
BIENNIAL REPORT

**July 1, 2024 to
June 30, 2026**



The Board of Cosmetology’s core mission is to constantly strive to serve and care for our licensees, applicants, and the public by being committed to public protection, superior service, excellence, and continuous improvement. While encouraging industry development, the board is most dedicated to public protection and believes that leading with a vision and making sound decisions results in quality outcomes and successful operations.

About this Report

The Minnesota Board of Cosmetology presents this report in response to Minnesota Statute 214.07, as required each even-numbered year. Specific requirements of the report are included within the body of the report as well as linearly and conclusively in the Appendix on page 11. As required to be disclosed by Minnesota Statute [3.197](#), this report cost approximately \$2,210 to prepare.

Executive Director’s Introduction

Cosmetologists, estheticians, advanced practice estheticians, nail technicians, eyelash technicians and hair technicians serve Minnesotans of all ages, backgrounds, and lifestyles. These professionals provide services in a range of settings including salons, schools, nursing homes, and the homes of homebound individuals, offering individuals the opportunity for self-care, personal expression, or fulfilling cosmetic needs. The Minnesota Board of Cosmetology is dedicated to safeguarding public health and well-being by regulating and ensuring the safe practice of cosmetology. Every Minnesotan deserves protection when receiving cosmetology services, regardless of the purpose or location of the service.

The Board of Cosmetology regulates cosmetology practice through the following service areas:

- Licensing – Review and approve credentials of cosmetologists, estheticians, advanced practice estheticians, nail technicians, eyelash technicians, salon managers, instructors, salons and schools.
- Education – Ensure cosmetology programs meet minimum competency and prepare graduates to practice cosmetology related services safely and competently.
- Complaint Resolution – Investigate complaints and take disciplinary action against licensees, including remedial education to ensure minimum competency is met.
- Cosmetology Standards – Evaluate laws and rules related to cosmetology and determine how to reduce barriers; provide opportunities and make adjustments to changes to minimum standards and updates in public protection.
- Outreach – Host a variety of in-person and electronic forums and provide informational bulletins to engage stakeholders in board matters.

The remainder of this report will highlight the work that has been performed by the board members and staff on behalf of the State of Minnesota.

The Board of Cosmetology and the staff are sincerely committed to public protection, superior service, excellence, and continuous improvement. In addition, the board values being responsive and

collaborating with all stakeholders to provide the best possible outcomes to the citizens and licensees in the State of Minnesota.

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Agency Overview

The Minnesota Board of Cosmetology is the state agency dedicated to protecting the health and safety of the citizens and visitors of the State of Minnesota by regulating the practice of cosmetology which is the care of the hair, nails, and skin. The people of the state are served by the licensing of the practice of cosmetology due to risks posed to the public related to infection control and the use of chemicals, implements, apparatuses, and other applicants requiring special skills and education. The board's purview includes several professions – cosmetologists, estheticians, advanced practice estheticians, nail technicians, eyelash technicians, hair technicians, and instructors – with a licensee population of over 35,000. In addition, the board has oversight over cosmetology salons, schools, and education providers, including inspections for over 5,400 salons and 42 schools across the state.

Purpose

The board's mission and values are exemplified in its everyday work. Whether it's assisting license applicants, promoting proper infection control upon inspections, requiring remedial education for those who need it, or reducing unnecessary barriers in rule, the board aims to serve its licensees and the public dutifully.

Board Members

The board itself is comprised of seven members; six members hold various cosmetology-related licenses, and one is a public member. They serve four-year, staggered terms and are appointed by the governor. See Part D in the Appendix for a roster of board members over the recent biennium.

In the 2024-2026 biennium, the board hosted 10 public, full board meetings. In addition, there were 11 board committee meetings hosted by the Rules Committee, Complaint Committee, and Licensing Committee. In total, board members are estimated to have spent approximately 355 hours on board meeting and committee duties.

Board Staff

The agency is comprised of five divisions, including Licensing, Inspections, Investigations, Policy, and Administrative. Board staff total 24 employees ranging across 12 classifications and four labor contracts. See Part E in the Appendix for a roster of board employees as of June 30, 2026.

Board leadership aims to recruit and retain a diverse employee base. Being appropriately mindful of varying characteristics, qualifications, and attributes, the board aims to accurately represent the people

of Minnesota, especially those it licenses and directly serves. Board staff span multiple generations, cultures, races, and backgrounds. Our staff each bring unique and valuable perspectives to the board's work – including through their work history.

