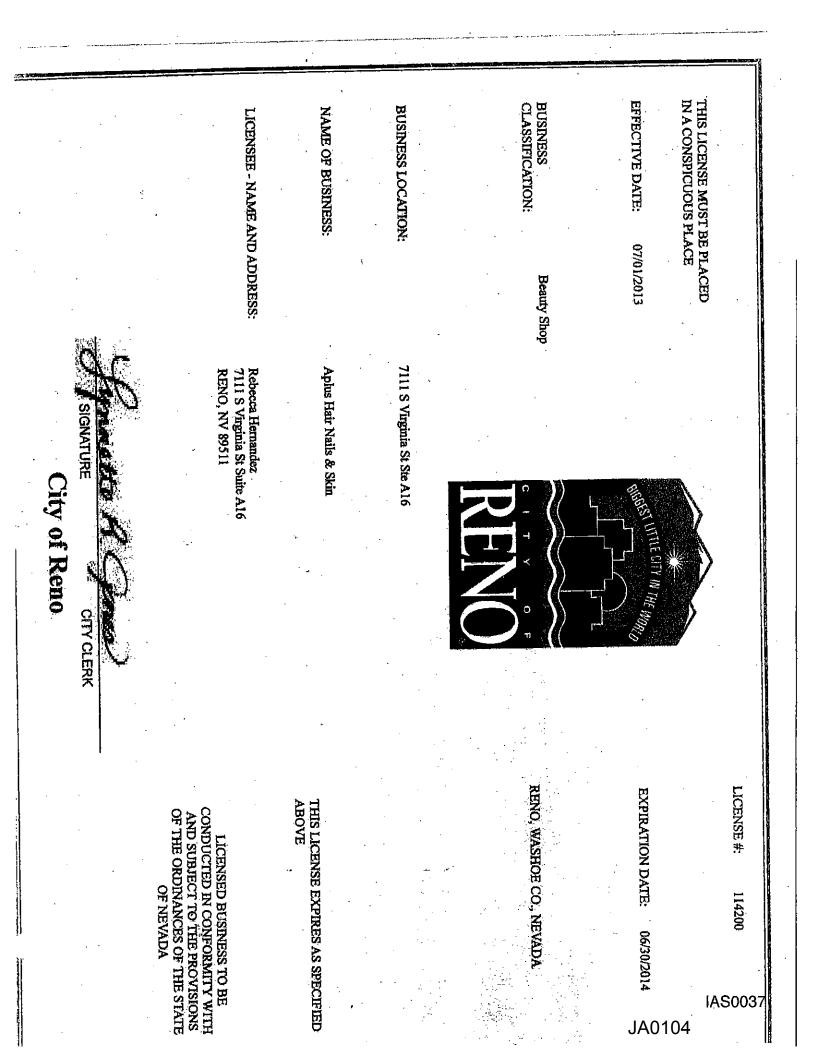
SIGNED AND SWORN to before me this 20 day of November 2013

By Rebecca Leigh Hernander

MARITZA CALERO-ABURTO NOTARY PUBLIC STATE OF NEVADA My Appl. Exp. Jan. 26, 2016 seense

NOTARY PUBLIC

IAS0036



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.



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

|Å\$0038.

JA0105

· Lou Ma

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.

1:52 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Rebecca Hernandez January through December 2013

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| Num | Date | Account | Amount |
|----------|------------|---------------------|------------------|
| Jan - De | c 13 | | |
| 8275 | 2/13/2013 | International Acade | 229.50 |
| 8279 | 2/15/2013 | International Acade | 175,50 |
| 8305 | 2/22/2013 | International Acade | 171.00 |
| 8316 | 3/1/2013 | International Acade | 175,50 |
| 8332 | 3/8/2013 | International Acade | 175.50 |
| 8367 | 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 | 157.50 |
| 8531 | 5/31/2013 | International Acade | 207.00 |
| 8549 | 6/7/2013 | International Acade | 157.50 |
| 8567 | 6/14/2013 | International Acade | 175.50 |
| 8600 | 6/28/2013 | International Acade | 292.60 |
| 8623 | 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 |
| 8693 | 8/9/2013 | International Acade | 171.00 |
| 8725 | 8/16/2013 | International Acade | 229.50 |
| 8738 | 8/23/2013 | International Acade | 190,00 |
| 8753 | 8/30/2013 | International Acade | 170.00 |
| 8768 | 9/6/2013 | International Acade | 170.00 |
| 8780 | 9/13/2013 | International Acade | 170.00 |
| 8806 | 9/20/2013 | International Acade | 190.00 |
| 8837 | 10/4/2013 | International Acade | 315.00 |
| 8860 | 10/11/2013 | International Acade | 190.00 |
| 8878 | 10/18/2013 | International Acade | 70.00 |
| 8900 | 10/24/2013 | International Acade | 190.00 |
| 8939 | 11/8/2013 | International Acade | 370.00 |
| 8957 | 11/15/2013 | International Acade | 190.00 |
| 8982 | 11/22/2013 | International Acade | 209.00 |
| 9006 | 12/0/2013 | International Acade | 209.00 390.60 |
| 9050 | 12/20/2013 | International Acade | 200.00 |
| - | 12/21/2013 | Patty Cash | 200.00 |

Jan - Dec 13

7,660.50

A80039

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

2500 am under contact with International Academy of Style as ndrog, liAnnie. 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. 1.

| I have full control of my schedule; | My schedule will be | as follows: 1/1 | 13 - 10/31/13 Friday | Saturday |
|-------------------------------------|---------------------|-----------------|-------------------------|----------|
| rs Tuesday | Wednesday | Thursday | ((iday | |
| | 19-5 | 4-2 | | |

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 \$ $\frac{12}{2}$

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

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 bendent Contractor Signed International Academy of Style

IAS0040

| W-9 W. October 2007) | Request for Identification Number | Taxpayer and Certification | Give form to the requester. Do not send to the IRS. |
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IAS0041

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

STATE OF NEVADA) SS. COUNTY)

being duly sworn, deposes and states:

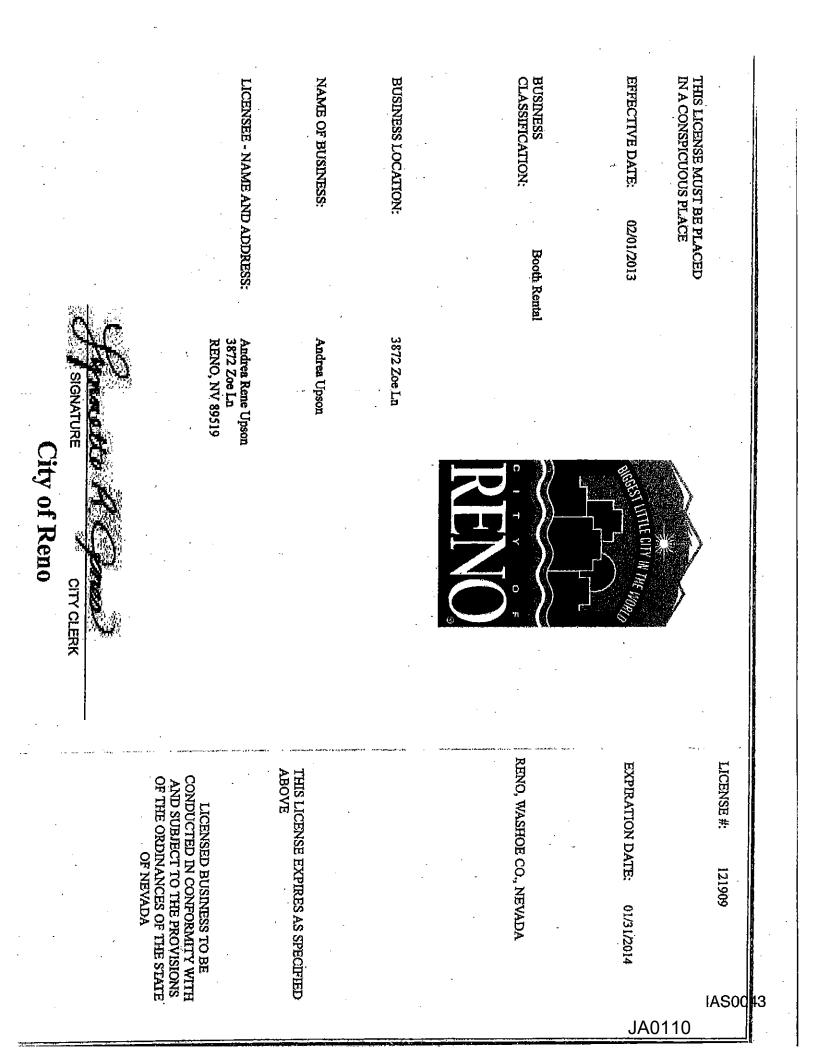
- 1. I make the following assertions pursuant to NRS 616B.627 and NRS 617.210.
- I am a sole proprietor who will not use the services of any employees in the performance of this Contract with International Academy of Style. 2.
- 3. In accordance with the provisions of NRS 616B.659. I have not elected 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, 4. 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 obspter 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 do hereby swear under penalty of perjury that the ions of this affidavit are tru Signe Printed Name SIGNED AND SWORN to before me this Bv



PUBLIC NOTARS

IAS0042



SECRETARY OF STATE

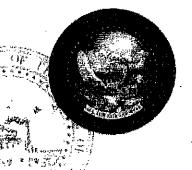


NEVADA STATE BUSINESS LICENSE Sole Proprietor Andrea Upson

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.

1:48 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Annie Upson January through December 2013

| Num | Date | Account | Amount |
|----------|------------|---------------------|--------|
| Jan - De | c 13 | - | |
| 8261 | 2/8/2013 | International Acade | 438.00 |
| 8276 | 2/15/2013 | International Acade | 225.50 |
| 8294 | 2/22/2013 | International Acade | 303,00 |
| 8318 | 3/1/2013 | International Acade | 258,00 |
| 8334 | 3/8/2013 | International Acade | 258.00 |
| 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 | 264.00 |
| 8487 | 5/10/2013 | International Acade | 222.00 |
| 8497 | 5/17/2013 | International Acade | 261.00 |
| 8518 | 5/24/2013 | International Acade | 261.00 |
| 8630 | 5/31/2013 | International Acade | 228.00 |
| 8550 | 6/7/2013 | International Acade | 258.00 |
| 8566 | 6/14/2013 | International Acade | 258.00 |
| 8601 | 6/28/2013 | International Acade | 468.00 |
| 8822 | 7/12/2013 | International Acade | 447.50 |
| 8645 | 7/26/2013 | International Acade | 507,50 |
| 8894 | 8/9/2013 | International Acade | 516,00 |
| 8724 | 8/16/2013 | International Acade | 261.00 |
| 8734 | 8/23/2013 | International Acade | 261,00 |
| 8751 | 8/30/2013 | International Acade | 216.00 |
| 8764 | 9/6/2013 | International Acade | 268,00 |
| 8785 | 9/13/2013 | International Acade | 256,00 |
| 8808 | 9/20/2013 | International Acade | 252,00 |
| 8826 | 9/27/2013 | International Acade | 258.00 |
| 8838 | 10/4/2013 | International Acade | 258.00 |
| 8861 | 10/11/2013 | International Acade | 258,00 |
| 8880 | 10/18/2013 | International Acade | 258.00 |
| 8896 | 10/24/2013 | International Acade | 240.00 |
| 8914 | 11/1/2013 | International Acade | 256.00 |
| 8945 | 11/8/2013 | International Acade | 245.00 |
| 8960 | 11/15/2013 | International Acade | 234.00 |
| 8983 | 11/22/2013 | International Acade | 114.00 |
| 9009 | 12/9/2013 | International Acade | 429.00 |
| 9030 | 12/13/2013 | International Acade | 225.00 |
| | 12/21/2013 | Petty Cash | 200.00 |

