

PAUL MITCHELL

schools

Catalog

Paul Mitchell The School

Sacramento

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2015

January 1, 2015 - December 31, 2015

Paul Mitchell The School

San Jose

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2015

January 1, 2015 - December 31, 2015

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This is to certify this catalog as being true and correct in content and policy.

Director signature: _____

Eduardo Madueno





Paul Mitchell The School Sacramento



Paul Mitchell The School San Jose

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APPROVAL/DISCLOSURE STATEMENT

PAUL MITCHELL THE SCHOOL SACRAMENTO, 2100 Arden Way, Suite 265, Sacramento, CA 95825, is a private institution that is approved to operate by the California Bureau for Private Postsecondary Education. Approval to operate means the institution is compliant with the minimum standards contained in the California Private Postsecondary Education Act of 2009 (as amended) and Division 7.5 of Title 5 of the California Code of Regulations. The school was approved April 19, 2011, and is approved to operate until December 18, 2018. *For more information, contact the Bureau for Private Postsecondary Education (BPPE) at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, or by phone at (916) 431-6959, or call toll-free at (888) 370-7589, or visit its Web site at www.bppe.ca.gov.*

Cosmetology	1600 hours
Esthetics	600 hours
Nail Care	400 hours

Instruction is in residence with facility occupancy level accommodating 180 students at any one time.

California statute requires that a student who successfully completes a course of study be awarded an appropriate diploma or certificate verifying the fact.

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School's Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement. This school is currently approved to participate in approved sponsored programs, government or otherwise, to provide grants and/or loans to pay for portions of tuition and fees.

The Board of Barbering and Cosmetology (BBC) set minimum standards for these programs of study: Cosmetology Programs. The minimum number of class hours and the total clock hours for each course, as outlined in the program's Rules and Regulations booklet, must be met to qualify the student for licensure.

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education (BPPE) at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95834, www.bppe.ca.gov, toll-free telephone (888) 370-7589 or by fax (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's website www.bppe.ca.gov.

All information in the content of this school catalog is current and correct and is so certified as true by Eduardo Madueno, Director.

Signature _____
 Eduardo Madueno, Director



130 Almaden Blvd., San Jose, CA 95113 • (408) 293-7285

Catalog Revised March 2015

APPROVAL/DISCLOSURE STATEMENT

PAUL MITCHELL THE SCHOOL SN JOSE, 130 Almaden Blvd., San Jose, CA 95113, is a private institution that is approved to operate by the California Bureau for Private Postsecondary Education. Approval to operate means the institution is compliant with the minimum standards contained in the California Private Postsecondary Education Act of 2009 (as amended) and Division 7.5 of Title 5 of the California Code of Regulations. The school was approved April 19, 2011, and is approved to operate until January 7, 2013. *For more information, contact the Bureau for Private Postsecondary Education (BPPE) at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, or by phone at (916) 431-6959, or call toll-free at (888) 370-7589, or visit its Web site at www.bppe.ca.gov.*

Cosmetology	1600 hours
Esthetics	600 hours
Nail Care	400 hours

Instruction is in residence with facility occupancy level accommodating 200 students at any one time.

California statute requires that a student who successfully completes a course of study be awarded an appropriate diploma or certificate verifying the fact.

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School’s Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement. This school is currently approved to participate in approved sponsored programs, government or otherwise, to provide grants and/or loans to pay for portions of tuition and fees.

The Board of Barbering and Cosmetology (BBC) set minimum standards for these programs of study: Cosmetology Programs. The minimum number of class hours and the total clock hours for each course, as outlined in the program’s Rules and Regulations booklet, must be met to qualify the student for licensure.

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education (BPPE) at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95834, www.bppe.ca.gov, toll-free telephone (888) 370-7589 or by fax (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau’s website www.bppe.ca.gov.

All information in the content of this school catalog is current and correct and is so certified as true by Eduardo Madueno, Director.

Signature _____

Eduardo Madueno, Director

MISSION STATEMENT

Our school's mission is to provide a quality educational system to prepare students to pass the state board examination and gain employment within their chosen field of study. We are passionately committed to providing a solid educational foundation to empower our team in the pursuit of excellence and we strongly believe that when people come first, success will follow.

SCHOOL FACILITIES

Our programs offer the challenge of a stimulating and rewarding career. PAUL MITCHELL THE SCHOOL Sacramento campus is fully equipped to meet all the demands of modern hair care, while at the same time providing a high-tech atmosphere and attitude for progressive personal development. The 18,595 facility includes a student lounge and lockers, client reception and work areas, management offices, private classrooms, workstations, and equipment.

Our programs offer the challenge of a stimulating and rewarding career. PAUL MITCHELL THE SCHOOL San Jose campus is fully equipped to meet all the demands of modern hair care, while at the same time providing a high-tech atmosphere and attitude for progressive personal development. The 23,000 facility includes a student lounge and lockers, client reception and work areas, management offices, private classrooms, workstations, and equipment.

SCHOOL FACULTY

Under the controlling direction of prestigious designers, you will receive a quality education in the exciting and changing industry of hair design. Our instructors are licensed by the state and are successful professionals who continue to work in salons and spas as time permits.

ADMINISTRATION/OWNERSHIP

The California Academy, Inc. dba PAUL MITCHELL THE SCHOOL SACRAMENTO, is an independently owned and operated franchisee of Paul Mitchell Advanced Education, LLC.

The California Academy, Inc. dba PAUL MITCHELL THE SCHOOL SAN JOSE, is an independently owned and operated franchisee of Paul Mitchell Advanced Education, LLC.

COURSE DESCRIPTIONS *(All courses are taught in English)*

Cosmetology: Standard Occupational Classification (SOC 39-5012.00): Classification of Instructional Program (CIP 12.0401)

The curriculum involves 1600 hours to satisfy California state requirements. The course includes extensive instruction and practical experience in cutting, hair coloring, perming, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, sanitation, state laws and regulations, salon-type administration, and job interviewing.

**Students are prepared for an entry level cosmetologist.*

Esthetics: SOC 39-5094.00, CIP Code 12.0403:

The curriculum involves 600 hours to satisfy California state requirements. The course includes extensive instruction and practical experience in facials, hair removal, makeup application, customer service, personal appearance and hygiene, personal motivation and development, retail skills, client record keeping, business ethics, state laws and regulations, salon-type administration, and job interviewing.

**Students are prepared for an entry level esthetician.*

Nail Care: SOC 39-5092.00, CIP Code: 12.0410

****This program is not being offered at this time.***

The curriculum involves 400 hours necessary to satisfy California State requirements. All courses are taught in English. The course of study includes extensive instruction and practical experience in manicures, pedicures, massage, customer service, personal appearance & hygiene, personal motivation & development, retail skills, client record keeping, business ethics, as well as sanitation, California state laws & regulations, salon-type administration, and job interviewing.

**Students are prepared for an entry level manicurist.*

PARKING AND AMENITIES

Students must abide by local (city and/or landlord) parking rules, which are announced during orientation. PAUL MITCHELL THE SCHOOL will not be responsible for parking violations and/or towing fees.

NONDISCRIMINATION

PAUL MITCHELL THE SCHOOL, in its admission, instruction, and graduation policies and practices, does not discriminate on the basis of sex, race, religion, age, ethnic origin, color, disability, sexual orientation, or ancestry. The school does not allow or tolerate discrimination of any kind, bullying, harassment, or hazing of any sort. If any student or team member experiences or witnesses anyone being bullied, harassed, or hazed in any way, he or she is required to report the matter to the school's Sacramento Director, Eduardo Madueno, in person or by calling (916) 646-3523, or by mail at 2100 Arden Way, Suite 265, Sacramento, CA 95825 or San Jose Director, Eduardo Madueno, in person or by calling (408) 293-7285, or by mail at 130 Almaden Blvd., San Jose, CA 95113 immediately so appropriate action can be taken.

ADMISSION REQUIREMENTS

PAUL MITCHELL THE SCHOOL admits as regular students those who are high school graduates, holders of high school graduation equivalency certificates (GEDs). PAUL MITCHELL THE SCHOOL does not accept ability to benefit (ATB) students at this time.

ADMISSION PROCEDURE

- 1 **Complete an Application Form:** Complete and submit the application form to the school prior to registration. All forms may be obtained by requesting them from PAUL MITCHELL THE SCHOOL.
- 2 **Submit a Application Fee:** Action will not be taken on admission or any student loan application until an application fee of \$75.00 is received. Please submit the fee in the form of a check or money order, payable to PAUL MITCHELL THE SCHOOL. This fee is not included in the cost of tuition.
- 3 **Submit Two (2) Photos:** The photos should be a recent head and shoulder shot of the applicant.
- 4 **Entrance Essay:** The essay should include the applicant's accomplishments and career goals.
- 5 **Personal Interview:** Applicant must complete a personal interview with the admission's team prior to registration.
- 6 **Provide Verification Documents:** Copies of your high school diploma, high school transcripts**, an academic transcript of a student who has successfully completed at least a two-year program that is acceptable for full credit towards a bachelor's degree, or GED, and passport, government-issued identification, driver's license or birth certificate are required. We are required to verify that your proof of education comes from a valid high school or GED program. If we determine that your diploma or GED certificate is not valid, you will be denied admission to the school.

****Foreign Diplomas or Transcripts:** The school will accept a foreign diploma or transcript, however the diploma or transcript **MUST** be equivalent to a U.S. high school diploma and must be translated into English by a certified translator. ***It is the students responsibility to have the foreign diploma or transcript translated and evaluated as part of the admissions process.*** Because the cost of evaluating a foreign diploma or transcript must be incurred as a charge of admissions prior to enrollment in an eligible program, the fee cannot be included in the cost of attendance (COA). Guidance on who to contact to secure an official translation and evaluation can be obtained from the school Financial Aid Leader.

PAUL MITCHELL THE SCHOOL does not recruit students who are already enrolled in a similar program at another institution.

If you have a disability and need an academic adjustment, please notify the admissions officer as soon as possible so the school can review your request. If you are interested in attending our school and you do not have a high school diploma or GED certificate, please contact our admissions office for a list of GED programs located near the school. PAUL MITCHELL THE SCHOOL does not require a student to have immunizations / vaccinations to enroll in our school.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory academic progress (SAP) evaluation periods are based on actual contracted hours at the institution. *Please refer to the school Transfer policy for additional information.*

PAUL MITCHELL THE SCHOOL does allow reentry of students. *Please see the schools reentry policy for specific requirements.*

ACCEPTANCE

After a prospect has completed the enrollment application process, the enrollment team and director reviews each applicant and his or her required admissions materials including the written entrance essay and personal interview to determine acceptance. Upon the decision of the enrollment team and director, the applicant receives written notification of acceptance or denial. Note: All applicants must go through the entire enrollment application process (detailed in the enrollment application) which includes re-entry students (withdrawals) and transfer students.

Verification Documents for Non-Citizens:

PAUL MITCHELL THE SCHOOL does not vouch for students status. Non-citizen applicants must provide a 1-20 form and a copy of their visa, in addition to the above admission documents. Non-citizen applicants cannot qualify for any type of financial aid. They must attend the full-time schedule and can only attend the program for 12 months. There are no additional charges for non-citizens.

STATE LICENSING DISCLAIMER

The state may refuse to grant a license if a student has been convicted of a crime; committed any act involving dishonesty, fraud, or deceit; or committed any act that, if committed by a licentiate of the business or profession in question, would be grounds for the Board of Barbering and Cosmetology to deny licensure. The Board of Barbering and Cosmetology denies licensure on the grounds that the applicant knowingly made a false statement of fact required to be revealed in the application for such license. Students who are not U.S. citizens or who do not have documented authority to work in the United States will not be eligible to apply to take the state licensure examination. PAUL MITCHELL THE SCHOOL is not responsible for students denied licensure.