Licensing

The Licensing Division is responsible for verifying credentials and ensuring each applicant has met prerequisite training, competence, insurance, and continuing education requirements to practice cosmetology or to operate a cosmetology salon or school. This division is responsible for assisting and servicing all licensees and applicants the board regulates. Additionally, this division reviews, approves, and audits continuing education curriculum and courses for practitioners.

This biennium, the Licensing Division:

- Maintained application processing times of 15 business days or less.
- Assisted salon and license applicants through in-person, email, and telephone correspondence in answering questions related to the licensing process and other general topics, which results in more successful licensees.
- Continuously updated licensing exams to ensure minimum competency is tested for and met by all individuals receiving licenses.

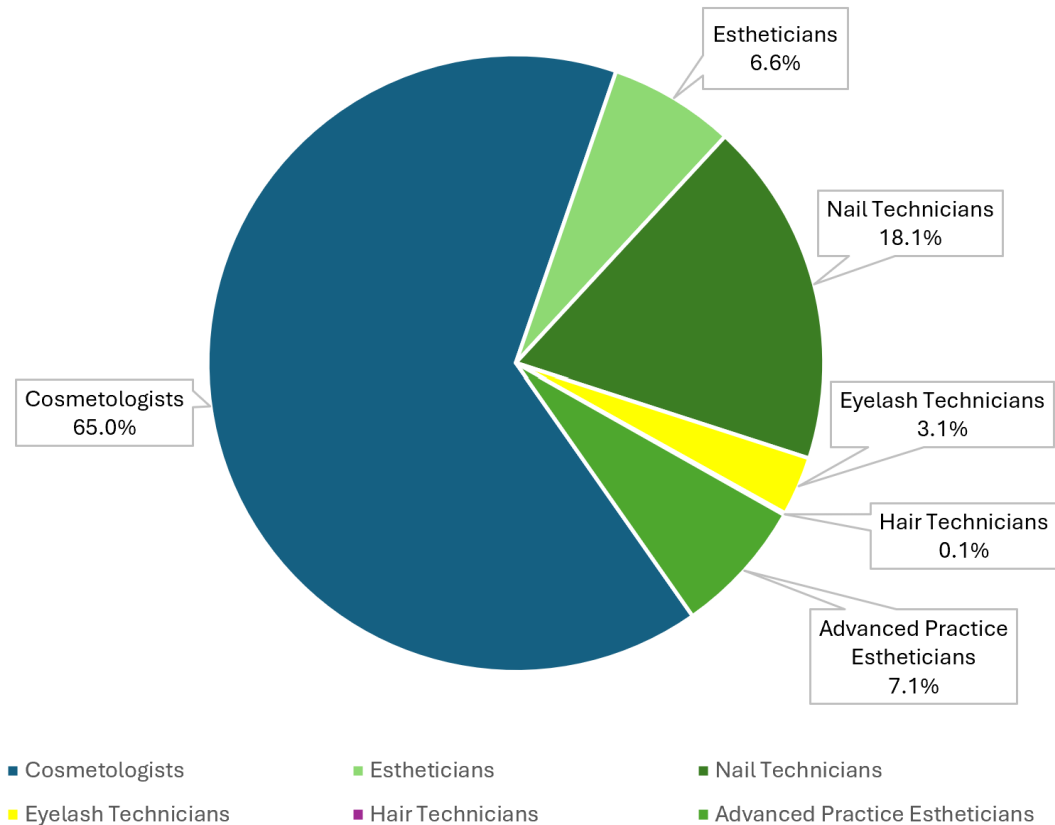
Number of Licenses

The Licensing Division manages the issuance of 21 types of licenses and two types of permits across five main practice areas (cosmetology, esthiology, advanced practice esthiology, nail technology, and eyelash technology). Specific education and testing requirements vary by type and each type of license can be obtained in a number of ways – either through initial education in Minnesota, initial education outside of Minnesota, licensure in another state, or renewal.

Licensing specialists issued an average of 60 licenses per business day and 3,749 licenses the second quarter of 2025. The licensee population is currently 41,218, with 5,457 of those licensees being salons and schools and 35,761 being practitioners. See Part G in the Appendix for the total number of licensees as of June 30, 2024.

In line with historical trends, cosmetologists make up the majority of licensees at 65%. Hair technicians make up 0.1%, nail technicians make up 18.1%, estheticians make up 6.6%, advanced practice estheticians make up 7.1%, and eyelash technicians make up 3.1% of the licensee population. Within the biennium, Minnesota has seen a 1.7% increase in the number of nail technicians, a steady rate of estheticians, a 1.1% increase in the number of advanced practice estheticians, a slight decrease of 0.1% for eyelash technicians and a 2.8% decrease in cosmetologists. The hair technician license is still too new to be able to identify trends.