Jan - Dec 13

10,980.50

PAG0045

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

 $\frac{Me/issa}{100}$ 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.

| I have full cont | rol of my schedule; | My schedule will be | as follows: | 13-12/31/13 | ······································ |
|------------------|---------------------|---------------------------------------|-------------|---------------|--|
| S | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | SOOT S: PM | · · · · · · · · · · · · · · · · · · · | <u></u> | 8:30 AM 5: PM | |

... 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 $\frac{14.00}{14.00}$

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

IAS0046

| Departm | W-9 Databer 2007) nert of the Theorem Revenue Bervice | Request for Taxpayor Identification Number and Certific | ation | Give form to the requester, Do not send to the IPIS. |
|-----------------------|---|---|-----------------------------|--|
| | | sn your income tak return) 559 Wolff | | |
| - Ded uo | Bueines neme i | cillenat from above | | |
| er type ructions o | Charle exercision | base I individual/Bale proprietor Corporation Partnership by company. Enter the tax classification (D-disregarded entity, O-corporation, P-parts | waite + | Deve |
| Print o | | BHIZACCIC | tequester's neme and a | ddrees (aptional) |
| | Kent | 5 MV 89502 | | |
| 8 | List account num | ber(s) here (options) | | |
| 1 days | Terrer | er Identification Number (TIN) | | |
| alien, your (| ip withholding. PC acte proprietor, o employer identific | propriete box. The TiN provided must match the name given on Line 1 to r individuale, this is your social ecounty number (SRM). However, for a real r claregarded entity, see the Part I instructions on page 3. For other entitle stion number (SM). If you do not have a number, see How to get a TIN on in more than one name, see the chart on page 4 for guidelines on whose | n, K in <u>[]</u> page 3 | Of Jertification rember |
| í . | Certific | nois | | |
| 1, Π 2, Ι, | he number shown an not subject to evenue Service (il utilied me that i a | ury, I certify that: on this form is my correct taxpeyer identification number (or I am waiting t backup withholding bacause: (a) I am exempt from backup withholding, or tty that I am subject to backup withholding as a result of a failure to report m no longer subject to backup withholding, and | | |

Certification instructions. You must cross out liters 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tex return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of accured property, cancellation of debt, contributions to an individual reference arrangement (IRA), and generally, payments other than interest and dividends, you are not required to algo the Certification, but you must provide your correct TIN. See the instructions on page 4.

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General instructions

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

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real sature transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), 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 aubject to backup withholding, or

3. Cleim exemption from backup withholding if you are a U.S. exempt prove. 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:

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person If you are:

e An individual who is a U.S. citizen or U.S. resident alien,

• A pertnemble, corporation, company, or association created or organized in the United States or under the laws of the United States,

e An estate (other than a foreign estate), or

· A domestic trust (as defined in Regulations section 301.7701-7).

SUS (703-7). Special rules for pertnerships. Pertnerships that concluct a trade or business in the United States are generally required to pay a withholding tax on any foreign pertners' where of income from such business. Further, in certain cases where a Form W-9 has not been received, a pertnership is required to presume that a pertner is a foreign person, and pay the withholding tax. 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 wold withholding on your share of pertnership income. income.

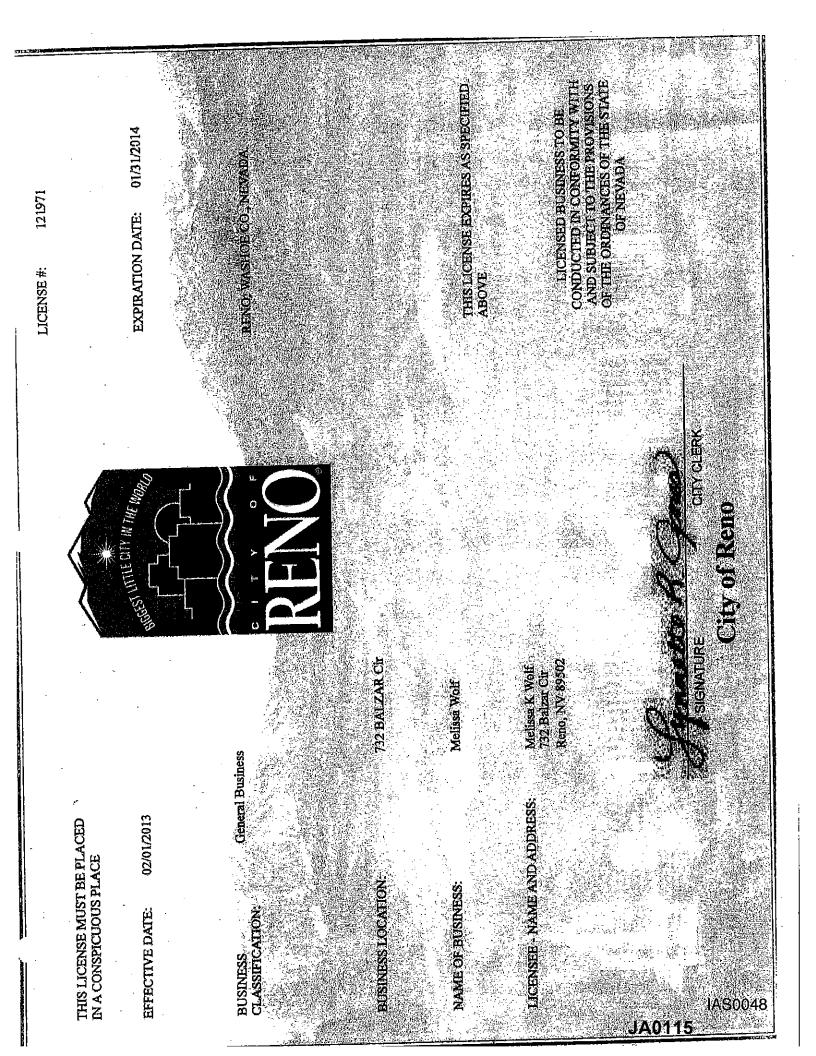
The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and evolding withholding on its allocable share of nat income from the partnership conducting a trade or business in the United States is in the following onem:

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

Cat. No. 10291X

Form W-0 (Per. 10-2007)

IAS0047



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

STATE OF NEVADA) SS. COUNTY)

| Mielissa Wolf 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.
- 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

ï

| M.o. 1559 Wolf | do hereby swear us | ider p | enalty of | perjury | that |
|--------------------------------------|--------------------|--------|-----------|---------|------|
| sections of this affidavit are true. | | | | \sim | ۰, |

Printed Name dav

SIGNED AND SWORN to before me this

By MelissA



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

IAS0049

JA0116

the

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, NY 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

11/30/2014 **Expiration Date:**

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

IAS0050

1:49 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE **Checks for Melissa Wolf** January through December 2013

Amount Account Date Num Jan - Dec 13 616.00 International Acade... 2/5/2013 8246 539.00 International Acade... 2/22/2013 8297 357.00 International Acade... 3/8/2013 8324 392.00 International Acade ... 3/22/2013 8362 483.00 International Acade... 4/5/2013 8397 511.00 International Acade... 4/19/2013 8425 518.00 International Acade ... 6/3/2013 8463 526.00 International Acade... **6502** 5/17/2013 632.00 International Acade... 8560 6/11/2013 International Acade... 567.50 8566 6/14/2013 563.00 International Acade... 6/21/2013 0582 674,00 International Acade... 8624 7/12/2013 427.00 7/26/2013 International Acade ... 8649 560,00 International Acade... 8698 8/9/2013 693.00 International Acade... 8/30/2013 8755 847.00 International Acade... 9/20/2013 8809 International Acade ... \$60.00 10/4/2013 8641 587.00 International Acade... 8875 10/18/2013 International Acade... 644.00 11/1/2013 8916 490.00 11/15/2013 International Acade... 8955 International Acade... 364.00 11/22/2013 8980 International Acade... 518.00 12/13/2013 9029 245.00 International Acade... 12/20/2013 9043 200.00 Petty Cash 12/21/2013 12,282.50 Jan - Dec 13

PMS0051 JA0118

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

__, am under contact with International Academy of Style as AShley writch-storey n independent Licensed Instructor. I am in compliance with all that is required by Law for the City, State, and ederal Government as an Independent Contractor.

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

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

L. I am contracted to educate students in all fields of Cosmetology.

2. I am contracted to record and track student grades and attendance.

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

e full control of my schedule; My schedule will be as follows:

| nave run com | Tuesday | Wednesday | Thursday | Friday | Saturday | |
|--------------|-----------|-----------|-----------|-----------|----------|---|
| Re | 8:30-5:00 | 8:30-5:00 | 8:30-5:00 | 8:30-5:00 | |) |

Charges are as follows:

will involce International Academy of Style. Payment will be expected at receipt of the invoice. bill by the hour. My hourly fee at the time of the signing of this contract is \$ 0, 0

am fully aware that international Academy of Style is not to be held responsible for, including but not limited :o: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment to be withheid 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.

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.

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: Signed:

International Academy of Style

IAS0052

| book 2007) identification Numb | r Taxpayor or and Cortilication | Give form to the requester. Do not send to the IRS. |
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IAS0053

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

STATE OF NEVADA)) SS. $(1)(1 \le 1)(1 \le 1)(1$

ASNILY UNISh-Storeybeing 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.639. 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, ANIEU WOUSA STUDY do hereby swear under penalty of perjury that the assertions of this affidavit are true.