COSMETOLOGY CALIFORNIA STATE BOARD PRE-APPLICATION REQUIREMENTS

Pre-applications for the State of California Licensing Examinations requires the school's approval. Student may apply when they reach 1200 hours for cosmetology and 425 hours for Esthetics. Students must meet the following requirements to submit a pre-application:

- ① Clinic Worksheets: The worksheets must be current and up to date
- ② Theory Hours: The student must have completed at a minimum 120 theory hours for cosmetology, and 42 theory hours for Esthetics
- ③ Theory Exam: All Theory exams require a 70% grade and must be up to date
- ④ State Board Exam: The student must have passed two state board exams with a 70% grade
- ⑤ Service Tracking From: The student must complete a minimum of 75% of all practical requirements
- ⑥ Tuition: The students tuition must be current on all payments owed

If the student wishes to pre-apply then they are required to notify the Final Phase Leader approximately 70 hours prior to achieving 1200 hours for cosmetology and 425 for Esthetics.

If, at the 1200 hours for cosmetology and 425 for Esthetics the above requirements are not met, the student will lose the opportunity to pre-apply for the California State Exam and will have to apply after graduation.

PAUL MITCHELL THE SCHOOL reserves the right to process the pre-application for students.

BOARD OF BARBERING AND COSMETOLOGY LICENSING REQUIREMENTS

To receive a cosmetology license in the state of California a student must:

- 1 Complete a cosmetology, esthetics, or nail care course in a school approved by the California State Board of Barbering & Cosmetology
- 2 Submit an application and required fee
- 3 Have a least a 10th grade education or its equivalent and is at least 17 years of age
- 4 Must receive a passing score on both the practical demonstration and written test

ENROLLMENT INFORMATION

- 1 **Enrollment periods:** PAUL MITCHELL THE SCHOOL usually begins a new cosmetology, esthetics and nail class start about every six (6) to fifteen (15) weeks depending upon space availability. Please refer to the Tuition and Registration Schedule supplement or contact PAUL MITCHELL THE SCHOOL for exact starting dates.
- 2 **Holidays and school closures:** PAUL MITCHELL THE SCHOOL allows the following holidays off: New Year's Eve and Day, Memorial Day, July 4, Labor Day, Thanksgiving Day and the day after, December 24 and 25, and one day per month for staff personal development.
- 3 **Enrollment contract:** PAUL MITCHELL THE SCHOOL clearly outlines the obligation of both the school and the student in the enrollment contract. A copy of the enrollment contract and information covering costs and payment plans will be furnished to the student before the beginning of class attendance.
- 4 **Payment schedule:** PAUL MITCHELL THE SCHOOL offers a variety of monthly financial payment schedules. See PAUL MITCHELL THE SCHOOL'S Financial Aid Leader for details.

EDUCATION GOALS

PAUL MITCHELL THE SCHOOL strives to provide a quality educational system that prepares students to pass the state board examination and gain employment within their chosen field of study. Our quality education system includes an outstanding facility, experienced and competent instructors, and a curriculum developed through years of experience and expertise. Our education goals are:

- 1 To educate students to be professional, knowledgeable, and skilled in their field for marketability within the industry.
- 2 To maintain a constantly updated program that provides students with the knowledge to compete in their field of study.
- 3 To promote the continuing educational growth of our faculty and students, using current teaching methods and techniques.
- 4 To teach courtesy and professionalism as the foundation for a successful career in their chosen field of study.
- 5 To prepare students to successfully pass the state licensing exam for entry-level employment.
- 6 To train and graduate students while empowering them to become confident and excited to enter a successful career within the salon and beauty industry.

STUDENT TUITION RECOVERY FUND (STRF)

You must pay the state-imposed assessment for the Student Tuition Recovery Fund (STRF) if all of the following applies to you:

- ① You are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition either by cash, guaranteed student loans, or personal loans, and
- ② Your total charges are not paid by any third-party payer such as an employer, government program or other payer unless you have a separate agreement to repay the third party. You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if either of the following applies:
 - ① You are not a California resident, or are not enrolled in a residency program, or
 - ② Your total charges are paid by a third party, such as an employer, government program or other payer, and you have no separate agreement to repay the third party. (a) In addition to the statement described under subdivision (b) of this section, a qualifying institution shall include the following statement on its current schedule of student charges:

The state of California created the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic losses suffered by students in educational programs who are California residents, or are enrolled in a residency programs attending certain schools regulated by the Bureau for Private Postsecondary and Vocational Education.

You may be eligible for STRF if you are a California resident or are enrolled in a residency program, prepaid tuition, paid the STRF assessment, and suffered an economic loss as a result of any of the following:

- ① The school closed before the course of instruction was completed.
- ② The school's failure to pay refunds or charges on behalf of a student to a third party for license fees or any other purpose, or to provide equipment or materials for which a charge was collected within 180 days before the closure of the school.
- ③ The school's failure to pay or reimburse loan proceeds under a federally guaranteed student loan program as required by law or to pay or reimburse proceeds received by the school prior to closure in excess of tuition and other costs.
- ④ There was a material failure to comply with the Act or this Division within 30 days before the school closed or, if the material failure began earlier than 30 days prior to closure, the period determined by the Bureau.
- ⑤ An inability after diligent efforts to prosecute, prove, and collect on a judgment against the institution for a violation of the Act.

Note: Authority cited: Sections 94803, 94877, and 94923, Education Code. Section 94923, Education Code.

Paul Mitchell The School Sacramento collects the STRF fee of \$0.00 from cosmetology students, \$0.00 from Esthetics and Nail Care students and remits it to the BPPE.

Paul Mitchell The School San Jose collects the STRF fee of \$0.00 from cosmetology students, \$0.00 from Esthetics and Nail Care students and remits it to the BPPE.

SACRAMENTO COST OF TUITION AND SUPPLIES

Because of inflationary cycles, and because we must occasionally change equipment to remain current, the school reserves the right for the following tuition information to be subject to change.

TUITION – Cosmetology

Tuition	\$18,000.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>3,527.00</u>
TOTAL COSTS	\$21,602.00

TUITION – Esthetics

Tuition	\$7,650.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>2,391.00</u>
TOTAL COSTS	\$10,116.00

TUITION – Nail Care (*this program is not being offered at this time*)

Tuition	\$7,500.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>2,500.00</u>
TOTAL COSTS	\$10,075.00

Please contact the school's Financial Aid Leader for payment options. The school accepts cash, credit card, and personal check payments. Financial aid recipients understand that monies received on their behalf are applied first to tuition costs. Any remaining funds available for the student will be paid to the student only at which time the course costs have been paid in full.

Financial aid available to those who qualify.

Note: *The total charges for a period of attendance are equivalent to the cost of the entire program, due to the length of the program.*

The school complies with California Private Postsecondary Education Act of 2009, 94899.5 (b) and does not require more than one term or four months of tuition in advance, until 50% of the program has been offered and the school is due full payment.

NOTICE

YOU MAY ASSERT AGAINST THE HOLDER OF THE PROMISSORY NOTE YOU SIGNED IN ORDER TO FINANCE THE COST OF THE EDUCATIONAL PROGRAM ALL OF THE CLAIMS AND DEFENSES THAT YOU COULD ASSERT AGAINST THIS INSTITUTION, UP TO THE AMOUNT YOU HAVE ALREADY PAID UNDER THE PROMISSORY NOTE.

SAN JOSE COST OF TUITION AND SUPPLIES

Because of inflationary cycles, and because we must occasionally change equipment to remain current, the school reserves the right for the following tuition information to be subject to change.

TUITION – Cosmetology

Tuition	\$18,800.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>3,527.00</u>
TOTAL COSTS	\$22,402.00

TUITION – Esthetics

Tuition	\$7,650.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>2,391.00</u>
TOTAL COSTS	\$10,116.00

TUITION – Nail Care (*this program is not being offered at this time*)

Tuition	\$7,500.00
Application Fee (<i>nonrefundable</i>)	75.00
Student Tuition Recovery Fund (STRF) (<i>nonrefundable</i>)	0.00
Kit, Equipment, Textbook, Supplies (<i>nonrefundable</i>)	<u>2,500.00</u>
TOTAL COSTS	\$10,075.00

Please contact the school's Financial Aid Leader for payment options. The school accepts cash, credit card, and personal check payments. Financial aid recipients understand that monies received on their behalf are applied first to tuition costs. Any remaining funds available for the student will be paid to the student only at which time the course costs have been paid in full.

Financial aid available to those who qualify.

Note: *The total charges for a period of attendance are equivalent to the cost of the entire program, due to the length of the program.*

The school complies with California Private Postsecondary Education Act of 2009, 94899.5 (b) and does not require more than one term or four months of tuition in advance, until 50% of the program has been offered and the school is due full payment.

NOTICE

YOU MAY ASSERT AGAINST THE HOLDER OF THE PROMISSORY NOTE YOU SIGNED IN ORDER TO FINANCE THE COST OF THE EDUCATIONAL PROGRAM ALL OF THE CLAIMS AND DEFENSES THAT YOU COULD ASSERT AGAINST THIS INSTITUTION, UP TO THE AMOUNT YOU HAVE ALREADY PAID UNDER THE PROMISSORY NOTE.

SACRAMENTO 2015 CLASS START DATES

Cosmetology	
DAY SCHOOL (Tue.-Sat.):	January 13, March 17, May 12, July 14, September 8, November 10
DAY SCHOOL (Mon. - Fri.):	
NIGHT SCHOOL (Mon. - Fri.):	January 12, March 23, June 8, August 24, November 9

Esthetics	
DAY SCHOOL (Tue.-Sat.):	January 20, March 24, May 26, July 28, September 29, December 1
NIGHT SCHOOL (Mon. - Fri.):	February 9, June 1, September 14

Nail Care	
DAY AND NIGHT SCHOOL:	<i>Please see the Admissions Leader for specific start dates</i>

Class will be held at Paul Mitchell The School Sacramento located at 2100 Arden Way, Suite 265, Sacramento, CA 95825.

SAN JOSE 2014 CLASS START DATES

Cosmetology	
DAY SCHOOL (MON.-FRI.):	January 12, February 18, March 16, April 13, May 11, June 15, July 13, August 10, September 14, October 12, November 9
NIGHT SCHOOL (MON.-FRI.):	January 12, April 13, July 13, October 12

Esthetics	
DAY SCHOOL (MON.-FRI.):	February 9, April 13, June 15, August 17, October 26
NIGHT SCHOOL (MON.-FRI.):	April 27

Nail Care	
DAY AND NIGHT SCHOOL:	<i>Please see the Admissions Leader for specific start dates</i>

Class will be held at Paul Mitchell The School San Jose located at 130 Almaden Blvd., San Jose, CA 95113.

STUDENTS WHO WITHDRAW

Students who withdraw from the program are required to empty their locker and gather all personal items. Any items left behind by the student will be stored for 60 days, at which time the items become the property of PAUL MITCHELL THE SCHOOL.

Students wishing to transfer to another institution must pay all monies owed to PAUL MITCHELL THE SCHOOL, and all applicable academic requirements must be met in order for the hours to be released.

CONSTITUTION DAY

PAUL MITCHELL THE SCHOOL celebrates Constitution Day on or near September 17 of each year. For more information visit www.constitutionday.com

VOTER REGISTRATION

Students are encouraged to register to vote in State and Federal Elections. Voter Registration and Election Date information for the state of California can be found at <http://www.sos.ca.gov>.

For information on Voter Registration and Election Dates for Federal Elections visit www.eac.gov/voter_resources.

REENTRY STUDENTS

- 1 Outstanding tuition, fee, and overtime expenses must be paid in advance or the student must make satisfactory arrangements with the Financial Aid Leader.
- 2 Previous tuition payments will be credited to the student's balance.
- 3 Because tuition fees and costs are subject to change, reentering students will be contracted according to the current tuition costs and will be required to pay any additional fees if applicable.
- 4 Students who are Student Tuition Recovery Fund (STRF) eligible (refer to page 13 for eligibility guidelines) will be assessed a prorated STRF fee.
- 5 Pay a \$100.00 re-entry fee.

The school does not deny readmission to any service member of the uniformed services for reasons relating to that service.

Readmission is reserved to the sole discretion of PAUL MITCHELL THE SCHOOL and may require special conditions.