Graph 1: Licensees by Practice Area as of June 30, 2026



Continuing Education

Between 2024 and 2026, board staff have reviewed and approved 1,216 unique continuing education courses related to cosmetology, business practices, health and safety, infection control, and other topics. These courses are offered to practitioners online and in-person throughout Minnesota. The 75 providers of these courses are professional associations, schools, salons, and businesses of all sizes. Through thorough assistance by our staff, and approval of their courses, their continuing education improves the safety and quality of cosmetology services in Minnesota.

Examinations

While the board itself does not directly administer exams, it works closely on the development and administration of written examinations required for licensure. PSI Services, LLC, the board’s contracted testing vendor manages the examination process – from evaluating psychometrically valid and subject matter expert reviewed exam items, to operating exam locations throughout the nation and reporting passing scores to the board for license applicants.

All licensure exams are offered in English, Vietnamese, and Spanish and an enhanced feature for all foreign language exams allows an option for the exam candidate to view the English-language version of each question during their foreign language exam.

The board recognizes that applicants may seek Minnesota licensure from states all across the nation. Reasons for this include an applicant soon moving to Minnesota, or an applicant that has recently relocated. In fact, 7.8% of all practitioners licensed in the recent biennium list residences outside of Minnesota. To accommodate upcoming residents or practitioners of Minnesota from other states, the board offers all written exams in all 50 states, as well as via online proctoring.

Examination Disclosures

Minnesota Statute [214.07](#) requires the disclosure of the number of persons examined by the board in the recent biennium with the persons subdivided into age categories, sex, and states of residency. The board does not collect or receive data on all persons examined by the testing vendor and is unable to provide age categories, sex, and states of residency of those individuals and unable to provide the number of persons not licensed after taking examinations. The board only collects specific demographic data that is necessary for licensure (address, date of birth, education, etc.), and only collects this data on license applicants and licensees. Per Minnesota's Data Practice Act, the board must not collect data that is unnecessary to the licensing process (Minn. Stat. [13.05](#)).

Statute also requires disclosure of the number of persons licensed or registered by the board after taking required examinations, with the persons subdivided by age categories, sex, and states of residence. See Part J in the Appendix for this information.

Sex/Gender Categories – In accordance with Minnesota Statute [13.05](#), the board does not collect data that is not necessary for the licensure process. As such, the board does not collect sex or gender and there is no data available for the number of persons licensed or registered subdivided by sex or gender.

Individuals Not Taking Examinations Who Were Licensed – Minnesota Statute [214.07](#) requires disclosure of the number of persons not taking required examinations who were licensed or registered; the board has not licensed any individual this biennium who has not taken required exams.

Individuals Denied Licensing or Registration – Minnesota Statute [214.07](#) also requires the number of persons who were denied licensing or registration with the reason for denial, subdivided by age categories, sex, and states of residency. The board makes every effort to assist applicants to meet licensing requirements. The board denied one individual's license applications this biennium. The application was denied due to falsified documentation. The denied individual resides in Minnesota.

Inspections

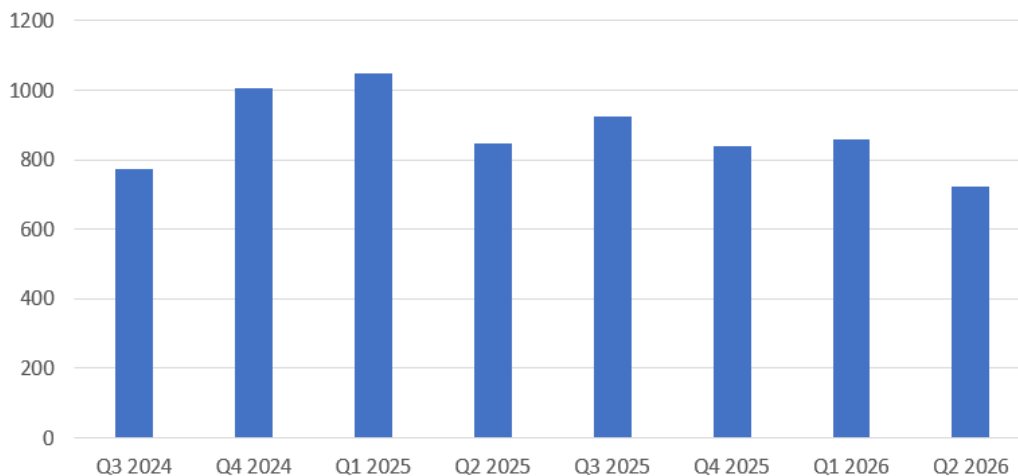
The Inspections Division is responsible for inspecting licensed salons and schools to ensure establishments are demonstrating proper infection control as well as maintaining minimum practice standards. The board takes an education-first approach to inspections, utilizing them as teaching moments for salons, schools, practitioners, and instructors. Inspectors meet face-to-face with the board's licensees to identify any deficiencies in health and safety practices, answer questions, and educate on laws and rules. This biennium, the Inspection Division:

- Has three Field Inspectors and two Investigative Inspectors.
- Continued utilization of a language line to assist foreign-language speakers upon inspection and reduce language barriers.
- Utilized and improved task monitoring software to manage and streamline inspection processes.

Number of Inspections

The division is responsible for inspecting the state's over 5,400 licensed salons and 42 licensed schools, as well as unlicensed establishments that are not in compliance with state law. The division is comprised of five inspectors each performing a minimum of 15 inspections per week, resulting in the team performing approximately 875 inspections each quarter (2024 Q3 – 2026 Q2). The board aims to visit each licensed salon at least every 12 months. At the close of fiscal year 2026, 61% of salons had been inspected within the past 12 months. The graph below shows the number of inspections throughout the recent biennium.

Graph 2: Inspections by Quarter



Investigations

The Investigations Division is responsible for investigating public-filed complaints on salons, schools, and practitioners, and for generating complaints when violations of Minnesota statutes and rules are found upon inspection or license application review. The division achieves resolution of complaint cases that

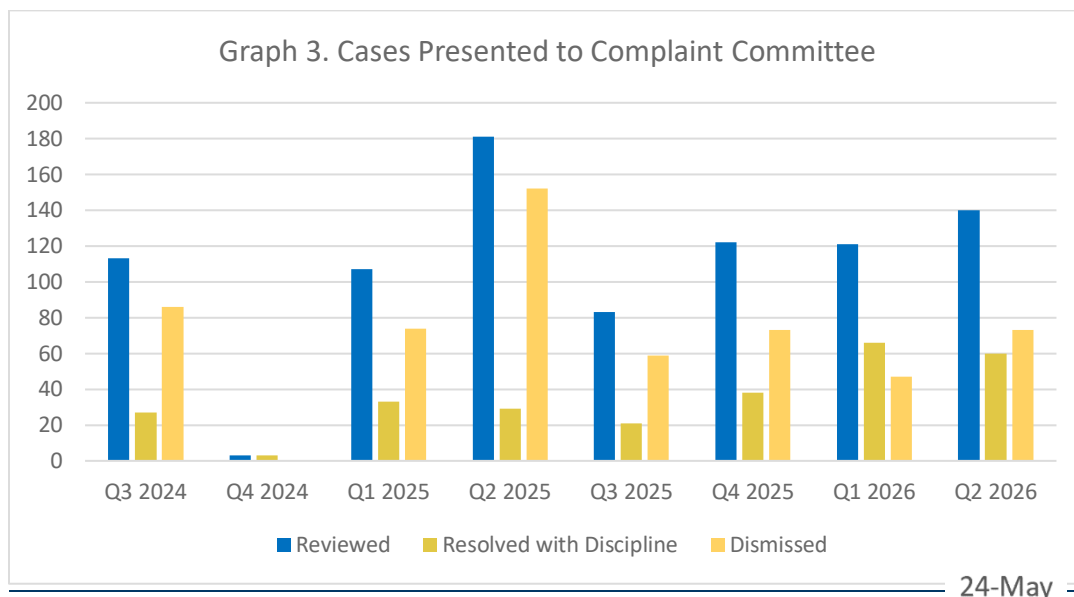
include significant rule or law violations through remedial education and civil penalties, and by educating licensees throughout the complaint process.

Investigations staff create action plans with licensees when less serious concerns exist, but the licensee needs additional oversight. This division also manages licensure holds, revocations, and suspensions due to delinquent taxes or child support, as required by the Minnesota Department of Revenue or other Minnesota statute.

Complaint Volume

In the recent biennium, the division received a total of 1,057 new complaints and is in constant rotation of opening new cases, monitoring current cases, closing cases, and tracking closed cases that have outstanding penalty payments.