Printed Name AShley Walsh-Storey

SIGNED AND SWORN to before me this 215t day of November 2013

h-storey, S By SANDY GUALANO

Notary Public - State of Neveda Appointment Recorded in Washoe County No: 87-0839-2- Expires January 31, 2014

IAS0054

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

SECRETARY OF STATE

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

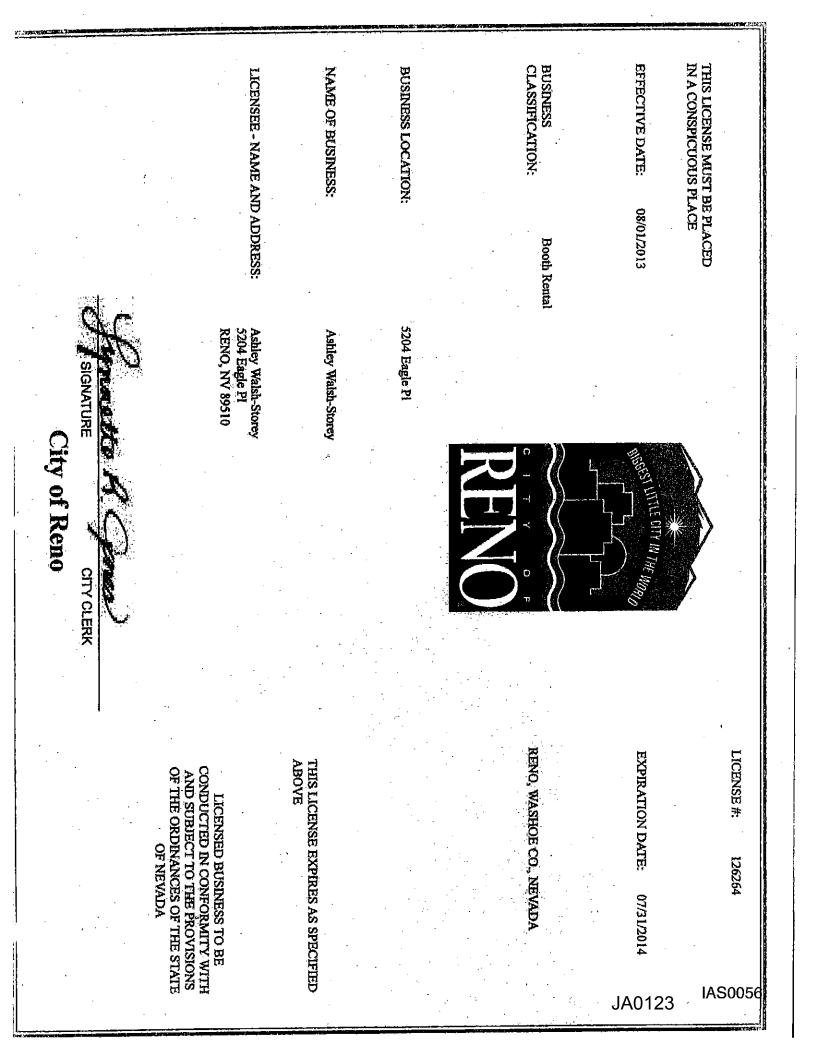
Name: Ashley Walsh-Storey

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

IAS0055



1:48 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Ashley Walsh Storey January through December 2013

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| Num | Date | Account | Amount |
|----------|------------|---------------------|----------|
| Jan - De | ic 13 | | |
| 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 |
| 8732 | 8/23/2013 | International Acade | 252,00 |
| 8750 | 8/30/2013 | International Acade | 391.50 |
| 8765 | 9/6/2013 | 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 |
| 8868 | 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 | Internetional Acada | 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 |
| 8995 | 11/27/2013 | International Acade | 297,00 |
| 9010 | 12/9/2013 | International Acade | 211.50 |
| 9032 | 12/13/2013 | International Acade | 405.00 |
| 9045 | 12/20/2013 | International Acade | 409.50 |
| ~~~~ | 12/21/2013 | Petty Cash | 200.00 |
| Jan - De | nc 13 | - | 7,238.00 |

Page 1 IAS0057

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 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. Lam 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.

Lhave full control of my schedule: My schedule will be as follows: 1/2/13 b 12/31/13

| I nave full control | of my schedule; | itiy soliduate till be | | | |
|---------------------|-----------------|------------------------|----------|--------|----------|
| YS | uesday | Wednesday | Thursday | Friday | Saturday |
| 1 | 9-3 | 9-72° | 9-3 | 9-3 | 9-5 |

wy 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.

Lam 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.

Undante Signed:__ independent Contractor Signed:

International Academy of Style

IAS0058

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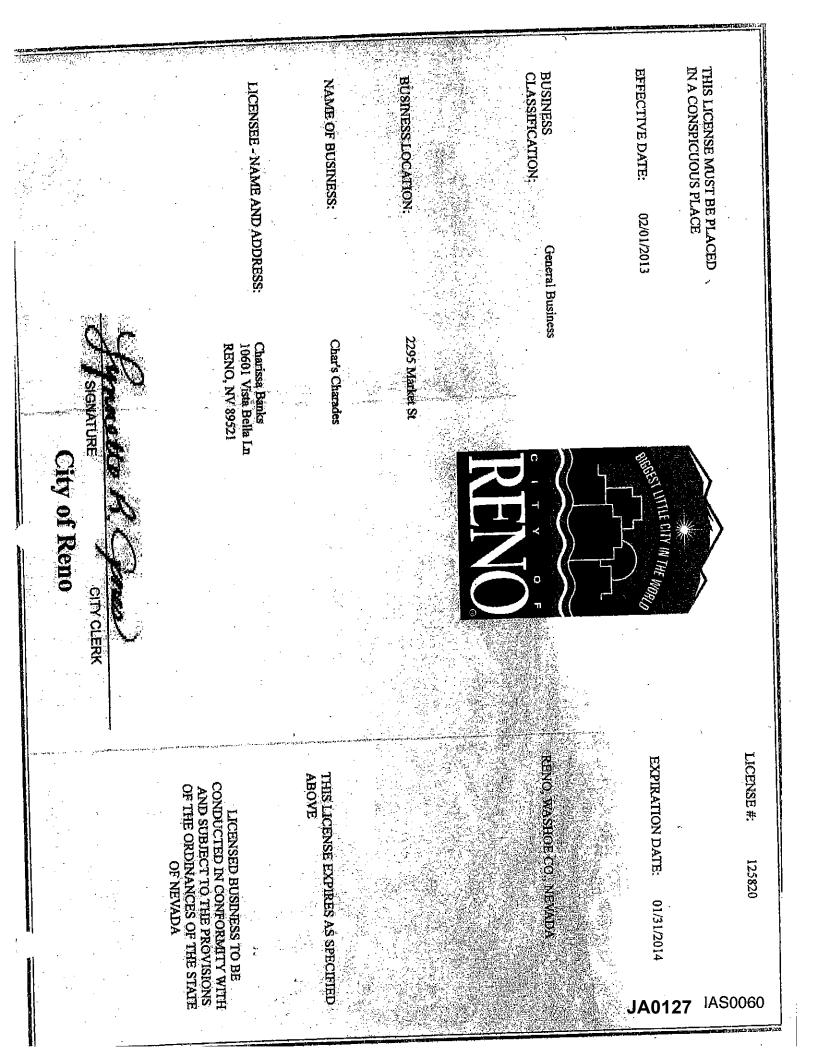
The person who gives form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of rait income from the pertnership conducting a trade or business in the United States is in the following cases:

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

Note, if a neckester pives you a form other than Form W-9 to request your TN, you must use the requester's form if it is substantially similar to this Form W-9. CHL No. 10291X

Form W-0 PM. 10-8087)

IAS0059



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

STATE OF NEVADA) SS. COUNTY) ЪS

| ARISSA B | alvs | being duly | swom, | deposes and st | ates: |
|----------|------|------------|-------|----------------|-------|
| ARISSA D | | | - | | |

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 sayeth not

do hereby swear under penalty of perjury that the BRIT BURN! assertions of this affidavit are true.

11 Alas Signed

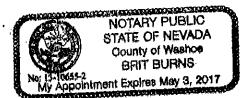
NOTARY PUBLIC

IAS0061

hacissa Banks Printed Name

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

25 JAR ISA By



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, NY 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

IAS0062

1:44 PM

01/08/14

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INTERNATIONAL ACADEMY OF STYLE Checks for Charissa Banks January through December 2013

| Nurr | n Dete | Account | Amount |
|--------|------------|--|------------------|
| .lan - | Dec 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 |
| 6429 | 4/19/2013 | International Acade | 416.00 |
| 8445 | 4/26/2013 | International Acade | 416.00 |
| 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 |
| 8634 | 5/31/2013 | International Acade | 416.00 |
| 8645 | 6/7/2013 | International Acade | 418.00 |
| 8564 | 6/14/2013 | International Acade | 418.00 |
| 8583 | 8/21/2013 | International Acade | 520.00 |
| 8596 | 8/28/2013 | International Acade | 468.00 |
| 8597 | 6/26/2013 | International Acade | 312.00 |
| 8620 | 7/12/2013 | International Acade | 468.00 |
| 8634 | 7/19/2013 | International Acade | 520.00 |
| 8641 | 7/26/2013 | International Acade | 468.00 |
| 8668 | 8/2/2013 | International Acade | 468,00 |
| 8687 | 8/9/2013 | International Acade | 468,00 |
| 8720 | 8/16/2013 | International Acade | 468.00 |
| 8733 | 8/23/2013 | international Acade | 416.00 312.00 |
| 8749 | 8/30/2013 | international Acade | 416.00 |
| 8771 | 9/6/2013 | International Acade | 416.00 |
| 6784 | 9/13/2013 | International Acade | 416.00 |
| 8802 | 9/20/2013 | International Acade | 397.00 |
| 6821 | 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 International Acade | 442.00 |
| 8913 | 11/1/2013 | | 364.00 |
| 8938 | 11/8/2013 | International Acade | 364.00 |
| 8982 | 11/15/2013 | International Acade | 364.00 |
| 8985 | 11/22/2013 | International Acade | 182.00 |
| 8996 | 11/27/2013 | | 351,00 |
| 9005 | 12/9/2013 | International Acade | 364.00 |
| 9034 | 12/13/2013 | International Acade International Acade | 364.00 |
| 9051 | 12/20/2013 | Petty Cash | 200.00 |
| | 12/21/2013 | Carth Addin | 19.428.50 |

Jan - Dec 13

19,428.50

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

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 control of my schedule; My schedule will be as follows:

| IT HAVE TON CONT | Tuesday | Wednesday | Thursday | Friday | Saturday |
|------------------|---------|-----------|----------|--------|----------|
| `S | 8-5 | 8-5 | 8-5 | 8-5 | l |

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 \$______

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

IAS0064

| (Plev.) Choirt | W-9 Cotober 2007) ment of the Transury | Request for Taxpayer Identification Number and Certifica | tion | Give form to the requester. Do no and to the IRS. |
|--------------------------|---|---|-----------------|---|
| pega 2 | 1 Tour | n your income put return) e Milese () caliburat from above | · | |
| r type voltame on | Chack appropriate | biox: 2. Individual/Bale proprietor | nhip) 🕨 | Evernpt payers |
| Print of t By Indiana | Address (number, 1827) | atrast, and apt. or suite no.) $\alpha (cerwood Ci-$ | queeler's rieme | anti address (optionel) |
| e Spec | Rine and Z | | • | |
| ୍ଷ ଜଣ୍ଡ | | er Identification Number (TIN) | | |
| Ente | your TIN in the e | propriate box. The TIN provided must match the name given on Line 1 to a | vora 👘 | i martin combin |
| | A summer of a first of a second se | r deregarded entity, see the Part I instructions on page 3. For other entities, thion number (EN). If you do not have a number, see How to get a TM on p | n . | QF |
| | | | | |

Note. If the account is in more than one name, ese the chart on page 4 for guidelines on whose number to enter.