Readmission for a student requires a personal interview with school administration. The reentering student will be placed on 30-day evaluation. During the 30-day evaluation period the student must demonstrate for that period that they can meet the school's minimum attendance and academic requirements for Satisfactory Academic Progress. The student will then be evaluated for Satisfactory Academic Progress at the next scheduled evaluation period to determine their new status. Students who fail to meet the minimum attendance and academic requirements for that 30-day evaluation period may be terminated. Students who re-enter the program are placed in the same Satisfactory Academic Progress standing as when they left. If a reenrolling student has previously used all of their excused absences provided under their original contract, the student will not receive any additional time for excused absences under the new reenrollment contract. In addition, a student may be responsible for any previous overtime charges that had previously accrued, but not yet assessed.

TRANSFER STUDENTS

PAUL MITCHELL THE SCHOOL will accept transfer hours from other schools based on an evaluation of the student's comprehension of the course material. A maximum of 400 hours will be accepted for students who transfer from another school; all cosmetology transfer students must attend a minimum of 1200 hours and esthetics transfer students must attend a minimum of 200 hours at PAUL MITCHELL THE SCHOOL, to obtain the Paul Mitchell culture and educational program. If transferring from another PAUL MITCHELL school all transfer hours will be accepted. Students who have had training outside the state of California must provide proof of the number of hours of training to the Board of Barbering and Cosmetology and PAUL MITCHELL THE SCHOOL prior to enrollment.

The cost for **Paul Mitchell The School Sacramento** cosmetology transfer students is \$11.25 per hour and for esthetics transfer students \$12.75 per hour attended at PAUL MITCHELL THE SCHOOL; this does not include the cost of a complete and current Paul Mitchell student kit. PAUL MITCHELL THE SCHOOL does not accept transfer hours for the nail care program.

The cost for **Paul Mitchell The School San Jose** cosmetology transfer students is \$11.75 per hour and for esthetics transfer students \$12.75 per hour attended at PAUL MITCHELL THE SCHOOL; this does not include the cost of a complete and current Paul Mitchell student kit. PAUL MITCHELL THE SCHOOL does not accept transfer hours for the nail care program.

If you transfer to another cosmetology school may accept most of your hours; however, if you transfer to a degree granting institution they will most likely not accept your hours earned towards an Associate's or Bachelor's Degree.

PAUL MITCHELL THE SCHOOL has not entered into an articulation or transfer agreement with any other college or university.

NOTICE CONCERNING TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED AT OUR INSTITUTION

The transferability of credits you earn at PAUL MITCHELL THE SCHOOL is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the certificate you earn in our cosmetology program is also at the complete discretion of the institution to which you may seek to transfer. If the certificate you earn at this institution is not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason you should make certain that your attendance at this institution will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending PAUL MITCHELL THE SCHOOL to determine if your certificate will transfer.

NOTICE OF TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED FROM ANOTHER INSTITUTION

The transferability of credits or certificate you earn at another institution, is at the sole discretion of PAUL MITCHELL THE SCHOOL. You may be required to repeat some or all of your coursework, if PAUL MITCHELL THE SCHOOL does not accept some or all of your credits. For this reason you should speak to PAUL MITCHELL THE SCHOOL's admissions leader to determine if your credits or certificate will transfer. If a student wishes to appeal the credits accepted, please refer to the schools appeal policy.

TERMINATION POLICY

PAUL MITCHELL THE SCHOOL may terminate a student's enrollment for immoral and/or improper conduct, receiving seven (7) coaching sessions, failing to comply with educational requirements, and/or the terms as agreed upon within the enrollment contract. For more information refer to the school Future Professional Advisory. The student will be charged an administrative termination fee of \$100.00.

COSMETOLOGY COURSE OVERVIEW

Course Hours: 1600 clock hours

The course is divided into pre-clinical classroom instruction and clinical service learning experiences.

- ① **Pre-clinical Classroom Instruction:** The first 210 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ② **Clinic Learning Experience:** The remaining 1390 hours are spent in the clinic area where practical experience is gained.

COSMETOLOGY COURSE OUTLINE

Your time at PAUL MITCHELL THE SCHOOL for the cosmetology program will be divided into six (6) designations:

- ① **Core Curriculum:** A 210-hour orientation, known as the Core program, instills the basic fundamentals. Students are graded and evaluated using written, oral, and practical testing methods. Students must successfully complete the Core curriculum prior to attending regularly scheduled daily classes in cutting, coloring, permanent waving, and chemical texture services.
- ② **Protégé Learning Experience:** Your experience as a Protégé produces a smooth transition from Core student to Adaptive student. You spend 70 hours as a Protégé preparing you for the clinic experience.
- ③ **Clinic Learning Experience:** Your clinic time from 280 to 1600 hours will be guided with individual attention and group learning experiences using workshops, monthly worksheets, and periodic tests developed specifically for this monitoring progress. This is when you begin working on paying clients in the clinic floor area.
- ④ **Classroom Learning Experience:** Your classroom time from 280 to 1600 hours is divided into five (5) areas: cutting, coloring, texture, makeup, skin and nails. Each area has a specialist in the field who conducts the different elective classes three times a week; these may include guest artists, retail, motivation, self-improvement, nail artistry, makeup, etc.
- ⑤ **Adaptive Curriculum:** From 280 to 800 hours you will enter a new phase of elective classroom workshops coupled with challenging practical services designed to continue building you into a confident designer.
- ⑥ **Creative Curriculum:** You will spend your last 800 hours in PAUL MITCHELL THE SCHOOL in “high gear” by dressing, acting, and working like a true professional. You will use your own artistic and creative abilities, coupled with the assistance of the Learning Leaders, to prepare yourself for your future salon career.

ESTHETICS COURSE OVERVIEW

Course Hours: 600 clock hours

The course is divided into pre-clinical classroom instruction and clinical service learning experiences.

- ① **Pre-clinical Classroom Instruction:** The first 300 hours are devoted to classroom workshops where students learn design principles, technical information, and professional practices.
- ② **Clinic Learning Experience:** The remaining 300 hours are spent in the clinic area where practical experience is gained.

ESTHETICS COURSE OUTLINE

Your time at PAUL MITCHELL THE SCHOOL for the esthetics program will be divided into four (4) designations:

- ① **Core Curriculum:** This 300-hour time period is dedicated to exploring foundational knowledge and basic esthetics facial, hair removal, and makeup procedures. You will receive individual attention in practical workshops, and you will complete monthly worksheets and periodic tests throughout the course. This is an intense and exciting portion of your experience.
- ② **Clinic Learning Experience:** You will enter a new phase of elective classroom workshops coupled with challenging practical services that will continue to build you into a confident skin care therapist.
- ③ **Classroom Learning Experience:** During this phase of your learning, you will be introduced to guest speakers, prescriptive selling, motivation, self-improvement, body treatments, and emerging technologies. You will use your own technical and therapeutic abilities, coupled with the assistance of Learning Leaders, to provide service to guests. You will make discoveries and learn relationship-building skills that will ensure your success in this exciting, diverse field.
- ④ **Creative Curriculum:** You will dress, act, and work like a true professional. You will use your own technical and therapeutic abilities, coupled with the assistance of PAUL MITCHELL THE SCHOOL Learning Leaders, to prepare for your future salon and spa career.

NAIL CARE COURSE OVERVIEW

Course Hours: 400 clock hours

The course is divided into pre-clinical instruction and clinical service learning experiences.

- ① **Pre-clinical Classroom Instruction:** The first 105 hours are devoted to classroom workshops, where students learn esthetic principles, technical information and professional practices.
- ② **Clinic Learning Experience:** The remaining 295 hours are spent in the clinic area where practical experience is gained.

NAIL CARE COURSE OUTLINE

Each student's time at PAUL MITCHELL THE SCHOOL Esthetics Program will be divided into three (3) designations:

- ① **CORE:** Pre-Clinical classroom to learn the rules and prepare for the guest services.
- ② **ADAPTIVE:** Blend of classroom and clinic floor learning focused on reinforcing the core skills, while adapting to live clinic floor experiences.
- ③ **CREATIVE:** Final phase of nail technician classroom and clinic floor learning that prepares the future professional for licensing and salon and spa life. Students will enter a new phase of elective classroom workshops, coupled with challenging practical services that will continue to build them into confident skin care therapists.

(this program is not being offered at this time)

STATE OF CALIFORNIA REQUIREMENTS

Cosmetology

The instructional program of PAUL MITCHELL THE SCHOOL meets or exceeds these requirements:

Subject	Theory Instruction	Practical Application
Milady Theory	160	0
TECHNICAL INSTRUCTION AND PRACTICAL TRAINING IN HAIR DRESSING	1100 hours	
Hairstyling to include: Hair analysis, Shampooing, fingerwaving, pincurls, comb outs, thermal straightening, waving, curling with hot combs, hot curling iorns, and blowdrying	65	240
Permanent Waving and Chemical Straightening to include: Hair analysis , Acid and Alkaline permanent waving and Chemical Straightening	40	105
Hair Coloring and Bleaching to include: Semi-permanent, demi-permanent, Tinting, bleaching, high and low lights, and dye removers, Hair analysis, predipostion and strand test, safety percautions, and formula mixing	60	50
Hair Cutting to include Use of scissors, razor (shaper), electrical clippers/trimmers, thinning shears for wet and dry cutting	20	80
TECHNICAL INSTRUCTION IN HEALTH AND SAFETY	200 hours	
Laws and Regulations to include: The Barbering and Cosmetology Asct and the Boards Rules and Regulations	20	0
Health and Safety Considerations to include: Cosmetology chemistry including the chemical composition and purpose of cosmetic, nail, hair and skin care preparations. Elementary chemical makeup, chemical skin peels and chemical and physical changes of matter. Hazardous substances including training in chemicals and health in establishments, protection from hazardous chemicals and preventing chemical injuries, ergonomics, theory of electricity in cosmetology, bacteriology, communicable diseases, including HIV/AIDS, Hepatitis B, and staph and Material Safety Data Sheets.	45	0
Disinfection and Sanitation to include: Disinfection and sanitation including proper procedures to protect the health and safety of the consumer as well as the technician. Proper disinfection procedures for equipment used in establishments.	20	0
Anatomy and Physiology to include: Human Anatomy, Human Physiology <i>Continued on next page</i>	15	0

TECHNICAL INSTRUCTION AND PRACTICAL TRAINING ESTHETICS	200 hours	
Manual, Electrical, and Chemical Facials to include: Manual Facials including cleansing, scientific manipulations, packs, and masks. Electrical Facials include the use of electrical modalities, dermal lights and electrical apparatus, for facials and skin care purposes; however, machines capable of producing an electrical current shall not be used to stimulate so as to contract, or for the purpose of contracting, the muscles of the body or face. Chemical Facials include chemical skin peels, packs, masks and scrubs. Training shall emphasize that only the non-living, uppermost layers of facial skin, known as the epidermis, may be removed, and only for the purpose of beautification. All practical operations must be performed in accordance with Section 992 regarding skin peeling.	25	40
Eyebrow Beautification and Makeup to include: Eyebrow Arching and Hair Removal, including the use of wax, tweezers, electric or manual, and depilatories for the removal of superfluous hair.	25	30
TECHNICAL INSTRUCTION AND PRACTICAL TRAINING IN MANICURING AND PEDICURING	100 hours	
Manicuring and Pedicuring to include: Water and oil manicure, including nail analysis, and hand/foot and arm/ankle massage.	10	25
Artificial Nails and Wraps to include: Artificial nails including acrylic: liquid and powder brush-ons, artificial nail tips and nail wraps and repairs	25	120 Nails
COMBINED TOTAL	1600 Hours	
TOTAL HOURS	370	690

In addition to the state requirements listed above, PAUL MITCHELL THE SCHOOL provides additional training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards. No additional hours will be required to complete the additional training and these additional course are not a requirement for state licensure.

Exceeds means that during the course of your training you may complete more services than what is listed, however no additional hours, over the 1600 required by the Board of Barbering and Cosmetology (BBC) will be required.