The Investigations Division is responsible to present open cases to the board's Complaint Committee for final resolution, as Minnesota statute does not allow delegation of this duty. For the biennium, the Complaint Committee reviewed an average of 109 cases per quarter, with approximately 32% of those receiving enforcement action in the form of a warning letter or formal discipline (cease and desist order, settlement agreement, civil penalty, remedial education, etc.). The graph below shows the volume of cases (complaints) presented to the Complaint Committee in the recent biennium.



Policy

The Policy Division is responsible for analyzing and renovating statutes, rules, and policies with the goal of simplifying processes and reducing unnecessary barriers while maintaining public protection and industry standards. This division also manages all school-related topics and outreach, including mass notices, town halls, relationships with stakeholders, and other events.

This division manages all rule dockets, including two rulemaking processes in the past biennium. Part of these processes included hosting large outreach events that bring stakeholder input on regulatory topics needing to be addressed.

Rulemaking

The Board finished an exempt rulemaking project, updating eyelash technicians' licensure requirements in Chapter 2105, to comply with a session law. The Board also started rulemaking related to the rules governing the hair technician license and licensure transfer for advanced practice estheticians.

Schools

The Policy Division includes a School Liaison, who offers support to all cosmetology schools and instructors. The School Liaison reviews curricula for the 1550-hour cosmetologist, 900-hour hair technician, 600-hour esthetician, 500-hour advanced practice esthetician, 350-hour nail technician, 45-hour instructor, and 14-hour eyelash technician training programs. Simultaneously, the School Liaison is responsible for reviewing and auditing student time records, enrollment contracts, test content and pass rates, and various other items.

Working closely with school owners, instructors, managers, and staff, the School Liaison aims to identify and rectify educational issues under the board's jurisdiction. This includes noncompliance of schools as well as the updating of written and practical examinations. The board works dutifully to maintain accurate, efficient, and reasonable exams for students and licensees.

Administrative Division

The Administrative Division is responsible for all technology initiatives supporting each division, budget and spending plans, purchasing, general office management, and comprehensive personnel services. The division requires compliance with state policies and procedures, and ensures responsible management and stewardship of public resources in alignment with the statutory mission of the board.

The board utilizes an operational structure that empowers divisional managers with significant latitude to make decisions, implement the statutory mission, and provide stakeholders with the regulatory services they expect. The transformation of this regulatory board into an appropriately funded and staffed organization has greatly benefitted Minnesota's cosmetology practitioners and businesses. The scope of services provided by the board has increased to match the growth, innovation, and demand of Minnesota's thriving beauty industry.

Technology Management

The Administrative Division manages multiple technology projects from defining scope, specification validation, testing, and launching. The annual technology investments to enhance databases and create efficiencies through workflows is over \$100,000. The Administrative Division collaborates with a workflow system vendor, a database vendor, and MN.IT to assess the needs of all divisions and increase efficiencies.

Projects of note include:

- Enhancements to templated documentation
- Improvements to inspection tools
- Improvements to our licensing database
- Investigations work management re-architecture
- Version and storage updates

Appendix: Required Disclosures

Minnesota Statute [214.07](#) requires the Minnesota Board of Cosmetology to prepare a report containing the information listed below. These disclosures are outlined below.

A. A general statement of board activities.

The Minnesota Board of Cosmetology is a statewide agency dedicated to protecting the health and safety of the citizens and visitors of the State of Minnesota by regulating the practice of cosmetology. The people of the state are served by the licensing of the practice of cosmetology due to risks posed to the public related to infection control and the use of chemicals, implements, apparatuses, and other applicants requiring special skills and education. The board's purview includes several professions – cosmetologists, estheticians, nail technicians, eyelash technicians, advanced practice estheticians, hair technicians, and instructors – with a licensee population of over 35,000. In addition, the board has oversight over cosmetology-related salons and schools, including inspections for over 5,400 salons and 42 schools across the state.

B. The number of meetings and approximate total number of hours spent by all board members in meetings and on other board activities.

In the recent biennium, board members spent approximately 355 hours on board meetings and related activities. There were a total of 10 board meetings and 11 committee meetings.