Engloyer Identification nomb

Certification Part d

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct texpeyer identification number (or) am waiting for a number to be issued to me), and

- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the internal Pervanue Service (IRS) that I am subject to backup withholding as a result of a failure to report all internet or dividende, or (c) the IRS has notified me that I am no longer subject to backup withholding, and 2.
- 3. Lam a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must crose out lism 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividencie on your tex return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retrument amangement (RA), and generally, paymente other than interest and dividendie, you are not required to sign the Certification, but you must provide your correct TRN. See the instructions on page 4.

| - | | | Definition of a U.S. person. For federal tax purposes, you are |
|------|---------------|---------|--|
| Hére | U.B. person 🕨 | 1-1-1-2 | |
| Sign | Bignature of | | Data b |
| | | 1 | |
| | | | |

General Instructions Section references are to the Internal Pervenue Code unless

otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct targetyer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or elandorment of secured property, cancellation 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:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be leaved).

2. Certify that you are not subject to backup withholding, or

3. Claim examption 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 share of any permership income from a U.S. trade or businese is not subject to the withholding tax on toneign 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.

considered a U.S. person if you are:

• A pertnership, corporation, company, or association created or organized in the United States or under the laws of the United States, An individual who is a U.S. citizen or U.S. resident alien.

e An estate (other than a foreign estate), or

· A domestic trust (as defined in Regulations section 201.7701-7)

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' 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 partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and wold withholding on your share of pertnership.

The person who gives Form W-9 to the pertnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

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

Call. No. 10231X

Form W-9 (Nev. 10-2007)

IAS0065

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

STATE OF NEVADA)) SS. W<u>Shoe</u> COUNTY)

| Leeann Millesell 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. |
| 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. |
| 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

| | screby swear under penalty of perjury that the |
|--|--|
| assortions of this affidavit are true, | Unite Amikesell |
| Signed | Joyce & Milesell |
| Printed Name | Poyce I mikesell |
| SIGNED AND SWORN to before me this 2 | day of Navenbro 13 |
| By Joyce L. Mikesell | |
| | |
| GUISSELL DELAVEGA NOTARY PUBLIC STATE OF NEVADA Hy Commission Expires: 8-27-3014 Carditate No: 10-3104-2 | NOTARY PUBLIC |

IAS0066

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

OFFICE OF THE SECRETARY OF STATE

NOTICE OF EXEMPTION NEVADA STATE BUSINESS LICENSE

Sole Proprietor

You have flied 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

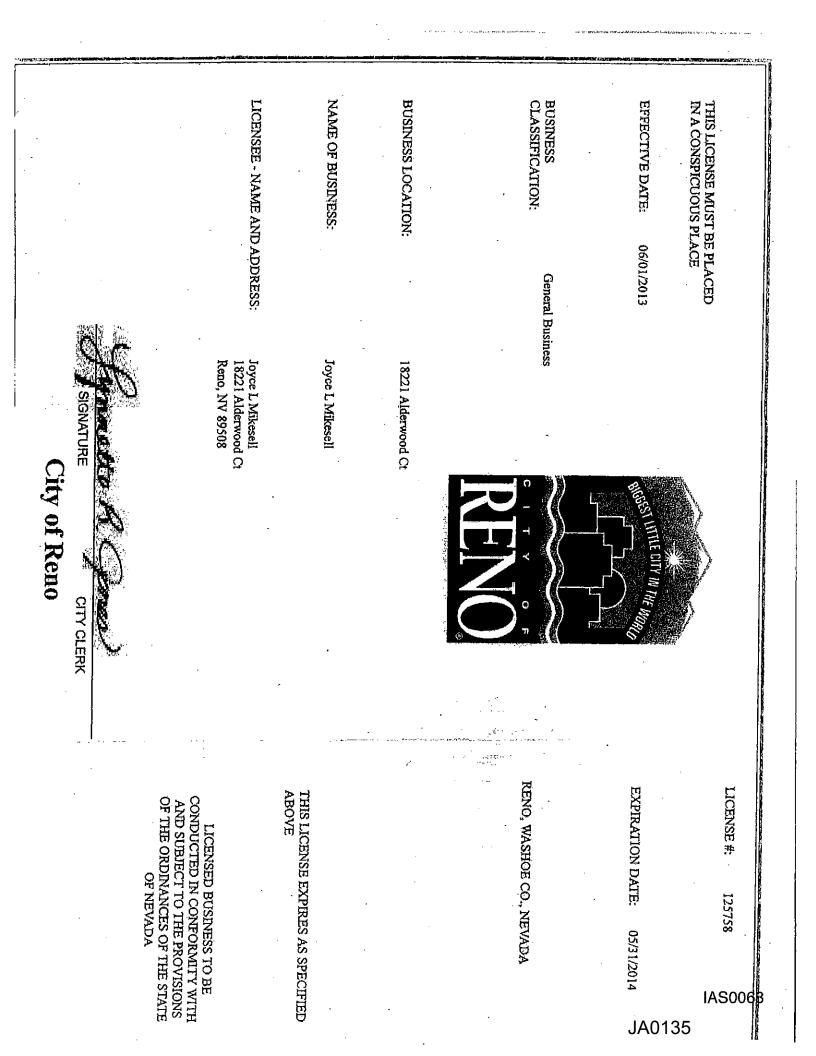
Name: Joyce Mikesell

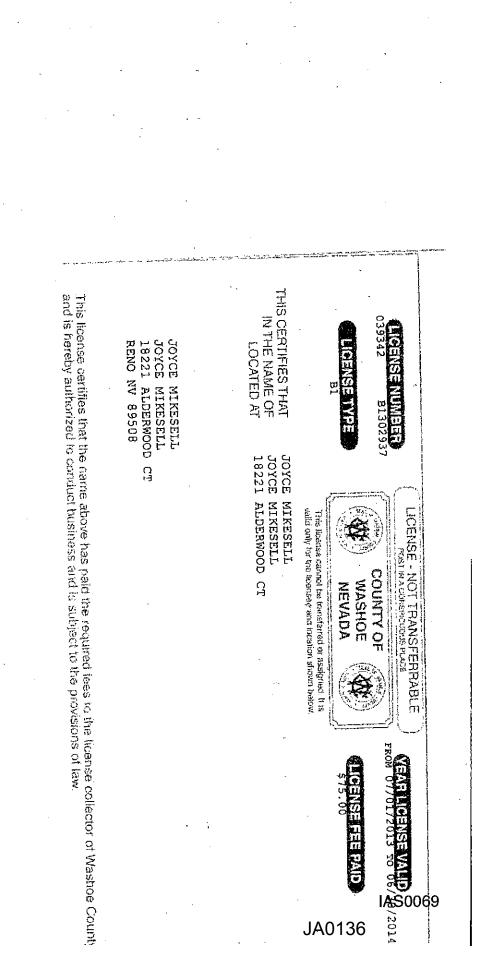
11/30/2014 Expiration Date:

Exemption Code: 003 A home-based business whose net earnings are not more than 66 2/3 percent of the Nevada average annual wage

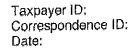
Issued this 21st day of November, 2013.

Please Post in a Conspicuous Location





STATE OF NEVADA CONSUMER USE TAX PERMIT DEPARTMENT OF TAXATION



1006645632-003 1300007905767 07/01/2013

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.

Permit Location: JOYCE MIKESELL 18221 ALDERWOOD CT RENO NV 89508-5803

JOYCE MIKESELL 18221 ALDERWOOD CT RENO NV 89508-5803

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

(Detach Here)

Itached is your Nevada Consumer Use Tax Permit.

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

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

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

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

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

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

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

he Nevada Consumer Use Tex 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 e considered valid unless canceled, suspended or revoked for good cause in accordance with Title 32.

| MAIN OFFICE 1680 College Parkway, Sulte 115 | LAS VEGAS OFFICE Gran; Sawyer Office Bldg. Suite 1300 | HENDERSON OFFICE 2550 Paseo Verde Parkway. Suije 180 | AENO OFFICE 4500 Kletzke Lane Building L, Sulte 235 Reno, Nevada, 89502 | |
|--|--|--|--|--|
| Carson City. Nevada, 89706- 7937 Phone: (775) 684-2000 | 555 E. Washington Avenue Las Vegas, Nevada, 89101 Phone: (702)488-2300 | Henderson, Nevada, 89074 Phone: (702)486-2300 | Phone: (775)687-9999 | |

DISTRICT OFFICE LOCATION

n the event of an address change, please notify the Department of Taxation immediately in order to direct any IAS0070 correspondence to your new address.

1;46 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Joyce Mikesell January through December 2013

| Num | Date | Account | Amount |
|----------|------------|---------------------|------------------|
| Jan - De | c 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 | 525,00 |
| 8256 | 2/1/2013 | International Acade | 525.00 |
| 8269 | 2/8/2013 | International Acade | 600.00 |
| 8287 | 2/15/2013 | International Acade | 502.50 |
| 8304 | 2/22/2013 | International Acada | 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 |
| 8387 | 4/5/2013 | International Acade | 600:00 |
| 8418 | 4/12/2013 | International Acade | 495.00 |
| 8432 | 4/19/2013 | International Acade | 525,00 |
| 8449 | 4/26/2013 | International Acade | 480.00 |
| 8460 | 6/3/2013 | International Acade | 600.00 |
| 8486 | 5/10/2013 | International Acada | 525.00 |
| 8507 | 6/17/2013 | International Acade | 525,00 |
| 6520 | 5/24/2013 | International Acade | 622.00 |
| 8535 | 5/31/2013 | International Acade | 525.00 |
| 8547 | 6/7/2013 | International Acade | 525.00 |
| 8561 | 6/14/2013 | International Acade | 467.50 |
| 8579 | 6/21/2013 | International Acade | 472.50 |
| 8598 | 6/28/2013 | International Acade | 532.50 |
| 8628 | 7/12/2013 | international Acade | 885.00 |
| 8651 | 7/26/2013 | International Acade | 525.00 |
| 8676 | 8/2/2013 | International Acade | 570.00 |
| 8696 | 8/9/2013 | International Acade | 600.00 |
| 8719 | 8/16/2013 | International Acade | 510.00 |
| 8739 | 8/23/2013 | International Acade | 570.00 540.00 |
| 8758 | 8/30/2013 | International Acade | 525.00 |
| 8770 | 9/6/2013 | International Acade | 450.00 |
| 8783 | 9/13/2013 | International Acade | 637.50 |
| 6800 | 9/20/2013 | International Acade | 525,00 |
| 8829 | 9/27/2013 | International Acade | 510,00 |
| 8635 | 10/4/2013 | International Acade | 540.00 |
| 8664 | 10/11/2013 | International Acade | 825.00 |
| 6892 | 10/24/2013 | International Acade | 495,00 |
| 8912 | 11/1/2013 | International Acade | 525.00 |
| 8937 | 11/8/2013 | International Acada | 555.00 |
| 8964 | 11/16/2013 | International Acade | 570.00 |
| 8967 | 11/22/2013 | International Acade | 775.00 |
| 9001 | 12/11/2013 | International Acade | 350.00 |
| 9024 | 12/13/2013 | International Acade | 276.00 |
| 9044 | 12/20/2013 | International Acade | 200.00 |
| | 12/21/2013 | Petty Cash | |

Jan - Dec 13

25,772.00

TAS0071

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 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. | am contracted to educate students in all fields of Cosmetology.