** Milady Theory Hours of 160 are not included in the total hours.*

Esthetics

The instructional program of PAUL MITCHELL THE SCHOOL meets or exceeds these requirements:

Subject	Theory Hours	Practical Application
Manual, Electrical, and Chemical Facials	70	140
Preparation	15	
Laws and Regulations	10	
Health and Safety Considerations	40	
Disinfection and Sanitation	10	
Anatomy and Physiology	15	
Eyebrow Beautification	25	50
Makeup	20	40
Additional Training	65	100
TOTAL HOURS	270	330

In addition to the state requirements listed above, PAUL MITCHELL THE SCHOOL provides additional training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards. No additional hours will be required to complete the additional training and these additional course are not a requirement for state licensure. *Exceeds means that during the course of your training you may complete more services then what is listed, however no additional hours, over the 1600 required by the Board of Barbering and Cosmetology (BBC) will be required.*

Nail Care

The instructional program of PAUL MITCHELL THE SCHOOL meets or exceeds these requirements:

Subject	Theory Hours	Practical Application
Manicure and Pedicure	60	60
Application of Artificial nails including liquid, gel, and powder brush-ons, nail tips, nail wraps and repairs and nail analysis		180 Nails
Laws and Regulations	10	
Health and Safety Considerations	25	
Disinfection and Sanitation	20	10
Bacteriology, Anatomy and Physiology	10	
Additional Training		25
TOTAL HOURS	125	275

In addition to the state requirements listed above, PAUL MITCHELL THE SCHOOL provides additional training in the areas of communication skills, professional ethics, salesmanship, decorum, record keeping, and client service record cards. No additional hours will be required to complete the additional training and these additional course are not a requirement for state licensure. *Exceeds means that during the course of your training you may complete more services then what is listed, however no additional hours, over the 1600 required by the Board of Barbering and Cosmetology (BBC) will be required.*

COSMETOLOGY PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 1600-hour course:

- ① **Weekly theory exams:** Students must receive a grade of 70% or higher on each weekly theory exam.
- ② **210-hour orientation practical skills evaluation test:** Students must receive a grade of 70% or higher.
- ③ **Final exam 1 (800-hour written exam):** This test covers an overview of all related cosmetology subjects (e.g., anatomy, chemistry, etc.). Students must receive a grade of 70% or higher on all final exams.
- ④ **Final exam 2 (1400-hour written test):** The written exam covers an overview of all theory instruction, California state law, and other items covered on the state cosmetology exam. Students must receive a grade of 70% or higher on all final exams.
- ⑤ **Monthly clinic practical worksheets:** Students must complete all monthly clinic practical worksheets.

ESTHETICS PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 600-hour course:

- ① **Weekly theory exams:** Student must receive a grade of 70% or higher on each weekly theory exam.
- ② **Midterm written and practical:** Students must receive a grade of 70% or higher on all final exams.
- ③ **Final written and practical:** The written test covers an overview of all theory instruction, California state law, and other items covered on the state esthetics exam. Students must receive a grade of 70% or higher on all final exams.
- ④ **Monthly clinic practical worksheets:** Esthetics full and part-time students must complete all monthly clinic practical worksheets.

NAIL CARE PROGRAM TESTING AND GRADING PROCEDURE

The following tests and grading procedures are incorporated during the student's 400-hour course:

- ① Students must receive a grade of 70% or higher on each theory exam.
- ② Students must receive a grade of 70% or higher on their final exam.

MEASURABLE PERFORMANCE OBJECTIVES

- ① Complete the required number of clock hours of training.
- ② Achieve and receive passing grades on all practical graduation requirements and projects, including practical and theoretical examinations.
- ③ Satisfactorily pass final written and practical exams.
- ④ Upon completion, receive a graduation certificate.
- ⑤ Pass state board exam.
- ⑥ Complete the required number of theory hours in training.

SAFETY PRECAUTIONS FOR THE BEAUTY INDUSTRY

By following safety precautions you contribute to the health, welfare, and safety of the community. Always have good hygiene and be professionally dressed. Keep a first aid kit on hand, follow safety regulations, and keep equipment properly sanitized. The following precautions should always be taken with each client:

- 1 Protect clients' clothing by appropriately draping them.
- 2 Ask clients to remove any jewelry, hair accessories, glasses, etc.
- 3 Keep any and all chemicals away from the eyes. In case of eye contact with chemicals, thoroughly rinse eyes with cold water.
- 4 Wear gloves when dealing with chemicals.
- 5 Remember that anything containing chemically active ingredients must be used carefully to avoid injury to you and your client.

INDUSTRY REQUIREMENTS

Students interested in pursuing a career in cosmetology should:

- 1 Develop finger dexterity and a sense of form and artistry.
- 2 Enjoy dealing with the public.
- 3 Keep aware of the latest fashions and beauty techniques.
- 4 Make a strong commitment to your education.
- 5 Be aware that the work can be arduous and physically demanding because of long hours standing and using your hands at shoulder level.

STUDENT SERVICES

- 1 **Housing:** PAUL MITCHELL THE SCHOOL keeps a file of information about housing in the surrounding areas; however the school does not provide dormitory facilities and does not have any facilities under its control. The school is not responsible to find or assist student in finding housing.

There is available housing located within 2 miles of the Paul Mitchell The School Sacramento. The cost of housing is between \$1,300.00 to \$2, 200.00 per month.

There is available housing located within 5 miles of Paul Mitchell The School San Jose. The cost of housing is between \$1,800.00 to \$2, 500.00 per month.

- 2 **Advising:** Students are provided with academic advising and additional assistance as necessary. If referral to professional assistance is necessary, the school maintains a record of such referral. Information and advice on any financial assistance are accessible to students. PAUL MITCHELL THE SCHOOL also gives advice and information to students on these subjects:
 - a. Regulations governing licensure to practice, including reciprocity among jurisdictions.
 - b. Employment opportunities.
 - c. Opportunities for continuing education following graduation.

GRADUATION REQUIREMENTS IN COURSES

- 1 Receive the required number of clock hours of training.
- 2 Complete graduation map worksheet requirements.
- 3 For a student to meet state requirements, all monthly clinic practical worksheets must be completed 100%.
- 4 Complete Final Phase worksheet.
- 5 Satisfactorily pass final written and practical exams.
- 6 Complete the required Milady theory hours and pass all written Milady theory exams.
- 7 Pay all tuition cost or make satisfactory arrangements for payment of all debts owed to the school.
- 8 Upon graduation the student will receive a certificate of completion.

Once the student has met all these requirements, he/she will receive a CERTIFICATE of COMPLETION.

PAUL MITCHELL THE SCHOOL reserves the right to retain a student in school if the student's progress is not satisfactory as determined by the school's administration and/or the student fails to complete all listed requirements or fails to pass the written and practical exams. PAUL MITCHELL THE SCHOOL can retain the student until all graduation requirements are met.

A certified transcript will be provided to a student who withdraws which will include hours that the school has been compensated for. For the purposed of transfer or graduation, hours will not be released by the school until all monies owed to the institution have been paid and all academic requirements pertaining to those hours have been completed.

GRADUATION, PLACEMENT, AND JOB OPPORTUNITIES

There are many wonderful career opportunities available within the beauty industry. In addition to hair design, this industry also offers opportunities in areas such as skin care, makeup, aromatherapy, nail artistry, product education, platform artistry, and salon management.

Although PAUL MITCHELL THE SCHOOL ***does not guarantee employment upon graduation***, PAUL MITCHELL THE SCHOOL does maintain an aggressive job placement program and will inform students of job openings and opportunities. PAUL MITCHELL THE SCHOOL coordinates placement programs with local and national salons by sending out surveys and inviting salon owners and guest artists to teach and speak at PAUL MITCHELL THE SCHOOL.

STUDENT KIT – Cosmetology

Students are responsible to purchase a Paul Mitchell Kit at an additional cost from the tuition. Please note that students are responsible for the purchase of stationery supplies. *Textbook and educational materials may be purchased separately, which may discount kit costs.*

The following items are contained in the Paul Mitchell cosmetology kit:

BRUSHES	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 Large Round Boar Brush	4 Skinny Clips	1 Cutting System DVD
1 Large Round Thermal Brush	6 Paul Mitchell Black Clips	1 Cutting Book
1 Medium Round Boar Brush	1 Chemical Cape	1 Men's Cutting System DVD
1 Medium Round Thermal Brush	1 Cutting Apron	1 Color System DVD
1 Paul Mitchell 407 Styling Brush	1 Paul Mitchell Aluminum Spray Bottle	1 The Coloring Book
1 Paul Mitchell 413 Sculpting Brush	1 Black Handheld Mirror	1 The Skill Cards
1 Paul Mitchell 427 Paddle Brush	1 Cutting Apron	1 Paul Mitchell Product Guide Workbook
2 Paul Mitchell Color Tint Brushes	1 Paul Mitchell Black Carry Bag	1 Connecting to My Future Book
1 Small Round Boar Brush	12 Black and White Butterfly Clips	1 Be Nice (Or Else!) Book
1 X-Large Round Thermal Brush	1 Metal Paul Mitchell Case with Logo	1 Multiple Intelligence (MI) Letter
1 Scalp Brush	1 Artificial Nail Brush	1 Service Experience Menu
COMBS	TOOLS	1 Plugged In Apron and membership (while enrolled)
1 Paul Mitchell 424 Teal Comb	1 Classic Razor	1 Master Audio Club subscription (while enrolled)
1 Paul Mitchell 416 Red Comb	1 Paul Mitchell Tripod	1 The Color Paper Swatch Chart
1 Metal Pick Teasing Comb	1 Paul Mitchell 1.25 Smoothing Iron	1 PM Shines Paper Swatch Chart
1 Metal Rat Tail Comb	1 Paul Mitchell 6" Scissor/Thinner with Case	1 Blonding Brochure
1 Paul Mitchell Detangler Comb	4 Mannequin Heads	1 Shines XG Paper Swatch Chart
1 Rat Tail Comb	1 Paul Mitchell Clipper/Thinner	1 Black messenger bag
6 Standard Cutting Combs	1 Paul Mitchell Ionic 1000 Blow Dryer	
1 Taper Comb	1 5.5" Mannequin Scissors	
1 Paul Mitchell 408 Black Comb	1 Paul Mitchell 3/4 M 1000 Curling Iron	

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

TEXTBOOKS	
1 <i>Milady's Standard Cosmetology 2012</i> Textbook (hardcover) ISBN-13: 9781439059302 , \$114.95	1 <i>Milady's Standard Cosmetology 2012 Exam Review</i> ISBN-13: 9781439059210, \$35.95
1 <i>Milady's Standard Cosmetology 2012 Theory Workbook</i> ISBN-13: 9781439059234, \$49.95	

STUDENT KIT – Esthetics

Students are responsible to purchase a Paul Mitchell Kit at an additional cost from the tuition. Please note that students are responsible for the purchase of stationery supplies.

The following items are contained in the Paul Mitchell esthetics kit:

PRODUCTS	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 Daily Micro Foliant 2.6 oz	1 Facial Sponges (2pk.)	1 <i>Dermalogica's Product Guide and Treatment Directory</i>
1 Ultra Calm Cleanser 16.9 oz	25 Face Mapping Sheets	1 <i>Be Nice (Or Else!)</i> Book
1 Active Moist 6.0 oz	1 Paul Mitchell T-shirt	1 <i>Connecting to My Future</i> Book
1 Colloidal Masque Base 6.0 oz	1 Paul Mitchell Apron	1 Success for the Modern Salon Motivational CD
1 Massage Cream 6 oz	1 Welcome Pack	1 MASTERS CD
1 Calming Botanical Mixer 4 oz	4 Layer Facial Single Application and DVD	1 Plugged In Apron and membership (while enrolled)
1 Solar Defense Boost 1.7 oz	1 Satin Wax Kit	1 The Book
1 Multi Active Toner 16.0 oz	1 Extractor Set	1 Professional Exfoliant Brochure
1 MultiVitamin Powder Recovery Masque 2.5 oz	1 Eyebrow Set	1 Face Mapping Sheet
1 Special Cleansing Gel 16.9 oz	1 Mirror	1 Dollarcamp
1 PreCleanse 5.1 oz	1 Color Wheel	
1 Concealing Spot Treatment .33 oz		
1 Scaling Fluid 8.0 oz		
1 Post Extraction solution 8.0 oz		
30 MultiVitamin Powder Exfoliant		
1 Exfoliantg Accelerator 35 6 oz		
1 Dermalogica Fan Masque Brush		

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

TEXTBOOKS	
1 <i>Milady's Standard Esthetics Fundamentals, 111th Edition</i> Textbook, ISBN-13: 9781111306892 (Hardcover), \$141.95	1 <i>Milady's Standard Esthetics Fundamentals Exam Review</i> , ISBN-13: 9781111306922, \$51.95
1 <i>Milady's Standard Esthetics Fundamentals Student Workbook</i> , ISBN-13: 9781111306915, \$78.95	

STUDENT KIT – Nail Care

Students are responsible to purchase a Paul Mitchell Kit at an additional cost to the tuition. Please note that students are responsible for the purchase of stationery supplies.