C. The receipts and disbursements of board funds.

Fiscal Year	Total Receipts	Total Expenses
2024	\$2,632,294.76	\$2,880,891.90
2025	\$2,849,741.62	\$3,308,667.32
2026	\$2,819,948.51	\$3,218,085.46

D. The names of board members and their addresses, occupations, and dates of appointment and reappointment to the board.

Board Member	Seat	Appointment Dates	Occupation	Residence
Chelsey Anderson	Esthetician	October 2014 March 2018	Esthetician	Sartell

		July 2022		
Rhonda Besel	Cosmetologist	June 2015 July 2019 July 2023	Cosmetologist School Instructor	Austin
Joi Bohn	Nail Technician	July 2023	Nail Technician	New Prague
Donna Dungy	Private School Instructor	March 2018 July 2022	Cosmetologist School Instructor	Inver Grove Heights
Catrina Mairose	Public Member	July 2023	Attorney, Winthrop & Weinstine, P.A.	Minneapolis
Mahogany Plautz	Cosmetologist	June 2020 June 2024	Cosmetologist	Minneapolis
Marcie Smith- Fields	Public School Instructor	September 2018 July 2022	Cosmetologist School Instructor	Saint Paul
Zariyah Chude	Private School Instructor	April 2026	Cosmetologist School Instructor	Belle Plaine
Alva McMillan	AP Esthetician	April 2026	AP Esthetician	Apple Valley
Lisa Simon	Public School Instructor	April 2026	Cosmetologist School Instructor	Owatonna

E. The names and job classification of board employees.

Name	Classification	Working Title
Gina Fast	Exec Sec Cosmetologist Bd Exam	Executive Director
Stacie Anderson	State Program Administrator Supervisor Principal	Senior Manager of Compliance
Natalie Schmitz	Investigation Specialist 1	Investigator
Melissa Heisenfelt	Investigation Specialist 1	Investigator
Nathan Johnson	Investigation Specialist 1	Investigator
Vacant	Investigation Specialist 1	Investigator
Josh Luhmann- Woodbury	State Program Administrator Supervisor	Inspections Division Manager
Tim Hoeppe	State Program Administrator Intermediate	Investigative Inspector
Rachell Gerten	State Program Administrator Intermediate	Investigative Inspector
Michael Hentges	Law Compliance Representative 1	Field Inspector
Vacant	Law Compliance Representative 1	Field Inspector
Vacant	Law Compliance Representative 1	Field Inspector
Jenna Bohl	State Program Administrator Supervisor Principal	Senior Manager of Policy & Regulation
Nora Wakefield	State Program Administrator Intermediate	School Liaison
Jodie Wehrspann	State Program Administrator	Board Relations & Research Administrator
Angie Valdez	State Program Administrator Supervisor	Licensing Division Manager
Lynn Nelson	Office & Administrative Specialist Intermediate	Licensing Specialist
Angelia Yang	Office & Administrative Specialist Intermediate	Licensing Specialist

Amber Ricci	Office & Administrative Specialist Intermediate	Licensing Specialist
Amanda Connolly	Office & Administrative Specialist Intermediate	Administrative Assistant
Vacant	State Program Administrator Supervisor Senior	Senior Manager of Operations
Shannon Damlo	Executive 2	Executive Assistant
Anne Anderson	Management Analyst 3	Business & Communications Analyst
Lisa Johnson	Office & Administrative Specialist Senior	Administrative Coordinator

F. A brief summary of board rules proposed or adopted during the reporting period with appropriate citations to the State Register and published rules.

All current rules may be found at the Revisor's website (www.revisor.mn.gov/rules/) as Minnesota [Rules Chapter 2105](#) and [Chapter 2110](#).

Rule Topic	Revisor Number	Action
Rules governing eyelash technician licensing.	R-04849	Adopted
Rules governing hair technicians and licensure transfer for advanced practice estheticians.	R-04991	Ongoing

G. The number of persons having each type of license and registration issued by the board.

Type of License, Permit, or Registration	Number
Cosmetologist Operator	9,818
Esthetician Operator	1,616
AP Esthetician Operator	1,158
Nail Technician Operator	3,828
Eyelash Technician Operator	524
Hair Technician Operator	30
Total Operator	16,974
Cosmetologist Salon Manager	12,773
Esthetician Salon Manager	694
AP Esthetician Salon Manager	1,233
Nail Technician Salon Manager	2,518
Eyelash Technician Salon Manager	555
Hair Technician Salon Manager	10
Total Salon Manager	17,783
Cosmetologist Instructor	268
Esthetician Instructor	23
AP Esthetician Instructor	117
Nail Technician Instructor	12

Eyelash Technician Instructor	11
Hair Technician Instructor	0
Total Instructor	431
School	42
Salon	5,415
Total Establishments	5,457
Cosmetology School Manager	105
Homebound Service Permit	464
Special Event Permit	4
Total Other	468
Total of All Types	41,218

H. The locations and dates of the administrations of examinations by the board.

The board itself does not directly administer exams. All required written examinations are administered through the board's contracted testing vendor, PSI Services. Examinations are offered several days per week at the following locations in Minnesota*:

Brainerd, Saint Paul, Duluth, Mankato, Fargo (North Dakota), Rochester and Woodbury

*Exams may also be scheduled in any US state or be taken via online remote proctoring.