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.

enhagula: My schedule will be as follows:

| I have full cont | trol of my schedule; | MA Principle Mill Me | Thursday | Friday | Saturday |
|------------------|----------------------|----------------------|------------------|--------|-----------|
| ' 5 | Tuesday | Wednesday | | | 8:30-5:30 |
| print a | 2:00.00 - 7:20 | | 11:00pm - 500 pm | | |

Herry Charges are as follows:

I will involce 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 $\frac{1}{00}$

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

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.

Date 1/9/2013 Signed:/ independent Contractor Signed: International Academy of Style

IAS0072

| - | W=9 pictur 2007) nt of the Treasury average Bendos | ldi. | Request is attilication Numb | r Taxpayor or and Cortification | 1 | Give form to the requester. Do not send to the FIS. |
|-------|--|---|---|--|---|--|
| | Name (as shown | an projur income tax re | andle | | | |
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| | Chief into http:// | nation) 🏲 🔄 🔄 | | | | address (optional) |
| | 7990 | -airus | of DRIVE | · | | · - |
| | Chy, state, and a | | 81502 | | | |
| B | List appoint nur | iberiji) nere (optionel) | | | | |
| | Tage | ver identification | n Number (TN) | | | |
| | your TIN in the (| ppropriate bair. Thi | Thi provided must match the | name given on Line 1 to avoid 1996. History, for a resident | Sandad and | najin manjer |
| ويعله | és a literes . P | 승규 같이 있는 것이라. ㅋㅋㅋ ㅋ | | BBNA, However, for a resident page 3. For other erables, it is one How to get a TIN on page 5 for minimum on whom | | or |
| ur (| In the account is | s in more than one i | verne, see the chart on page 4 | for guidelines on whose | | fidantification consists |
| ni) | er to enter. Certifi | · · · · | | | | |
| | te number show en not subject t evenue Service (ptiled me that i am a U.S. cližer feation instruct | o beckup withholds (RS) that I am subject am no longer subject o or other U.S. perso (one, You must croit | g because up (are unreaded) of to becaup withholding as a to becaup withholding, and on (defined below). se out here above if you have out here as interest and chidands | number (or I am waiting for a n per backup withholding, or (b) i i result of a failure to report all in a been notified by the IRIS that y on your tex return. For real esti- party, carboniction of debt, center | terest or chili Ioli are clima de terresción | dends, or (2 still and man sity subject to backup rss, Bern 2 does not apply. |
| | te number show an not subject t suenus Service (ptiled me that i an a U.S. cilizer feation instruct olding because) vorigings interest | n on this form is my o beckup withholdin (RS) that I am subject an no longer subject o or other U.S. perso (one, You must cross | g because up i an evenes. At to becaup withholding as a st to becaup withholding, and on (defined below). Is out term 2 above if you have port all interest and childends abandonment of secured pro- ts other than interest and child and then than interest and child | result of a failure to report all in | ternet or chil roli are citrai de ternetica Ballons to a lign: the Certil / | dende, of (g shi sho has nity subject to backup ris, Rem 2 does not apply. is included refrecterk ionition, but you music |
| | te number show an not subject t sugnas Service utiled me that i an a U.S. clizer feation instruct olding because torigings interest generat (FA), an de your correct interest | n on this form is my o backup withholdin (RS) that I am subje- en no longer subje- n or other U.S. pers- lone, You must croit you have telled to m paid, acquisition or d generally, payment (IN, des the installo of | g because up i an evenes. At to becaup withholding as a st to becaup withholding, and on (defined below). Is out term 2 above if you have port all interest and childends abandonment of secured pro- ts other than interest and child and then than interest and child | result of a failure to report all in a been notified by the IRB that y on your tex return. For real esti- perty, cancellation of dable, canting tends, you are not required to a Date IP- | terest or clivit its are current its termination ings the Certific 11 / 9 | dende, or (g the the face na, part 2 does not apply. n bothickel reference lightion, but you must |
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IAS0073

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

STATE OF NEVADA)) SS. Worhee_COUNTY)

| lev | with Bandle 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 6163.659. 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

I. Ulernetta Randle do bereby swear under penalty of perjury that the essentions of this affide with are true.

Signed

Printed Name

SIGNED AND SWORN to before me this 12 day of November 20.13

XXX By, Ner No



and

PIRI IC NOTARY

IAS0074

Secretary of State

SCOTT W. ANDERSON Deputy Secretary for Conunercial Recordings



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

IAS0075

JA0142

OFFICE OF THE SECRETARY OF STATE

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

1:66 PM

01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Vernetta Randle January through December 2013

| Num | Date | Account | Amount |
|----------|------------|---------------------|----------|
| Jan - De | ic 13 | | |
| 8987 | 11/15/2013 | International Acade | 209.00 |
| 6981 | 11/22/2013 | International Acade | - 209.00 |
| 9007 | 12/9/2013 | International Acade | 162.80 |
| 9031 | 12/13/2013 | International Acade | 220.00 |
| 9048 | 12/20/2013 | International Acade | 209.00 |
| | 12/21/2013 | Petty Cash | 100.00 |
| Jan - De | c 13 | | 1,109.80 |

P1#\$0076

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

11

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. 1 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.

| 1 +++++++++++++++++++++++++++++++++++++ | | | 3 |
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| have full control of my schedule; | Thursday | Friday | |
| Tuesday | Wednesday | - Q-h | |
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19-5 .(\$

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

I am fully aware that if I do not fulfill this contract international Academy has the right to charge me for the

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

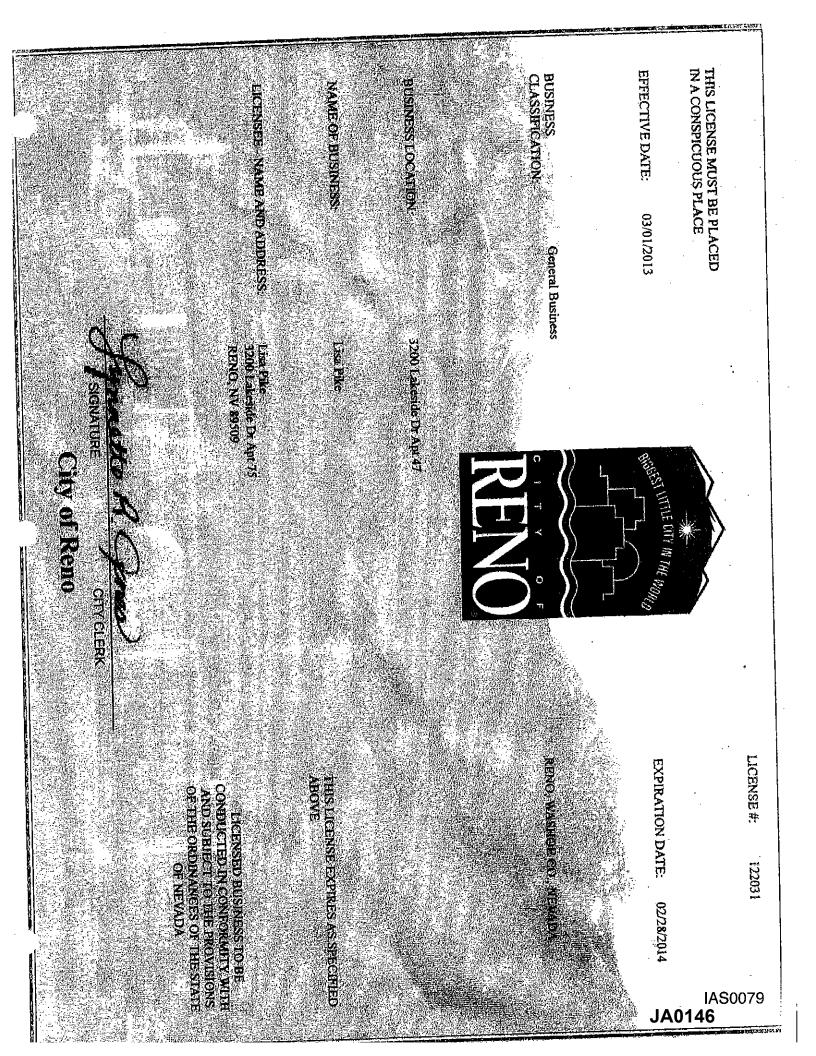
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ROSS MILLER Secretary of State 202 North Carson Street Carson City, Nevada 89701-4201 (775) 684-5708 Website: www.nveos.gov

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USE BLACK INK ONLY - DO NOT HIGHLIGHT

PRINT LEGIBLY OR TYPE ALL INFORMATION

X Application

Renewal

Completing this form DOES NOT relieve you of any statutory 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.

Nevada State

Business License

Sole Proprietor

Exemption

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

INSTRUCTIONS:

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 66 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).

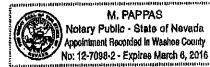
3. File online at www.nvaliverflume.gov or return the completed form to: Secretary of State, 202 North Carson Street, Carson City, Nevada 89701-4201, (775)

4. The sole proprietor claiming exemption from the State Business License requirement must sign the application. FORM WILL BE REFURNED IF UNSIGNED.

| ······································ | M | Pike | |
|---|--|---|---|
| Lisa Inst Name | Middle (Optional) | Last Name | Suffix |
| Κ | and the second state of th | /19/2013 | |
| Ignature of Sole Proprie | stor Da | | |
| NV Business ID # | N.A. (Required Control (Requir | uired if you have a currant Nevade State Business Lic ser 1, 2009) | ense or had one issued after |
| | the requirements of the State Business | | See instructions for code) |
| If claiming 005 exc | emption provide Nevada Film Office Re | gistration # | |
| | emption provide Nevada Film Office Rependent | | |
| If claiming 006 ex | emption provide Nevada Division of Inst | | NV 89509 |
| | | urance License # | NV 89509 State Ztp Code |
| If claiming 006 ex | emption provide Nevada Division of Inst 3200 Lakeside Dr., #75 Physical Street Address | Rcno | ومستعد والمستجد والمستجد والمستحد والمستح |
| If claiming 006 ex | emption provide Nevada Division of Inst 3200 Lakeside Dr., #75 | Rcno | ومستعد والمستجد والمستجد والمستحد والمستح |
| If claiming 006 ex Physical Address Mailing Address | emption provide Nevada Division of Inst 3200 Lakeside Dr., #75 Physical Street Address Same | Reno City | State Ztp Code |

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

STATE OF NEVADA) SS. 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. 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 oi 7 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 do hereby swear under penalty of perjury that the KP assertions of this affidavit are true. Signed Printed Name State of Nevada, County of Washoe SIGNED AND SWORN to before me this