The following items are contained in the Paul Mitchell manicuring kit:

PRODUCTS	ACCESSORIES	STUDENT EDUCATION MATERIALS
1 NAS 99, 2 oz 1 Nail Adhesive, 3 gm 1 Brush Cleaner, 1 oz 1 Avoplex Nail & Cuticle Replenishing Oil, 1/4 oz 1 White Tea Massage Lotion 2 Assorted OPI Lacquers including OPI Red 1 Swiss Guard Hand Sanitizer, 4 oz 1 Bondex, 1/4 oz 1 Avoplex Moisture Replenishing Lotion, 4 oz 1 OPI Polish Remover, 4 oz 50 Nail Wipes 1 Bond-Aid, 1/2 oz 1 Avoplex Enzyme Therapy Cleaner, 1 oz 1 Light Cured Gel Kit 1 Dry Spray Nail Polish Dryer, 2 oz 1 Green Tea Scrub 1 Wrap Kit 1 Start to Finish, Base Coat, Top Coat & Nail Strengthener in One 1 Avoplex Exfoliating Treatment 20 Dimensional Nail Tips, Assorted 1 Choose from OPI's Absolute, Competition Formula 300, or Clarita Odor-Free Acrylic Systems	1 Glass Eyedropper 1 Cuticle Stick 1 Diamond Coated File 1 OPI Nail Smoother Toe Separators 1 Deluxe Accessories 1 Tote Bag 3 Reusable Nail Forms 2 Dappen Dishes 1 Finger Nail Clipper 1 White Cloth File 1 1-2-3 Luster Buff Board 1 Foot File 1 Deluxe Manicure Cut-Away Disposable Nail Forms (5 each size) 20 Linear Nail Tips, assorted 1 The Fluffy 1 Toe Nail Clipper 1 White Board File 1 Manicure Bowl 1 Deluxe Pedicure Kit 5 Expert on the Go Carrying Case 1 OPI Apron 1 Nail Manicure Brush 1 Silver Cushion File 1 OPI Mini Cuticle Nipper 5 Wooden Dowels 1 American Round Sable Brush	1 <i>Connecting to My Future</i> Book 1 <i>Be Nice (Or Else!)</i> Book 1 Multiple Intelligence Letter 1 Success for the Modern Salon CD 1 Service Menu Experience 1 Plugged In Apron and membership (while enrolled)

Textbooks listed below are included in the Paul Mitchell Kit at a discounted price to the student.

TEXTBOOKS	
1 <i>Milady's Standard Nail Technology</i> , 6th Edition Textbook ISBN - 13: 9781435497689, \$115.95	1 <i>Milady's Standard Nail Technology</i> , 6th Edition Exam Review ISBN - 13: 9781435497634, \$42.95
1 <i>Milady's Standard Nail Technology</i> , 6th Edition Student Workbook ISBN - 13: 9781435497641, \$61.95	

FEDERAL RETURN OF TITLE IV FUNDS POLICY

The school participates in federal financial aid. Please refer to the following refund policy for specific consumer information pursuant to the Federal Financial Aid program.

- ① Students who receive loans are responsible for repaying the loan amount, plus any interest, less the amount of any refunds, and if the student has received federal student financial aid funds, the student is entitled to a refund of the monies not paid for federal student financial aid program funds.
- ② For students who have received Title IV financial assistance, the Federal Return of Title IV Funds calculation will be completed first and applicable funds returned. Returned funds will be reduced from the payments received on behalf of the student before applying the institutional refund policy to determine whether the student is owed a refund or if a balance is owed to the institution.
- ③ If a student has received less aid than that student earned, he/she may be eligible for a post-withdrawal disbursement. If a student is eligible for this disbursement, the school will notify the student in writing of the amount he/she is eligible. The student will have 14 days to accept or decline the disbursement. If an acceptance is not received within this timeframe, the institution will not make the post-withdrawal disbursement to the student.
- ④ The Federal Return of Title IV Funds formula dictates the amount of federal Title IV aid that must be returned to the federal government or the lending institution by the school and/or the student. The federal formula is applicable to an eligible student receiving federal aid when that student withdraws on or before the 60% point in time in the payment period.
- ⑤ The federal formula requires a return of Title IV aid if the student received federal financial assistance in the form of Stafford Loans, Pell Grants, or Plus loans and withdraws on or before completing 60% of the payment period. The percentage of Title IV aid earned is equal to the percentage of the payment period that was completed as of the withdrawal date if this occurs on or before the 60% point of time. The percentage that has not been earned is calculated by determining the complement of the percentage earned (e.g., if 40% was earned, 60% was unearned).
- ⑥ The amount to be returned is calculated by subtracting the amount of Title IV assistance earned from the amount of Title IV aid that was or could have been disbursed as of the withdrawal date. The percentage of the payment period scheduled to complete is calculated by dividing the total number of clock hours scheduled to complete by the payment period as of the last date of attendance.
- ⑦ If a student unofficially withdraws and has received federal loans, the loans will go into repayment.
- ⑧ If a student has received Federal Student Financial Aid Funds, the student is entitled to a refund of moneys not paid from Federal Student Financial Aid Program Funds.

NOTE: A student who withdraws prior to completing 60% of the charging period may be required to repay some of the funds released to the student because of credit balance on the student's account.

The following Title IV refund distribution is used for all financial aid applicants/students due a refund:

- ① Federal Unsubsidized Stafford Loan
- ② Federal Subsidized Stafford Loan
- ③ Federal Plus Loan
- ④ Federal Pell Grant

TREATMENT OF TITLE IV FUNDS WHEN A STUDENT WITHDRAWS FROM A CLOCK-HOUR PROGRAM

Treatment of Title IV Funds When a Student Withdraws From a Clock-Hour Program		
Student's Name:	<input type="text" value="John Doe"/>	Social Security #:
		<input type="text" value="123-45-6789"/>
	Date of school's determination that student withdrew:	<input type="text" value="1/6/11"/>
Period used for calculation (check one):	<input checked="" type="checkbox"/> 1st Payment Period	<input type="checkbox"/> Period of Enrollment

Monetary amounts should be in dollars and cents (rounded to the nearest penny).
When calculating percentages, round to three decimal places. (for example, .4486 = .449 = 44.9%)

STEP 1: Students Title IV Aid Information

	Amount Disbursed	Amount that Could Have Been Disbursed	
Title IV Grant Programs:			E. Total Title IV Aid Disbursed for the Period
1. Pell Grant	<input type="text" value="2,775.00"/>	<input type="text"/>	A. <input type="text" value="2,775.00"/>
2. Academic Competitiveness Grant	<input type="text"/>	<input type="text"/>	+ B. <input type="text" value="6,727.00"/>
3. National SMART Grant	<input type="text"/>	<input type="text"/>	= E. <input type="text" value="9,502.00"/>
4. FSEOG	<input type="text"/>	<input type="text"/>	
5. TEACH Grant	<input type="text"/>	<input type="text"/>	
A. <input type="text" value="2,775.00"/> <small>(sub-total)</small>		C. <input type="text" value="0.00"/> <small>(sub-total)</small>	F. Total Title IV grant aid disbursed and that could have been disbursed for the period
			A. <input type="text" value="2,775.00"/>
			+ C. <input type="text" value="0.00"/>
			= F. <input type="text" value="2,775.00"/>
Title IV Loan Programs:	Net Amount Disbursed	Net Amount that Could Have Been Disbursed	G. Total Title IV aid disbursed and aid that could have been disbursed for the period
6. Unsubsidized FDLP / FFELP	<input type="text" value="2,985.00"/>	<input type="text"/>	A. <input type="text" value="2,775.00"/>
7. Subsidized FDLP / FFELP	<input type="text" value="1,742.00"/>	<input type="text"/>	+ C. <input type="text" value="0.00"/>
8. Perkins Loan	<input type="text"/>	<input type="text"/>	= F. <input type="text" value="2,775.00"/>
9. PLUS FDLP / FFELP (Grad Student)	<input type="text"/>	<input type="text"/>	
10. PLUS FDLP / FFELP (Parent)	<input type="text" value="2,000.00"/>	<input type="text"/>	G. Total Title IV aid disbursed and aid that could have been disbursed for the period
B. <input type="text" value="6,727.00"/> <small>(sub-total)</small>		D. <input type="text" value="0.00"/> <small>(sub-total)</small>	A. <input type="text" value="2,775.00"/>
			B. <input type="text" value="6,727.00"/>
			C. <input type="text" value="0.00"/>
			+ D. <input type="text" value="0.00"/>
			= G. <input type="text" value="9,502.00"/>

STEP 2: Percentage of Title IV Aid Earned

Last Day Attended:

H. Determine the percentage of the period completed:
Divide the clock hours scheduled to have been completed as of the last day of attendance in the period by the total clock hours in the period.

$$\frac{\text{Hours scheduled to complete}}{\text{Total hour in period}} = \frac{271.00}{450.00} = 60.2\%$$

- ▶ If this percentage is greater than 60%, enter 100% in Box H and proceed to Step 3.
 - ▶ If this percentage is less than or equal to 60%, enter that percentage in Box H and proceed to Step 3.
- H.**

STEP 3: Amount of Title IV Aid Earned by the Student

Multiply the percentage of Title IV aid earned (Box H) by the Total Title IV aid disbursed and that could have been disbursed for the period (Box G).

$$\text{Box H} \times \text{Box G} = \text{Box I}$$

$$100.0\% \times 9,502.00 = 9,502.00$$

STEP 4: Title IV Aid to be Disbursed or Returned

- ▶ If the amount in Box I is greater than the amount in Box E, go to Post-withdrawal disbursement (Item J).
- ▶ If the amount in Box I is less than the amount in Box E, go to Title IV aid to be returned (Item K).
- ▶ If the amounts in Box I and Box E are equal, **STOP**. No further action is necessary.

J. Post-withdrawal disbursement
From the amount of Title IV aid earned by the student (Box I) subtract the Total Title IV aid disbursed for the period (Box E). This is the amount of the post-withdrawal disbursement.

$$\text{Box I} - \text{Box E} = \text{Box J}$$

$$9,502.00 - 9,502.00 = 0.00$$

K. Title IV aid to be returned
From the Total Title IV aid disbursed for the period (Box E) subtract the Amount of Title IV aid earned by the student (Box I). This is the amount of Title IV aid that must be returned.

$$\text{Box E} - \text{Box I} = \text{Box K}$$

$$9,502.00 - 9,502.00 = 0.00$$

STEP 5: Amount of Unearned Title IV Aid Due from the School

L. Institutional Charges for the Period.	Tuition	4,500.00
	Room	
	Board	
	Other	
	Other	
Total Institutional Charges (Add all the charges together)		L. 4,500.00

M. Percentage of unearned Title IV aid
 $\frac{100.0\%}{\text{Box H}} - \frac{100.0\%}{\text{Box M}} = \frac{0.0\%}{\text{Box M}}$

N. Amount of unearned charges
 Multiply institutional charges for the period (Box L) by the Percentage of unearned Title IV aid (Box M).
 $\frac{4,500.00}{\text{Box L}} \times \frac{0.0\%}{\text{Box M}} = \frac{0.00}{\text{Box N}}$

O. Amount of school to return
 Compare the amount of Title IV aid to be returned (Box K) to Amount of unearned charges (Box N), and enter the lesser amount.
O. 0.00

STEP 6: Return of Funds by the School

The school must return the unearned aid for which the school is responsible (Box O) by repaying funds to the following sources, in order, up to the total net amount disbursed for each source.