I. The number of persons examined by the board with the persons subdivided into groups showing age categories, sex, and states of residency.

It is not necessary for the board itself to collect or retain data on all people taking required exams, it is only necessary for the board to retain data on individuals who pass exams and apply for licensure.

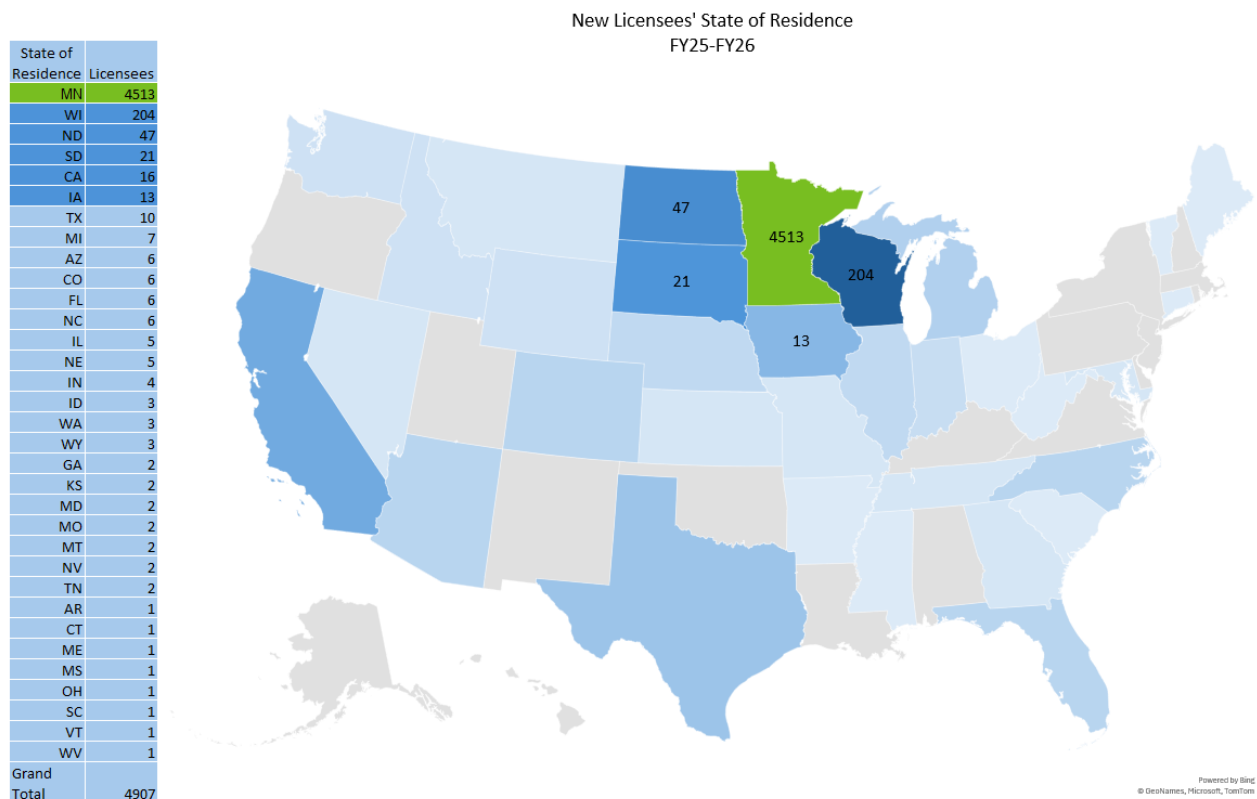
In accordance with Minnesota Statute [13.05](#), subd. 3, the board's "collection and storage of all data on individuals and the use and dissemination of private and confidential data on individuals shall be limited to that necessary for the administration and management of programs specifically authorized by the legislature or local governing body or mandated by the federal government."

J. The number of persons licensed or registered by the board after taking the examinations referred to in clause (h) with the persons subdivided by age categories, sex, and states of residency.

This data shows all initial licenses issued, which can only be acquired after passing at least one exam. Note that individuals may have been issued more than one license and each license is accounted for in this list.