NOTARY PUBLIC

2:27 PM

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01/0B/14

INTERNATIONAL ACADEMY OF STYLE Checks for Lisa Pike January through December 2013

| Nom | Date | Account | Amount |
|-----------|------------|---|-----------|
| | | The second se | · · · · · |
| Jan - Dec | 13 | international Acade | 579,00 |
| 6199 | 1/4/2013 | International Acade | 240.00 |
| 8221 | 1/11/2013 | International Acade | 570.00 |
| 8237 | 1/29/2013 | international Acade | 380.00 |
| 8250 | 2/1/2013 | International Acade | 588.00 |
| 8262 | 2/8/2013 | International Acade | 504.00 |
| 8284 | 2/15/2013 | International Acade | 504,00 |
| 6300 | 2/22/2013 | International Acade | 581,00 |
| 8312 | 3/1/2013 | International Acade | 504,00 |
| 8333 | 3/8/2013 | International Acade | 504.00 |
| 8353 | 3/15/2013 | International Acade | 511.00 |
| 8364 | 3/22/2013 | International Acade | 378.00 |
| 8360 | 3/29/2013 | International Acade | 532.00 |
| 8390 | 4/5/2013 | International Acade | 595.00 |
| 8416 | 4/12/2013 | International Acade | 525.00 |
| 8422 | 4/19/2013 | International Acade | 500.00 |
| 8451 | 4/26/2013 | International Acade | 371.00 |
| 8465 | 5/3/2013 | International Acade | 490.00 |
| 8482 | 5/10/2013 | International Acade | 518.00 |
| 8499 | 5/17/2013 | International Acade | 525,00 |
| 8513 | 5/24/2013 | International Acade | 516.00 |
| 8533 | 5/31/2013 | International Acade | 525.00 |
| 8554 | 6/7/2013 | International Acade | 525.00 |
| 8565 | 6/14/2013 | International Acade | 525.00 |
| 8578 | 6/21/2013 | International Acade | 973.00 |
| 8603 | 6/28/2013 | International Acade | 511.00 |
| 8625 | 7/12/2013 | International Acade | 618,00 |
| 8635 | 7/19/2013 | International Acade | 609.00 |
| 8644 | 7/26/2013 | International Acade | 595.00 |
| 8670 | 8/2/2013 | International Acade | 525.00 |
| 8686 | 8/9/2013 | International Acade | 525.00 |
| 8721 | 8/16/2013 | International Acade | 525.00 |
| 8736 | 8/23/2013 | International Acade | 625.50 |
| 6748 | 8/30/2013 | International Acade | 525.00 |
| 8775 | 9/6/2013 | International Acade | 504.00 |
| 8788 | 9/13/2013 | International Acade | 603.00 |
| 8804 | 9/20/2013 | International Acade | 540,50 |
| 8831 | 9/27/2013 | International Acade | 518.00 |
| 8842 | 10/4/2013 | International Acade | 595.00 |
| 6856 | 10/11/2013 | International Acade | 556.00 |
| 8876 | 10/18/2013 | International Acade | 534.00 |
| 8898 | 10/24/2013 | International Acade | 534.00 |
| 8918 | 11/1/2013 | International Acade | 573,00 |
| 8944 | 11/8/2013 | International Acade | 545.00 |
| 8963 | 11/15/2013 | International Acade | 830.00 |
| 8976 | 11/22/2013 | International Acade | 537,00 |
| 9003 | 12/9/2013 | International Acade | 551.00 |
| 9033 | 12/13/2013 | International Acade | 537.00 |
| 9053 | 12/20/2013 | International Acade | 200.00 |
| **** | 12/21/2013 | Petty Cash | |
| Jan - I | Dec 13 | | 25,991.00 |

Jan - Dec 13

IAS0082

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

I Carol Ann Opchhour (Shannon) 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.

AKa

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: / | 1/13-12/3/1 | 13 |
|------------------|---------------------|---------------------|---------------|-------------|----------|
| rs | Tuesday | Wednesday | Thursday | Friday | Saturday |
| ; | 9:017-4-20 M | | 9:00-4:30 min | | |

wy 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 \$ 900 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 Vened: International Academy of Style

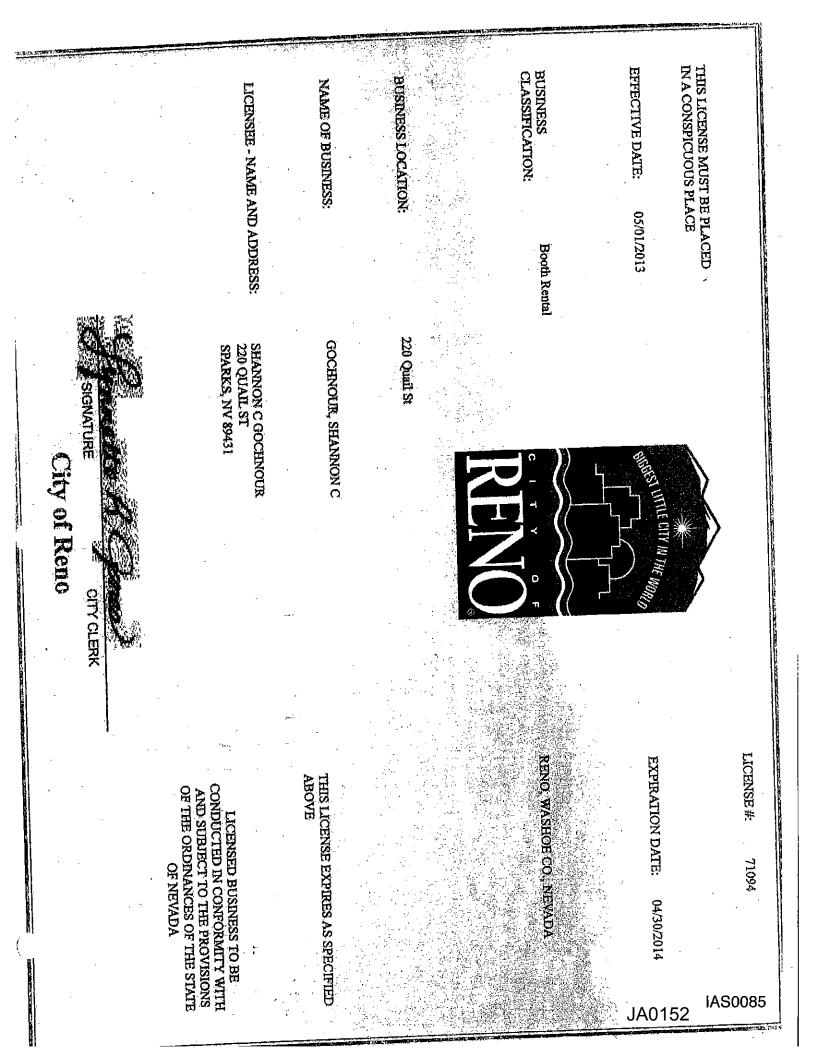
IAS0083

| W-9 Cotober 2007) Where the Trademy | Request for Identification Numbe | Taxpayer or and Certification | Give form to the requester. Do not eend to the IPIS. |
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| City, state, and 24 or Sparks | MUL 9443 | | |
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| Texteeld. | Identification Number (TIN) | | |
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AFFIDAVIT OF REJECTION OF COVERAGE UNDER NRS 616B and NRS 617.210

STATE OF NEVADA) SS. ne county Wilbeing duly sworn, deposes and states: I make the following assertions pursuant to NRS 616B.627 and NRS 617,210. 1. 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. 2. 3_{12} . 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, 4. 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. 5. 6. I am otherwise in compliance with the terms, conditions and provisions of chapter 617 of NRS. 7. Lacknowledge 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. Further affiant sayoth not 8. by swear under penalty of perjury that the aka assertions of this affidavit are true. Signed Printed Name ne 20 M/R SIGNED AND SWORN to before me this day of By ROBERT R, BENTLEY Notary Public - Slete of Nevada Appointment Recorded in Washoe County No. 94-00181-2 - Expires September 21, 2014

IAS0086

DIIVERFILIME Nevada's Business Portal to start/manage your business

SilverFlume

Shannon Carol Ann Gochnour

| Stable: Active File Date: 10/27/2009 Type: Sole Proprietor | Non-Title 7 Entities Business | Entity Information | | What is Non-Title 7 Entity? |
|--|-------------------------------|--------------------|-----------------------|-----------------------------|
| | | | File Date: | 10/27/2009 |
| Business License Exp: 10/31/2014 | Туре: | Sole Proprietor | | |
| W DUSINISS ID. HILLOW THE PARTY AND | NV Business ID: | NV20091504273 | Business License Exp: | 10/31/2014 |

Registered Agent Information

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

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1:54 PM

~1/08/14

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

| Num | Date | Account | Amount |
|--------------|------------|---------------------|------------------|
| Jan - Dec 13 | | · · · · | 200 KA |
| 8266 | | International Acade | 202.50 |
| 8281 | 2/16/2013 | International Acade | 103.50 |
| 8296 | 2/22/2013 | International Acade | 139,60 |
| 8313 | 3/1/2013 | International Acade | 135.00 |
| 8326 | 3/8/2013 | International Acade | 123.12 |
| 8358 | 3/15/2013 | International Acade | 132.75 |
| 8377 | 3/29/2013 | International Acade | 301.50 |
| 8391 | 4/5/2013 | International Acade | 153.00 |
| 8413 | 4/12/2013 | International Acade | 69.75 |
| 8424 | 4/19/2013 | International Acade | 135.00 |
| 8467 | 5/3/2013 | international Acade | 126.00 |
| 8481 | 5/10/2013 | International Acade | 135.00 |
| 8505 | 6/17/2013 | International Acade | 135.00 |
| 8514 | 5/24/2013 | International Acade | 65.25 |
| 8551 | 6/7/2013 | International Acade | 263.50 |
| 8632 | 7/19/2013 | International Acade | 542.25 |
| 8646 | 7/26/2013 | International Acade | 119.26 |
| 8673 | 8/2/2013 | international Acade | 139,50 |
| 8726 | 8/16/2013 | International Acade | 267.75 |
| 8754 | 8/30/2013 | International Acade | 126.00 |
| 8766 | 9/6/2013 | International Acade | 123.75 |
| 8767 | 9/6/2013 | International Acade | 242.50 |
| 8761 | 9/13/2013 | International Acade | 121.50 |
| 8805 | 9/20/2013 | International Acade | 126.00 |
| 8862 | 10/11/2013 | International Acade | 272.25 |
| 8901 | 10/24/2013 | International Acade | 157.50 |
| 8954 | 11/15/2013 | International Acade | 261.00 |
| 8958 | 11/15/2013 | International Acade | 153.00 |
| 9026 | 12/13/2013 | International Acade | 193.60 200.00 |
| | 12/21/2013 | Petty Cash | |
| Jan - D | ec 13 | | 5,266,12 |

Jan - Dec 13

M90088

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

am under contact with International Academy of Style as OV SON 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.

1. 1. 11 has an Anilouse

| have full cont | rol of my schedule; | My schedule will be | Thursday | Friday | Saturday | • |
|----------------|---------------------------------------|---------------------|----------|--------|----------|---|
| 15 | Tuesday | Wednesday | | 0-7:20 | | • |
| | · · · · · · · · · · · · · · · · · · · | | 8-1.0411 | 1 1.00 | | |

why Charges are as follows:

will invoice International Academy of Style. Payment will be expected at receipt of the invoice.

bill by the hour. My hourly fee at the time of the signing of this contract is \$ 10.001hV

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

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.