Title IV Programs	Amount for School to Return
1. Unsubsidized FDLP / FFELP	0.00
2. Subsidized FDLP / FFELP	0.00
3. Perkins Loan	0.00
4. PLUS FDLP / FFELP (Grad Student)	0.00
5. PLUS FDLP / FFELP (Parent)	0.00
Total loans the school must return =	P. 0.00
6. Pell Grant	0.00
7. Academic Competitiveness Grant	0.00
8. National SMART Grant	0.00
9. FSEOG	0.00
10. TEACH Grant	0.00

STEP 7: Initial Amount of Unearned Title IV Aid Due from the Student

From the amount of Title IV aid to be returned (Box K) subtract the Amount for the school to return (Box O).

$\frac{0.00}{\text{Box K}} - \frac{0.00}{\text{Box O}} = \frac{0.00}{\text{Box Q}}$

► If Box Q is < or = zero, **STOP**. If > zero, go to Step 8.

STEP 8: Repayment of the Student's loans

From the Net loans disbursed to the student (Box B) subtract the Total loans the school must return (Box P) to find the amount of Title IV loans the student is still responsible for repaying (Box R).

These outstanding loans consist either of loan funds that student has earned, or unearned loan funds that the school is not responsible for repaying, or both; and they are repaid to the loan holders according to the terms of the borrower's promissory note.

$\frac{6,727.00}{\text{Box B}} - \frac{0.00}{\text{Box P}} = \frac{6,727.00}{\text{Box R}}$

- If Box Q is less than or equal to Box R, **STOP**. The only action a school must take is to notify the holders of the loans of the student's withdrawal date.
- If Box Q is greater than Box R, Proceed to Step 9.

STEP 9: Grant Funds to be Returned

S. initial amount of Title IV grants for student to return
 From the initial amount of unearned Title IV aid due from the student (Box Q) subtract the amount of loans to be repaid by the student (Box R).

$\frac{0.00}{\text{Box Q}} - \frac{6,727.00}{\text{Box R}} = \frac{0.00}{\text{Box S}}$

T. Amount of Title IV grant protection
 Multiply the total of Title IV grant aid that was disbursed and that could have been disbursed for the period (Box F) by 50%.

$\frac{2,775.00}{\text{Box F}} - \frac{50.00\%}{\text{Box F}} = \frac{0.00}{\text{Box T}}$

U. Title IV grant
 From the initial amount of unearned Title IV aid due from the student (Box S) subtract the amount of loans to be repaid by the student (Box T).

$\frac{0.00}{\text{Box S}} - \frac{0.00}{\text{Box T}} = \frac{0.00}{\text{Box U}}$

► If Box U is less than or equal to zero, **STOP**. If not, go to step 10.

STEP 10: Return of Grants Funds by the Student

Except as noted below, the student must return the unearned grant funds for which he/she is responsible (Box U). The grant funds returned by the student are applied to the following sources in the order indicated, up to the total amount disbursed from that grant program minus any grant funds that school is responsible for returning to that program in Step 6.

Note that the student is not responsible for returning funds to any program to which the student owes \$50.00 or less.

Title IV Grant Programs:

Title IV Grant Programs:	Amount to Return
1. Pell Grant	0.00
2. Academic Competitiveness Grant	
3. National SMART Grant	
4. FSEOG	
5. TEACH Grant	

REFUND/DROP POLICY “STUDENT’S RIGHT TO CANCEL”

- ① Any monies due the student shall be refunded within 30 days of official cancellation or withdrawal. Official cancellation or withdrawal shall occur on the earlier of the dates that:
 - a. A student is not accepted by the school. This student shall be entitled to a refund of all monies paid to the school except a non-refundable application fee.
 - b. A student (or in the case of a student under legal age, his/her parent or guardian) cancels his/her contract and demands his/her money back in writing, until the first day of class session or the seventh (7) calendar day of signing the enrollment contract, whichever is later. In this case all monies collected by the school shall be refunded except a non-refundable application fee. This policy applies regardless of whether or not the student has actually started training.
 - c. A student who cancels his/her contract after the seventh (7) calendar day of signing the contract but prior to entering classes is entitled to a refund of all monies paid to the school less an application fee of \$75.00.
 - d. A student notifies the institution of his/her official withdrawal in writing.
 - e. A student is expelled by the institution.
 - f. For official cancellations as defined in paragraphs b, c, d, or e, the cancellation date will be determined by the postmark on written notification at the following address: *Paul Mitchell The School Sacramento, 2100 Arden Way, Suite 265, Sacramento, CA 95825* or *Paul Mitchell The School San Jose, 130 Almaden Blvd., San Jose, CA 95113* or by the date said information is delivered to the school administrator/owner in person. Written cancellations need not take any particular form.
 - g. A student on an approved leave of absence notifies the school that he or she will not be returning. The date of withdrawal determination shall be the earlier of the scheduled date of return from the leave of absence or the date the student notifies the institution that the student will not be returning.
- ② You have the right to cancel your enrollment contract and obtain a refund of charges paid through attendance at the first class session, or the seventh (7) calendar day after enrollment, whichever is later. **YOU MUST CANCEL IN WRITING.** Students do not have the right to cancel by telephoning the school or by not coming to class.
- ③ Any monies due a student who unofficially withdraws from the institution shall be refunded within 45 days of a determination by the institution that the student has withdrawn without notifying the institution. Unofficial withdrawals are monitored every 30 days and a determination is made to withdraw a student who has been absent from school for 14 or more consecutive calendar days; the withdrawal date that will be used in this calculation is the student’s actual last date of attendance.
- ④ When situations of mitigating circumstances are in evidence, such as serious illness, a disabling accident, or death in the immediate family, the school may make a settlement that is reasonable and fair to both parties.
- ⑤ All extra costs, such as books, equipment, graduation fees, application fee, rentals, and other such charges, are not considered in the tuition adjustment computation if the charges are itemized separately in the enrollment contract.
- ⑥ Monies paid for supplies and equipment are nonrefundable after seven (7) calendar days of signing the enrollment contract, but prior to entering classes, whichever is later.
- ⑦ If a course and/or program is cancelled subsequent to a student’s enrollment, and before instruction in the course and/or program has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.

- 8 If a course and/or program is cancelled and ceases to offer instruction after the student has enrolled and instruction has begun, the school shall either provide a full refund of all monies paid or provide completion of the course and/or program.
- 9 For students who terminate prior to completion, an administration fee in the amount of \$100.00 will be assessed.
- 10 A student's account may be sent to collections for nonpayment.
- 11 If the school closes permanently and no longer offers instruction after a student has enrolled, the school will provide a pro rata refund of tuition to the student.
- 12 A student is entitled to a refund of moneys not paid from federal student aid program funds.

An institution that participates in the federal student financial aid programs complies with this article by complying with applicable regulations of the federal student financial aid programs under Title IV of the federal Higher Education Act of 1965.

The institution shall also provide a pro rata refund of nonfederal student financial aid program monies paid for institutional charges to students who have completed 60 percent or less of the period of attendance.

Step 1: Identify all amounts paid for instruction less cost of equipment.

Step 2: Subtract Registration/Application fee not to exceed \$250.00. The school does not charge a registration fee the student is only charged an application fee of \$75.00.

Step 3: Apply a pro rata refund based on the percentage of scheduled hours completed in the program.

Below is an example of a pro rata refund for the **Sacramento Cosmetology Program**: The amount listed is the amount a school may retain based on the percentage of *scheduled hours* completed in the program.

Tuition amount	10%	25%	50%	60%	61%-100%
\$18,000.00	\$1,800.00	\$4,500.00	\$9,000.00	\$10,800.00	\$18,000.00

Below is an example of a pro rata refund for the **San Jose Cosmetology Program**: The amount listed is the amount a school may retain based on the percentage of *scheduled hours* completed in the program.

Tuition amount	10%	25%	50%	60%	61%-100%
\$18,800.00	\$1,880.00	\$4,700.00	\$9,400.00	\$11,200.00	\$18,800.00

Below is an example of a pro rata refund for the **Esthetics Program**: The amount listed is the amount a school may retain based on the percentage of *scheduled hours* completed in the program.

Tuition amount	10%	25%	50%	60%	61%-100%
\$7,650.00	\$765.00	\$1,912.50	\$3,825.00	\$4,590.00	\$7,650.00

Below is an example of a pro rata refund for the **Nail Care Program**: The amount listed is the amount a school may retain based on the percentage of *scheduled hours* completed in the program.

Tuition amount	10%	25%	50%	60%	61%-100%
\$7,500.00	\$750.00	\$1,875.00	\$3,750.00	\$4,500.00	\$7,500.00

PAUL MITCHELL THE SCHOOL Sacramento or PAUL MITCHELL THE SCHOOL San Jose does not have a pending petition in bankruptcy, has never filed for bankruptcy petition within the preceding five (5) years, nor operated as a debtor in possession or had a petition of bankruptcy filed against it within the preceding five (5) years that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code.

You have the right to withdraw from a course of instruction at any time. If you withdraw from the course of instruction after the period allowed for cancellation of the agreement, which is until the first day of class session, or the seventh (7) calendar day after enrollment, whichever is later, the school will remit a refund less a registration fee, if applicable, within 30 days following your withdrawal. You are obligated to pay only for educational services rendered and for unreturned equipment. IF THE AMOUNT YOU HAVE PAID IS MORE THAN THE AMOUNT YOU OWE FOR THE TIME YOU ATTENDED, THEN A REFUND WILL BE MADE WITHIN 30 DAYS OF WITHDRAWAL. IF THE AMOUNT YOU OWE IS MORE THAN THE AMOUNT YOU HAVE ALREADY PAID, THEN YOU WILL HAVE TO MAKE ARRANGEMENTS TO PAY IT.

REMEMBER, YOU MUST CANCEL IN WRITING. You do not have the right to cancel by telephoning the school or failing to attend classes. If you have any complaints, questions, or problems that you cannot resolve with the school, write or call the Bureau for Private Postsecondary Education 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833 or by calling toll-free (888)370-7589 or (916) 431-6959 or by fax (916) 263-1894.

STUDENT FINANCIAL AID RELEASE

The undersigned agrees that PAUL MITCHELL THE SCHOOL does not guarantee the student loan process in any respect. A Federal Parent Plus loan requires a credit check and is based on the parent's credit. Pre-approval for a Parent Plus loan does not guarantee that the parent will receive a Federal Parent Plus loan. It is critical that the parent be able to pass a credit check when the loan is certified. The school has no control over the approval or decline of a parent's credit history. Nor does the school assume any responsibility for mistakes on any Department of Education financial aid forms. It is up to the student to make sure all forms are accurate and complete.

POLICY FOR VERIFICATION OF TITLE IV FUNDING

The school has policies and procedures that it follows for verification of Title IV funding. Verification is a requirement by the U.S. Department of Education. Students are randomly selected to provide additional information. The school provides students with a verification form so they can collect the necessary information. The school gives the student a 30-day deadline to return the form to the financial office with verification items attached. If verification documents are not submitted by the due date, the student will be placed on a monthly cash pay status until verification is completed. FAME handles our student overpayments and alerts the school so it can make changes to the award packet, which is reported to Common Origination and Disbursement (COD) for the Department of Education.

ELIGIBILITY OF FINANCIAL AID AFTER A DRUG CONVICTION

Students will be given written notice advising them that a conviction of illegal drugs, of any offense, during an enrollment period for which the student was receiving Title IV financial aid will result in the loss of eligibility for any Title IV per HEA Sec. 484(r)(1) and 20 U.S.C. 1091(r)(1). Students whose eligibility has been suspended due to a drug conviction may resume eligibility if they successfully pass two (2) unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established under HEA Sec. 484(r)(2) (20 U.S.C. 1091(r)(2)).

MAKEUP WORK

Students must complete all required assignments and tests. To accommodate students, makeup test days and worksheet periods are scheduled. Students must complete makeup work at the scheduled time. Monthly makeup test dates are posted on the theory and school calendars.