Age	Cosmetologist Practitioners	Advanced Practice Esthetician Practitioners	Esthetician Practitioners	Nail Technician Practitioners	Eyelash Technician Practitioners	Hair Technician Practitioners	Instructors	School Managers	Total
16 - 17	1	0	2	17	5	1	0	0	26
18 - 20	665	186	214	197	50	38	0	0	0
21 - 25	623	272	276	269	70	24	28	1	1563
26 - 30	243	113	115	191	59	9	26	1	1
31 - 35	182	50	66	151	55	10	19	3	536
36 - 40	125	28	46	151	36	7	25	4	4
41 - 45	87	30	38	112	25	3	11	4	310
46 - 50	34	29	28	76	11	2	10	1	1
51 - 55	21	14	10	67	2	0	11	0	125
56 - 60	22	5	7	33	2	0	2	2	2
61 - 65	14	1	3	21	2	0	0	1	42
66+	22	1	1	5	0	0	0	0	0
Total	2033	728	804	1287	317	94	131	17	5411

The map below counts the number of persons licensed in the biennium after taking required exams, subdivided by state of residency. A person cannot be licensed without passing the required examinations; this list represents all individuals who have been licensed in the biennium, and thus, passed exams.



The board does not collect, retain, or request data on applicant or licensee sex or gender, as it is not necessary for the licensing process. In accordance with Minnesota Statute [13.05](#), subd. 3, the board's "collection and storage of all data on individuals and the use and dissemination of private

and confidential data on individuals shall be limited to that necessary for the administration and management of programs specifically authorized by the legislature or local governing body or mandated by the federal government.”

- K. The number of persons not licensed or registered by the board after taking the examinations referred to in clause (h) with the persons subdivided by age categories, sex, and states of residency.**

As noted in Part I, the board does not collect data on individuals taking examinations. As such, it does not have data on the number of persons not licensed after taking examinations.

- L. The number of persons not taking the examinations referred to in clause (h) who were licensed or registered by the board or who were denied licensing or registration with the reasons for the licensing or registration or denial thereof and with the persons subdivided by age categories, sex, and states of residency.**

The board has not licensed any individuals who have not taken the required exams. The board makes every effort to assist applicants to meet licensing requirements. The board has denied one individual’s license applications this biennium. The application was denied licensure due to falsified documentation. The denied applicant resides in Minnesota. The gender of those denied is not known as the Board does not collect this data. The table below denotes the ages of the applicants at the time of the denials.

Individuals Denied Licensing or Registration by Age

Age	Count
18-20	0
21-25	0
26-30	0
31-35	0
36-40	0
41-45	0
46-50	1
51-55	0
56-60	0
61-65	0
66+	0

- M. The number of persons previously licensed or registered by the board whose licenses or registrations were revoked, suspended, or otherwise altered in status with brief statements of the reasons for the revocation, suspension or alteration.**

In the recent biennium:

- 44 licenses were suspended due to delinquent taxes, as required by Minn. Stat. 270C.72.
- 25 licenses were suspended due to delinquent child support payments, as required by Minn. Stat. 518A.66.
- 36 licenses were placed on hold due to insufficient payment (i.e. uncollected checks).

N. The number of written and oral complaints and other communications received by the executive director or executive secretary of the board, a board member, or any other person performing services for the board (1) which allege or imply a violation of a statute or rule which the board is empowered to enforce and (2) which are forwarded to other agencies as required by section 214.10.

The board received 1,057 complaints in the recent biennium which allege or imply a violation of statute or rule which the board is empowered to enforce. Of these, 13 were forwarded to other agencies. None of these complaints were under the jurisdiction of both the board and another agency.

O. A summary, by specific category, of the substance of the complaints and communications referred to in clause (n) and, for each specific category, the responses or dispositions thereof pursuant to section 214.10 or 214.11.

Category of Complaint	Number	Disposition
Licensing	306	Civil penalty and/or Cease and Desist Order and/or warning letter for substantiated violations. Dismissal for unsubstantiated complaints.
Infection Control	229	Civil penalty and infection control course and/or consumer alert notice, or warning letter for substantiated violations. Dismissal for unsubstantiated complaints.
Licensing/Infection Control	252	Civil penalty and/or infection control course and/or consumer alert notices for substantiated violations. May also issue a Cease and Desist Order for unlicensed individuals/salons. Dismissal for unsubstantiated complaints.
Technical/Other	270	Civil penalty or warning letter or public letter of reprimand for substantiated violations. Dismissal for unsubstantiated and/or non-jurisdictional complaints.