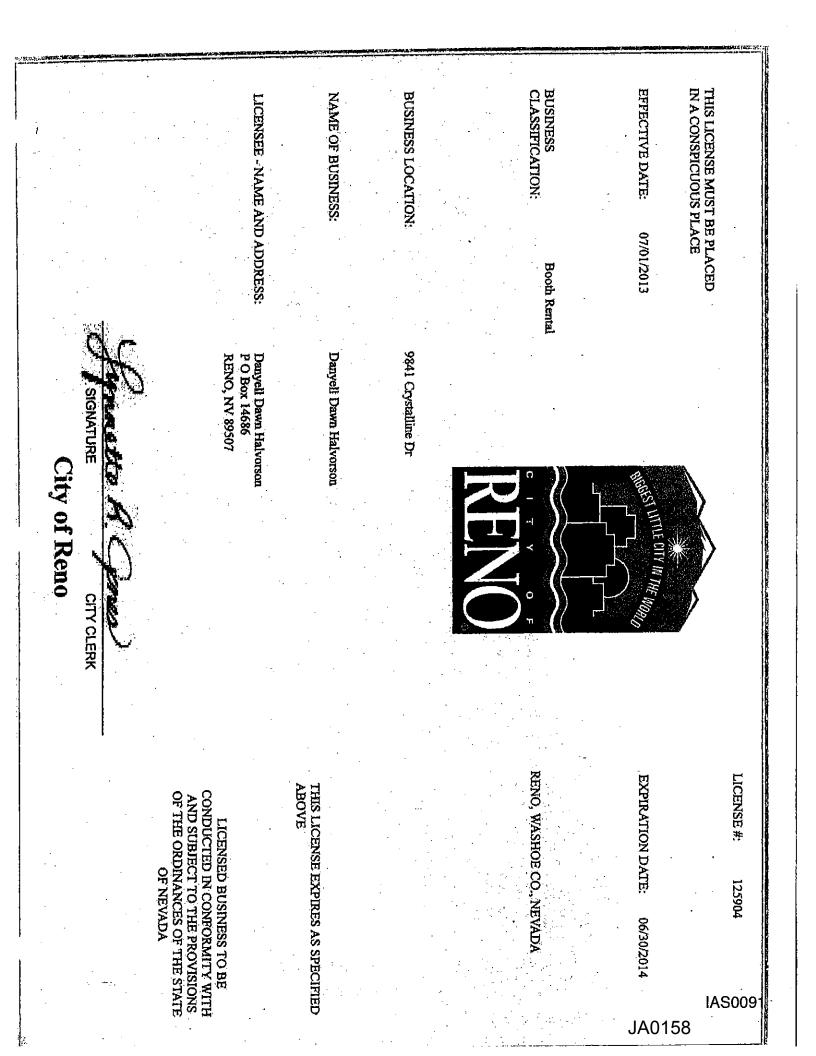
Date Signed: Independent Contractor Date Signed:

International Academy of Style

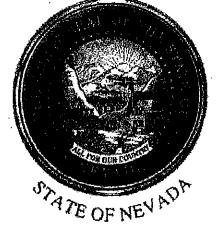
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| | Address (namber, street, and set, or sube no.) PO BOX 146810 | Piequester's nexts and a | datase (optional) |
| | City, man, and 20° code KEND, NV 989507 | | |
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| | your TN in the appropriate box. The TN provided must match the up withholding. For individuals, this is your social county number (sole proprietor, or disregarded entity, see the Part I individuane on employer identification number (EN). If you do not have a number, employer identification number parts, see the shert on page 4 | neme given on Line 1 to some 1996, Viscour, for a resident page 3. Per other addres, 8 is an Mar to asta 70v on page 8. | |
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| G | TO US person in (USA) (1975) (| Delivities of a U.S. person. For fede considered a U.S. person if you are: • An individual who is a U.S. citizen of • A personality, corporation, company organized in the United States or unde | U.S. residerà allen. |
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| | person who is required to the an information result with the required to the an information number (TN) smport, for example, income paid to you, real estates report, for example, income paid to you, real estates resolutions, mortgage interest you paid, acquisition of endowners of secured property, canoellation of debt, or infloations you made to an IFA. Use Form W-8 only If you are a U.S. parson encluding a scient eller), to provide your correct TN to the person quasting it (the requester) and, when applicable, to: 1. Certify that the TN you are giving is correct (or you are alting for a number to be issued). 2. Certify that you are not subject to backup withholding, or 8. Claim examption from backup withholding if you are a U.S. campt payes. If applicable, you are also certifying that se a use or business is not subject to the withholding too on the person, your elecable arms of any performing that se a use or business is not subject to the withholding too on the person, your subscable arms of any performance from U.S. trade or business is not subject to the withholding too on U.S. trade or business is not subject to the withholding too on the setting the set is not subject to the withholding too on U.S. trade or business is not subject to the withholding too on the setting the set of statements of any performance in norms. | SO1.7701-73. Special relax for perturbulan. Perturbulan in the United States trade or leadness in the United States pay a withinking tex on any foreign p from each basiness. Further, in cellul has not been received, a perturbulant a perturb is a foreign percent, and pay Therefore, if you are a U.S. percent the provide Ferm W-6 to the perturbation provide Ferm W-6 to the perturbation | estrips that conduct a era generally required to entrane' share of income i cause where a Form W-0 is required to present that the withholding fact, it is a partner in a inner in the United States, to establish your U.S. share of permentip |
| T. | tota, if a requester gives you a form other than Form W-9 to squeet your TIN, you must use the requester's form if it is industrially similar to this Form W-9. | tollowing cases: • The U.S. corner of a disregarded a | |
| - | Cel. | No, 19831X | |

IAS0090



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

A\$0092

JA0159

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.

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

STATE OF NEVADA)) SS. Valochie COUNTY)

- DANIAL HALLOVSA 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

| TMN PIL Hal VOYSON do hereby swear under penalty of perjury that the |
|--|
| assortions of this affidavit are true. Signed URMULL HallNAM |
| Printed Name Danyell Hawarson |
| SIGNED AND SWORN to before me this 20 day of November 2013 |
| By Danyell D. Halverson |
| DEBORAH L WILLIAMS NOTARY PUBLIC STATE OF NEVADA My Commission Expires: 03-31-2016 Certificate No: 08-6266-2 |

IAS0093 JA0160

đ.

2:22 PM

~1/08/14

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

| Num | Date | Account | Amount |
|----------|------------|---------------------|----------|
| Jan - De | ic 13 | | 201 60 |
| 8398 | 4/5/2013 | International Acade | 391.50 |
| 8425 | 4/19/2013 | International Acade | 497.25 |
| 8466 | 6/3/2013 | international Acade | 513.00 |
| 8504 | 5/17/2013 | International Acade | 526.50 |
| 6532 | 5/31/2013 | International Acade | 427.50 |
| 8563 | 6/14/2013 | International Acade | 658.00 |
| 8599 | 6/28/2013 | International Acade | 526.50 |
| 8621 | 7/12/2013 | International Acade | 252,00 |
| 8633 | 7/19/2013 | International Acade | 252.00 |
| 8642 | 7/26/2013 | International Acade | 232.00 |
| 8669 | 8/2/2013 | International Acade | 232.00 |
| 8695 | 8/9/2013 | International Acade | 162.00 |
| 8723 | 8/16/2013 | International Acade | 297.50 |
| 8737 | 8/23/2013 | International Acade | 270.00 |
| 8752 | 8/30/2013 | International Acade | 180.00 |
| 8787 | 8/13/2013 | 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 |
| 9008 | 12/9/2013 | international Acade | 222.50 |
| 9046 | 12/20/2013 | International Acade | 467.50 |
| 3040 | 12/21/2013 | Petty Cash | 200.00 |
| Jan - D | ec 13 | | 9,337.75 |

JAS0094

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

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.

I have full control of my schedule; My schedule will be as follows:

| Ş | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-------------------------|---------------|--|----------|--------|----------|
| IRS | 9-4 | 9-4 | 9-4 | 9-0 | |
| [•] Charges an | e as follows: | ······································ | | | |

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 $\frac{9}{20} \frac{9}{100} \frac{9}{100}$.

am fully aware that International Academy of Style is not to be held responsible for, including but not limited a: City, County, State or Federal taxes, Social Security, Medicare, Workmen's Compensation, Unemployment be withheld or paid on my behalf. I, as an independent Contractor, am fully aware that I am responsible for 200% of Taxes and Federal, State, County, and City fees and requirements.

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

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

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

zned: Independent Contracto 12/11/10 ined: International Academy of Style

IAS0095 JA0162

| Depart | W-9 October 2007) Martin of the Transvery Particular Devices | Request for Taxy Identification Number and | ayor Certification | Give form to the requester. Do not eand to the IRS. |
|-------------------------|---|---|-----------------------|---|
| 60e 2 | LBar | n'your income tox neturn) DAVA JONES different from above | | |
| or type uotions on p | Check appropriate | box: Kindividual/Bale proprietor Corponation Pr y company. Enter the tax classification (D-disregarded entity, C-cor | | DI Emerget |
| | Address framber, | street, and apt. or suite no.) P. ASDUN CV. | Requester's name en | d address (optionsi) |
| See Bpeci | City, state, and Zi R. D. M List account numb | o w. 89508 er(#) here (optional) | | |
| Par | | r Identification Number (TIN) | | |

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 excisi accusity number (SBN). 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 (EIN). 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

Social security number or Engloyer Identification number | 10 1 5 00 1009-001

Page 8 Certification

number to enter.

Under penalties of perjury, I cartify thet:

- 1. The number shown on this form is my correct texpeyer identification number (or I am waiting for a number to be issued to me), and
- 2. I am not subject to backup withholding because: (a) I am essempt from backup withholding, or (b) I have not been notified by the internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has 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).

Certification instructions. You must cross out liem 2 above if you have been notified by the IRS that you are currently subject to beckup withholding because you have failed to report all interest and dividends on your tex return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

| | | |
|--------------|-------------|-----------------|
| Sign Here | where going | Data > 12-11-12 |
| | | |

General Instructions

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

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct tappayer identification number (TN) to report, for example, income paid to you; real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-8 only if you are a U.S. person (including a resident alien); to provide your correct TiN to the person requesting it (the requestar) and, when applicable, to:

1. Certily 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

S. Claim exemption from becaup withholding if you are a U.S. exempt payee. If applicable, you are size certifying that as a U.S. person, your allocable share of any partnership become from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected moorne.

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 federal tax purposes, you are considered a U.S. person if you are:

An individual who is a U.S. citizen or U.S. resident alien,

• 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 domestic trust (as defined in Flegulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' 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 partner is a foreign parson, and pay the withholding tax. Therefore, if you are a U.S. paracer that is a partner in a pertnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and evold withholding on your share of pertnership income.