SATISFACTORY ACADEMIC PROGRESS POLICY

Students enrolled in programs approved by NACCAS must meet formal standards that measure their satisfactory progress toward graduation. The Satisfactory Academic Progress policy is provided to all students prior to enrollment. The policy is consistently applied to all applicable students. *Evaluations are maintained in the student file.* The school will develop an academic plan to address the specific needs of those students who fail to meet the academic requirements at specific SAP evaluation points.

QUANTITATIVE AND QUALITATIVE FACTORS

Factors for measuring the student's progress toward satisfactory completion of the program include maintaining:

- ① A minimum cumulative Theory grade level of 75% or higher.
- ② A minimum cumulative academic level of 75% or higher on practical worksheet completion.*
- ③ To determine whether a student meets the academic requirements for Satisfactory progress, theory and practical grades are averaged together to give a cumulative academic grade of 75% or higher.
- ④ A minimum cumulative attendance of 80% of their scheduled hours**

**To meet the state practical requirements for graduation, students must eventually complete monthly practical worksheets 100%. See LEARNING PARTICIPATION GUIDELINES.*

***To determine your rate of attendance, divide the cumulative number of hours completed by the scheduled hours to date.*

A student who has not achieved the minimum cumulative GPA of 70% and/or who has not successfully completed at least a cumulative rate of attendance of 80% is not eligible for Title IV assistance, if applicable, unless the student is on warning or has prevailed upon appeal of the determination that has resulted in status of probation.

COMPLETION OF COURSE WITHIN DESIGNATED PERIOD OF TIME

Full-time day students attend five (5) days (Tuesday through Saturday) or (Monday through Friday), 35 hours per week, from 9:30 AM to 5:00 PM. Part-time night school students attend five (5) days (Monday through Friday), 22.5 hours per week, from 5:30 PM to 10:00 PM. Information regarding other course schedules is available upon inquiry.

The state of California requires 1600 clock hours for the cosmetology course. Students are expected to complete the course in no more than 125% of the program length. If a student is never absent, he/she should complete the course within 45.71 weeks for a full-time student and 71.11 weeks for a part-time student.

The state of California requires 600 clock hours for the esthetics course. Students are expected to complete the course in no more than 125% of the program length. If a student is never absent, he/she should complete the course within 17.14 weeks for a full-time student and 26.67 weeks for a part-time student.

The state of California requires 400 clock hours for the nail care course. Students are expected to complete the course in no more than 125% of the program length. If a student is never absent, he/she should complete the course within 11.43 weeks for a full-time student and 17.78 weeks for a part-time student.

MAXIMUM TIME FRAME

Students must complete the educational program within the maximum time frame, which is based on attending at least 80% of the scheduled hours.

COURSE	LENGTH	MAXIMUM TIME FRAME
Cosmetology – Full Time	45.71 Weeks	57.14 Weeks
Cosmetology – Part Time	71.11 Weeks	88.89 Weeks
Esthetics - Full Time	17.14 Weeks	21.43 Weeks
Esthetics - Part Time	26.67 Weeks	33.34 Weeks
Nail Care - Full Time	11.43 Weeks	14.29 Weeks
Nail Care - Part Time	17.78 Weeks	22.23 Weeks

LEAVE OF ABSENCE, INTERRUPTIONS, COURSE INCOMPLETES, AND WITHDRAWALS

PAUL MITCHELL The School Sacramento or PAUL MITCHELL THE SCHOOL San Jose does not grant Leave of Absences, on any basis, at any time. Each student is allotted a certain number of hours equaling to an additional 10% of their original contracted hours (i.e. 1600 hours x 10% = 160 allowed absence hours) to be used towards absences (i.e. illness, childcare, car trouble, family emergencies, etc.). If a student is in need of an extended time off from school, and the time off exceeds 14 calendar days, the student must formally withdrawal from the school. If the student withdraws and reapplies for re-entry within 180 days, all re-entry policies will apply, with the exception of those students that withdrew due to a documented and major medical emergency and at the determination/discretion of the school Dean. Re-admittance to the school is not guaranteed. Course incompletes, repetitions, and non-credit remedial courses have no effect upon the school's satisfactory progress standards.

Students who withdraw prior to completing the course of study and who wish to reenter will reenter at the same progress status as applicable at the time of withdrawal. Course incompletes, repetitions, and noncredit remedial courses have no effect upon the school's satisfactory progress standards.

EVALUATION PROCEDURES AND REQUIRED LEVEL OF ACHIEVEMENT

Formal Satisfactory Progress Evaluations in both attendance and academics will occur when cosmetology students reach 450, 900, and 1250 *actual hours*, when a esthetics student reaches 300 *actual hours*, and nail care students reach 200 *actual hours*. At least one evaluation will occur prior to the midpoint of the academic year.

The following grading system is used to evaluate a student's academic ability:

- 1 Examinations are given in all subjects.
- 2 Grades and attendance (Satisfactory Academic Progress) records are reviewed and signed by the student and maintained in the student's financial file. The student may request to review their financial aid file from the Financial Aid Leader or Director.

The following grading scale is used for theory progress:

A = 90 – 100% **B = 80 – 89%** **C = 75 – 79%** **Failing = Below 74%**

Practical and clinical work is graded by a signature on the student's practical clinic worksheet or guest ticket. A signature from an instructor represents a passing grade which means all elements of the practical grading criteria were met. No signature indicates a failing score which means one or more of the practical grading criteria elements were not met and the student has not met minimum satisfactory standards on the practical application. Students are required to continue and/or repeat the practical application until they receive a signature from an instructor.

Transfer hours accepted by the school are applied to the total number of hours necessary to complete the program and are considered both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. Satisfactory Academic Progress evaluation periods are based on actual contracted hours at the institution.

DETERMINATION OF PROGRESS STATUS

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory progress until the next scheduled evaluation.

REINSTATEMENT OF FINANCIAL AID *for those who qualify*

If applicable, Title IV financial aid will be reinstated to qualified students who have prevailed upon appeal or who have reestablished satisfactory progress by meeting the minimum cumulative attendance and academic requirements.

PROBATION AND REESTABLISHMENT OF SATISFACTORY PROGRESS

Students failing to meet minimum requirements will be notified in writing and placed on Financial Aid Warning for the next evaluation period. They will be counseled regarding actions required to attain satisfactory requirements by the next evaluation point. During the Financial Aid Warning period, students are eligible, if applicable, to receive financial aid funds.

If, at the end of the Financial Aid Warning period, the student still has not met both the attendance and academic progress requirements, he/she will be ineligible for Title IV assistance.

A student may appeal the Financial Aid ineligible decision if he/she has a reason for not making satisfactory progress and if he/she can document that the circumstances that caused the unsatisfactory progress determination have in some way changed and that satisfactory academic progress standard can be met by the end of the next evaluation period. A student has five (5) calendar days from the date of notification that they are not meeting the second consecutive satisfactory progress determination to appeal the unsatisfactory progress determination. If the student appeals the decision, and prevails on appeal, they will be placed on Financial Aid Probation.

The basis for filing an appeal, such as death of a relative, injury or illness of the student, or other special circumstances, must be documented. The student may obtain an Appeal Form from the Financial Aid office, once the Appeal Form has been completed by the student it must be returned to the Financial Aid Office. ***Please see the Appeal Procedures.*** If the school grants the appeal, it may impose conditions for the student's continued eligibility to receive Title IV, such as changing schedules. For students who are not meeting academic requirements the school's educational team will develop an academic plan that will assist the student in meeting the school's academic requirements by the next evaluation period. If the appeal is granted the student will be placed on Financial Aid Probation for one evaluation period. If at the end of the Financial Aid Probation period the student has not met both academic and attendance requirements all federal aid will be suspended. Students may reestablish satisfactory progress by meeting minimum attendance and academic requirements at the next evaluation period.

If the student has not met academic and attendance requirements for two (2) consecutive evaluation periods, and does not prevail on appeal, the student will be determined as not making satisfactory progress and may be terminated.

This policy applies to all students regardless of whether or not they are eligible for Title IV funding programs. In order to comply with DOE requirements the terminology financial aid warning or financial aid probation will be used for both Title IV and non-Title IV students.

APPEAL PROCEDURE

If a student is determined as not making satisfactory progress or is terminated for not making satisfactory progress, the student may appeal the negative determination. The student must submit a written appeal to the school administration within five (5) business days of not making satisfactory progress or termination. The student must include any supporting documentation of reasons why the determination should be reversed. If the student fails to appeal the decision, it will stand.

An appeal hearing will take place within 15 business days of receipt of the written appeal. This hearing will be attended by the student, parent/guardian (if the student is a dependent minor), the student's learning leader, future professional advisor, and the school's director. A decision on the student's appeal will be made within three (3) business days by the Dean and will be communicated to the student in writing. This decision will be final. *Appeal documentation will be kept in the student's permanent file.*

Should a student prevail on his or her appeal and be determined as making satisfactory progress, the student will be automatically reentered in the course, and financial aid funds will be reinstated to eligible students.

If a student is terminated for gross misconduct, which includes but is not limited to reporting to school under the influence of alcohol or illegal drugs, cheating, stealing, insubordination, threats, and/or bullying, such termination is final and may not be appealed.

STUDENT RIGHT OF ACCESS AND RECORD RETENTION POLICY

The Family Educational Rights and Privacy Act (FERPA) sets a limit on the disclosure of personally identifiable information from school records and defines the rights of students to review and request changes to the records. FERPA generally gives postsecondary students the rights to:

- ❶ Review their education records,
- ❷ Seek to amend inaccurate information in their records, and
- ❸ Provide consent for the disclosure of their records.

Students (or parents or guardians, if the student is a dependent minor) are guaranteed access to their school records, with a staff member present, within 45 days from the date of the request. Copies of all records can be requested at \$0.20 per page.

General Release of Information

Except under the special conditions described in this policy, a student must provide written consent each time before the school may disclose personally identifiable information from the student's education records. The written consent must:

- ❶ State the purpose of the disclosure,
- ❷ Specify the records that may be disclosed,
- ❸ Identify the party or class of parties to whom the disclosure may be made, and
- ❹ Be signed and dated.

FERPA Disclosures to Parents

While the rights under FERPA have transferred from a student's parents to the student when the student attends a postsecondary institution, FERPA does permit a school to disclose a student's education records to his or her parents if the student is a dependent student under IRS rules.

Note that the IRS definition of a dependent is quite different from that of a dependent student for Financial Student Aid (FSA) purposes. For IRS purposes, students are dependent if they are listed as dependents on their parent's income tax returns. (If the student is a dependent as defined by the IRS, disclosure may be made to either parent, regardless of which parent claims the student as a dependent.)

A school may disclose information from a student's education records to parents in the case of a health or safety emergency that involves the student.

A school may let parents of students under age 21 know when the student has violated any law or policy concerning the use or possession of alcohol or a controlled substance.

A school official may share with parents information that is based on that official's personal knowledge or observation and that is not based on information contained in an education record.

Release of Information to Regulatory Agencies

Disclosures may be made to authorized representatives of the U.S. Department of Education for audit, evaluation, and enforcement purposes. "Authorized representatives" include employees of the Department, such as employees of the Office of Federal Student Aid, the Office of Postsecondary Education, the Office for Civil Rights, and the National Center for Education Statistics, as well as firms under contract to the Department to perform certain administrative functions or studies.

In addition, disclosure may be made if it is in connection with financial aid that the student has received or applied for. Such a disclosure may only be made if the student's information is needed to determine the amount of the aid, the conditions for the aid, or the student's eligibility for the aid, or to enforce the terms or conditions of the aid.

PAUL MITCHELL THE SCHOOL provides and permits access to student and other school records as required for any accreditation process initiated by the school or by the National Accrediting Commission of Career Arts and Sciences (NACCAS), or in response to a directive of said Commission.

Disclosures in Response to Subpoenas or Court Orders

FERPA permits schools to disclose education records, without the student's consent, to comply with a lawfully issued subpoena or court order.