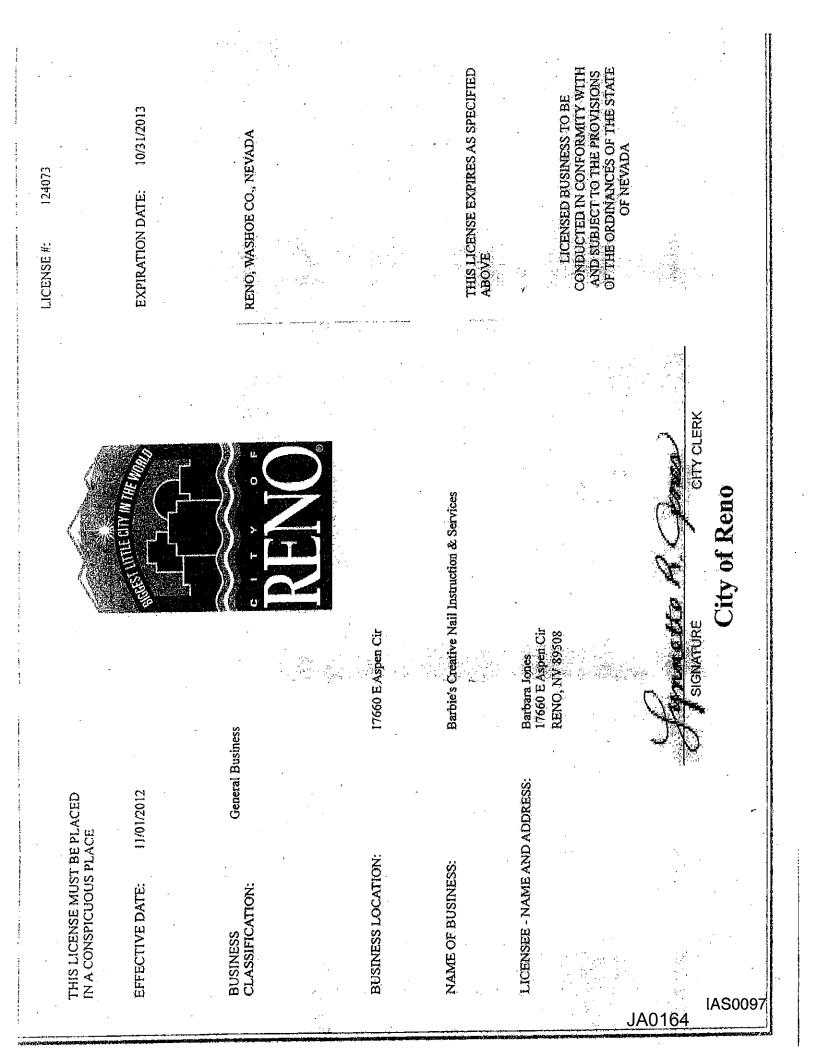
The paraon who gives Form W-9 to the permembip for purposes of establishing its U.S. status and svoiding withholding on its allocable share of net income from the permembip conducting a trade or business in the United Status is in the following cases:

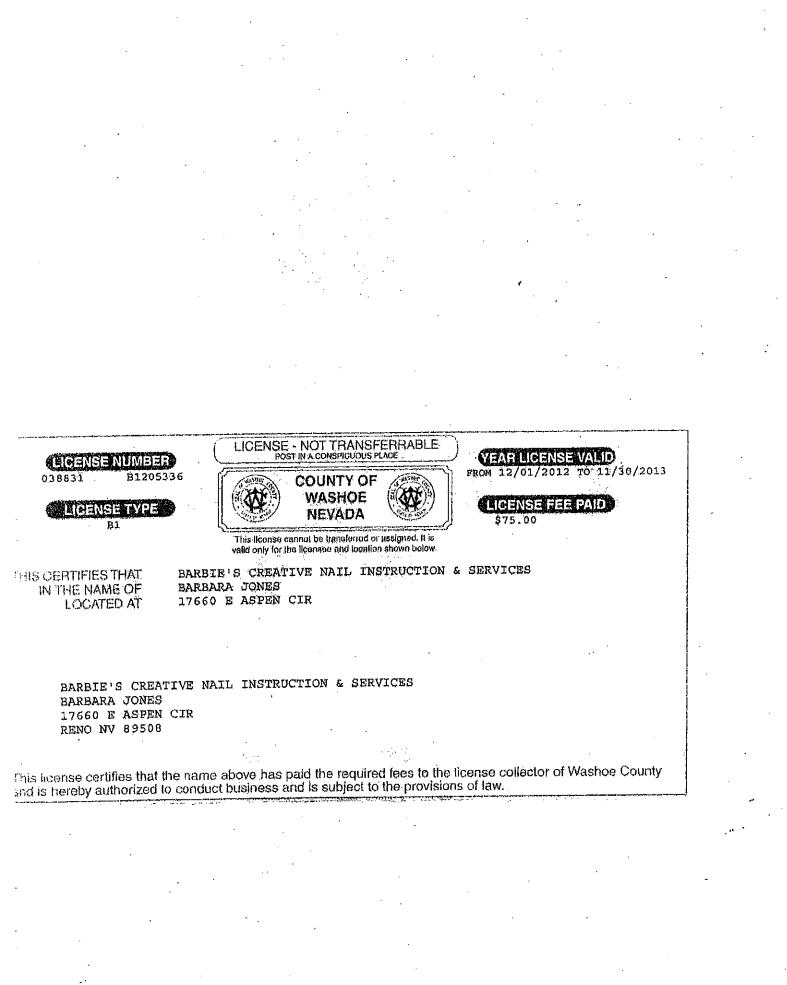
The U.S. owner of a disregurded entity and not the entity,

Cal. No. 10231X

Form W-8 (New. 10-2007)

IAS0096





IAS0098

STATE OF NEVADA CONSUMER USE TAX PERMIT DEPARTMENT OF TAXATION

C

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.

Taxpayer ID: Correspondence ID: Date: 1015001009-001 1200007425907 11/26/2012

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.

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

> IAS0099 JA0166

2:20 PM

- 01/08/14

INTERNATIONAL ACADEMY OF STYLE Checks for Barbara Jones January through December 2013

| Num | Date | Account | Amount |
|----------|-----------|---------------------|-----------|
| Jan - De | ю 13 | | |
| 8259 | 2/1/2013 | international Acade | 125.00 |
| 8268 | 2/8/2013 | International Acade | 472.50 |
| 8285 | 2/15/2013 | International Acade | 252.00 |
| 8296 | 2/22/2013 | International Acade | 391.50 |
| 8317 | 3/1/2013 | International Acade | 243.00 |
| 8328 | . | | 459.00 |
| | 3/15/2013 | International Acade | 337.50 |
| 8356 | 3/22/2013 | International Acade | 364.50 |
| 8365 | | International Acade | 270.00 |
| 8375 | 3/29/2013 | International Acade | 369.00 |
| 8396 | 4/5/2013 | International Acade | 342.00 |
| 8419 | 4/12/2013 | International Acade | 180.D0 |
| 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 | 5/3/2013 | 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 | ac: 13 | | 5,6\$4.50 |

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HAS0100

INTERNATIONAL ACADEMY OF STYLE INDEPENDENT INSTRUCTION CONTRACTOR CONTRACT

, am under contact with International Academy of Style as ARds (21 PA (2) 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.

washedules My schedule will be as follows:

| Tuesday Wednesday Inursoay | | - 1 |
|-----------------------------|---------------|------------|
| S Tuesday Wednesudy Milaney | 9 Am - 5130 p | |

ivity Charges are as follows:

I will invoice International Academy of Style. Payment will be expected at receipt of the invoice.

bill by the hour. My hourly fee at the time of the signing of this contract is $\frac{1}{2}$

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.

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

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. Date // ~ / 9 Signed: Independent Contractor Date Signed: International Academy of Style

IAS0101

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

STATE OF NEVADA) SS. COUNTY)

eing 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
- 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 do hereby swear under penalty of perjury that the assertions of this efficienti are tru Signed land S Printed Name SIGNED AND SWORN to before me this D Βv M. PAPPAS NOTARY FUBLIC Notary Public - State of Nevada Appointment Recorded In Washine County No: 12-7098-2 - Expires March 6, 2016

IAS0102

| | Nd =9 Actor (2007) rd the Treasury inverse territor | Identific | Request for ation Number | Taxpayor r and Cortification | Give form to the requester. Do not send to the Will. |
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| j∎E L | Address Startices 9-74 City, state, and 7 | Adobe d | 2- | 9705 Sola | Propriator |
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| | | er Identification Num | | ame given on Line 1 to avoid Ré, Hawaver, for a resident | |
| ecia: Jen, | p witholding. P sole proprietor, | claregarded entity, see the | Part Instructions on | page 3. Fer other antition, it is an How to get a TIN on page 3. | OF Implayer identification methor |
| lain. | If the appount is or to enter. | In more than one name, are | 1 204 GRAFT ON PAGE 4 14 | or guidelines on whose | |
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JA0170

IAS0103

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

IAS0104

JA0171

OFFICE OF THE SECRETARY OF STATE

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

2:24 PM

_01/08/14

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

Amount Account Date Num 269.60 88,00 181.50 275.00 100,00 Jan - Dec 13 International Acade... International Acade... 11/27/2013 12/9/2013 12/13/2013 12/20/2013 8997 9004 9025 International Acade... International Acade... Petty Cash 9049 12/21/2013 914.00 Jan - Dec 13 Ĺ

> 1AS0105 JA0172

EXHIBIT B

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CVIIDIT

EXHIBIT B

IAS0106

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| 12sho por or | <i>I</i> . | | 3 | Other Income | 4 | l'edenti income fax with | ibeld | Copy A |
| 775 80 | 13-9als_ | | 5 | | \$ | | | For |
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| 88-1389841 | | 1 | \$ | | \$ | | | File with Form 1096. |
| RECIPIENT'S nome | als | | 7 | Nonemployee componsation | 0 | Substitute peyments in la divisionds o: interest | nu ol | For Privacy Act and Paperwork Reduction Act |
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| Chy, state, and ZIP code | | | 11 302 | | 12 1973 | | | Forms 1099, 1098, 5498, and W-2G, |
| Account number (see instructions) | | and TIN not. | 13 | Excess golden parachule payments | 14 | Gross proceeds paid an allomey | i to | BUO W-KG |
| | · [| | s | - - | \$ | · · · | | |
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IAS0107 JA0174

| 9595 | | CORREC | ÇΤ | ED | | | | - |
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| PAYER'S nome, speel address, city, | , state, ZIP coue, and | tolephone co. | 1 | Pierti S | фM | 18 No. 1516-0116 | | |
| International | Henden | d/Stofe | - <u>\$</u> 2 | Royalites | | 2007 | 1 | Miscellaneous Income |
| D. will 83 | 509 | | \$ | | ក៏ល | m 1099-MISC | | · |
| KARD NO OT | | | 3 | Other income | 4 | Federal Incuitie tax i | rithheid | Сору А |
| 775 | 823-900 | 3 | \$ | | \$ | | | For |
| PAYER'S federal identification number | RECIPIENT'S Ident | lication | \$ | Fishing boat proceeds | 6 | Llockes and Inelih con | : Instants | Internal Revenue Service Center |
| 88-1389861 | | | | | \$ | | | File with Form 1096. |
| RECIPIENT'S name | nEIDE/ | | 7 | Nonemployee compensation | B | Subantule payments nividends of interest | io licii of | For Privacy Act and Paperwork Reduction Act |
| Street address (including apt. no.) | ///// | | э Э | Payer made direct sales of \$5,010 or more of consumer | | Crop Insurance p | oceaus | Notice, see the 2007 General |
| | • • • | | | products to a buyer (recipient) for resale 🕨 🛄 | s | | | Instructions for |
| City, state, and ZIP code | <u> </u> | <u></u> | 11 (1) | | 12 | | | Forms 1099, 1098, 5498, |
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