In most cases, the school must make a reasonable effort to notify the student who is the subject of the subpoena or court order before complying, so the student may seek protective action. However, the school does not have to notify the student if the court or issuing agency has prohibited such disclosure.

The school may also disclose information from education records, without the consent or knowledge of the student, to representatives of the U.S. Department of Justice in response to an ex parte order issued in connection with the investigation of crimes of terrorism.

Disclosures for Other Reasons

There are two FERPA provisions concerning the release of records relating to a crime of violence. One concerns the release to the victim of any outcome involving an alleged crime of violence (34 CFR 34 CFR 99.31[a][13]). A separate provision permits a school to disclose to anyone the final results of any disciplinary hearing against an alleged perpetrator of a crime of violence where that student was found in violation of the school's rules or policies with respect to such crime or offense (34 CFR 99.31[a][14]).

Directory Information

PAUL MITCHELL THE SCHOOL does not publish "directory information" on any student.

Record Maintenance

All requests for releases of information are maintained in the student's file as long as the educational records themselves are kept. Student records are maintained for a minimum of five (5) years for withdrawal students; transcripts of graduates are kept indefinitely.

Amendment to Student Records

Students have the right to seek an amendment to their school records. To seek an amendment, students must meet with the school director and bring any supporting documentation to show that the record is incorrect.

SACRAMENTO'S PERFORMANCE STATISTICS/JOB OUTLOOK

Paul Mitchell The School Sacramento is accredited by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and recognized by the U.S. Department of Education. Each agency requires schools to provide important information regarding outcome rates in the areas of completion, placement, and licensure; however, each agency requires that we provide outcome rates differently. NACCAS requires schools to list the outcome rates for each main campus and all additional campuses as a whole. In this case, Paul Mitchell The School Sacramento is a Main campus, the outcome rates provided are for all schools under this structure. The U.S. Department of Education, requires outcome rates be provided based upon the individual location. Outcome rates have also been provided for the individual school you are interested in attending. If you have any questions regarding our outcome rates, please see our Admissions Team for assistance.

PAUL MITCHELL THE SCHOOL Combined NACCAS performance statistics for the calendar year 2013:

Graduation	Placement	Licensure
70.94%	78.92%	85.44%

PAUL MITCHELL THE SCHOOL SACRAMENTO'S NACCAS performance statistics for the calendar year 2013:

Graduation	Placement	Licensure
70.94%	78.92%	85.44%

PAUL MITCHELL THE SCHOOL SACRAMENTO's Bureau for Private Postsecondary Education (BPPE) performance statistics for the calendar year 2013:

Completion	Licensure	Placement
68.31%	79.39%	85.44%

The U.S. Bureau of Labor Statistics publishes information regarding the Hairdressing and Cosmetology profession at: <http://www.bls.gov/ooh/personal-care-and-service/barbers-hairdressers-and-cosmetologists.htm>. The current median wages for this field is \$22,770 a year. The job outlook for the period 2012 thru 2022 is a 13% job growth, while the average for all occupations is 11%.

SAN JOSE'S PERFORMANCE STATISTICS/JOB OUTLOOK

Paul Mitchell The School San Jose is accredited by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and recognized by the U.S. Department of Education. Each agency requires schools to provide important information regarding outcome rates in the areas of completion, placement, and licensure; however, each agency requires that we provide outcome rates differently. NACCAS requires schools to list the outcome rates for each main campus and all additional campuses as a whole. In this case, Paul Mitchell The School San Jose is a branch campus of Paul Mitchell The School Sacramento, the outcome rates provided are for all schools under this structure. The U.S. Department of Education, requires outcome rates be provided based upon the individual location. Outcome rates have also been provided for the individual school you are interested in attending. If you have any questions regarding our outcome rates, please see our Admissions Team for assistance.

PAUL MITCHELL THE SCHOOL Combined NACCAS performance statistics for the calendar year 2013:

Graduation	Placement	Licensure
70.94%	78.92%	85.44%

** The above rates are for Paul Mitchell The School Sacramento campus only.*

PAUL MITCHELL THE SCHOOL SAN JOSE'S performance statistics for the calendar year 2012:

Graduation	Placement	Licensure
N/A	N/A	N/A

** Currently Paul Mitchell The School San Jose does not have any individual campus outcome rates, the graduation, licensure and placement rates will be provided after the first year of operation.*

PAUL MITCHELL THE SCHOOL SACRAMENTO's Bureau for Private Postsecondary Education (BPPE) performance statistics for the calendar year 2012:

Completion	Licensure	Placement
N/A	N/A	N/A

The U.S. Bureau of Labor Statistics publishes information regarding the Hairdressing and Cosmetology profession at: <http://www.bls.gov/ooh/personal-care-and-service/barbers-hairdressers-and-cosmetologists.htm>. The current median wages for this field is \$22,770 a year. The job outlook for the period 2012 thru 2022 is a 13% job growth, while the average for all occupations is 11%.

SACRAMENTO'S PROGRAM INTEGRITY

PAUL MITCHELL THE SCHOOL is accredited by NACCAS and uses its calculation for student placement based on each program offered. For the most recent annual reporting period the school shows the following data for the cosmetology program:

Placement rate	On Time Graduation Rates	Median Loan Debt
82.14%	2%	2012–2013 Title IV: \$17,667.00, Private: \$0, Institutional: \$0

For the most recent annual reporting period the school shows the following data for the esthetics program:

Placement rate	On Time Graduation Rates	Median Loan Debt
73.68%	5%	2012-2013 Title IV: \$6,333.00, Private: \$0, Institutional: \$0

For the most recent annual reporting period the school shows the following data for the nail care program:

Placement rate	On Time Graduation Rates	Median Loan Debt
N/A	N/A	N/A

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our Web site at: sacramento.paulmitchell.edu/programs.

SACRAMENTO'S PROGRAM INTEGRITY

PAUL MITCHELL THE SCHOOL is accredited by NACCAS and uses its calculation for student placement based on each program offered. For the most recent annual reporting period the school shows the following data for the cosmetology program:

Placement rate	On Time Graduation Rates	Median Loan Debt
N/A	N/A	N/A

For the most recent annual reporting period the school shows the following data for the esthetics program:

Placement rate	On Time Graduation Rates	Median Loan Debt
N/A	N/A	N/A

For the most recent annual reporting period the school shows the following data for the nail care program:

Placement rate	On Time Graduation Rates	Median Loan Debt
N/A	N/A	N/A

For more information about our graduation rates, the median debt of students who completed the program, and other important information, please visit our Web site at:

sanjose.paulmitchell.edu/programs.

SACRAMENTO'S LIST OF LIBRARY REFERENCE MATERIALS

23 Cutting and Coloring DVDs / *Paul Mitchell Product Guide Workbook* / Color System DVD Box Set / Color System Skill Cards / Cutting System DVD Box Set / Cutting System Book / MASTERS CDs / *Milady's Standard Cosmetology 2012 Theory Workbook* / *Milady's Standard Cosmetology 2012 Exam Review* / *Milady's Standard Cosmetology 2012 Textbook*

SAN JOSE'S LIST OF LIBRARY REFERENCE MATERIALS

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STUDENT PROFESSIONAL DEVELOPMENT GUIDELINES

All students must commit to and follow the Student Professional Development Guidelines during their enrollment at PAUL MITCHELL THE SCHOOL. These guidelines were established to assist in creating a safe, focused, and enjoyable learning experience.

Attendance and Documentation of Time

- ① The school records attendance in clock hours and gives appropriate attendance credit for all hours attended. The school does not add or deduct attendance hours as a penalty. Attendance is calculated using a computerized time clock and does not round hours. In order to ensure proper clock hours are credited, full-time students are required to clock in/out 4 times a day: when they arrive to school, when they leave for lunch, when they return from lunch, and when they leave at the end of the day. Part time students are required to clock in/out 2 times a day: when they arrive to school and when they leave at the end of the day.
- ② The school is open from 9:30 AM to 5:00 PM for day students and 5:30 PM to 10:00 PM for night students.
- ③ All courses require continuous attendance.
- ④ The prescribed attendance schedule must be maintained each week. Alternate schedules are available to those students who qualify.
- ⑤ Night students may not miss Mondays; day students may not miss Saturdays.
- ⑥ Students must be on time, as tardiness inhibits the learning process. Students who are late for theory class may not enter the classroom and will not receive theory credit. They may “clock in” and will be assigned special projects or assignments pertaining to their course of study. Students who are late for a specialty class or a guest artist class may attend the class, but must be accompanied into the classroom by an instructor. Students are never excused from mandatory theory class to work in the clinic.
- ⑦ During the enrollment contract period, Applicant must maintain a 90% attendance average each month in order to complete the program within the Scheduled program length. The Applicant is allowed to miss 10% of his or her scheduled hours before having to pay extra instructional charges. The Applicant may use the allowed 10% of his/her scheduled hours for vacation, doctor appointments, illness, etc. If the Applicant must attend additional Program hours beyond his/her maximum Scheduled Program length due to attendance problems or to complete academic graduation requirements, the applicant will be charged an additional \$15.00 for each hour scheduled to complete after the Scheduled Program length is reached.

Scheduled Program Length is defined as:

<p><i>Cosmetology:</i> Hours in program = 1600 hours 10% absent hours = 160 hours Scheduled Program Length = 1760 hours</p>	<p><i>Esthetics:</i> Hours in program = 600 hours 10% absent hours = 60 hours Scheduled Program Length = 660 hours</p>
<p><i>Nail Care:</i> Hours in program = 400 hours 10% absent hours = 40 hours Scheduled Program Length = 440 hours</p>	

Please note that if a student misses more than 14 consecutive calendar days, the student may be terminated from the program.

- ⑧ Students who are late or cannot attend school must contact the school and talk to the school service desk immediately. Day students must call in by 9:00 AM; night students must call in by 1:30 PM.
- ⑨ Students must request time off from school from the Education Leader.
- ⑩ Students are required to be in attendance a minimum of seven (7) hours per day, 35 hours per week for the full-time schedule; 22.5 hours per week for part-time students. Holidays such as Thanksgiving, Christmas, and New Year's Day will be set according to the calendar each year. Students cannot bank hours and attend over 35 hours per week to make up for missing hours. If a student will miss hours during the week, arrangements must be made with the Learning Leader Advisor to make up those hours within the same week, or the hours missed will count against the hours allowed to miss and overtime charges can occur.
- ⑪ Lunches and breaks are scheduled for all students. Day students will take 30 minutes for lunch between 12:00 noon and 1:30 PM, if possible, according to their booking. Students should communicate with their instructor if they have not had lunch by 1:30 PM. Night students take a 10 minute break.

Observe the appropriate breaks for your school schedule. Breaks are as follows:

Student Schedule	Breaks	Lunch
8 or 7 1/2 hr/day	10 min. in the morning & 10 min in the afternoon	30 min.
6 hr/day	10 min. in the morning & 10 min in afternoon	n/a
5 hr/day	10 min at mid-point of schedule	n/a
4 hr/day	10 min at mid-point of schedule	n/a

- ⑫ Documentation of time: Students may not leave the school premises during regular hours without an instructor's permission.
 - a. Students who leave school premises for more than 10 minutes or those who leave early must document their time by clocking out on the time clock, signing the sign-out sheet, and having an instructor book them out.
 - b. Students who leave school premises for less than 10 minutes must sign the sign-out sheet.
 - c. Day students must clock out on the time clock for lunch for 30 minutes every day. Students will not receive credit for the hour if they fail to clock in/out for lunch.
- ⑬ Students may not clock in or out for another student.
- ⑭ Students must keep a record of all services each day on the "service tracking sheet," which must be completed daily and turned in every month.

Professional Image: A professional image is a requirement for successful participation in school. Students must maintain the following professional dress code:

- ① Core, Esthetics, and Phase One students must wear all black.
- ② Phase Two students must wear black or white in any combination.
- ④ Clothing must be professional, clean, and free of stains and tears.
- ⑤ Shoes should be black, professional, and comfortable for all students. Esthetics students must wear closed-toed shoes.
- ⑥ Hair must be clean and styled prior to arriving at school. Ponytails are not acceptable.
- ⑥ Cosmetics must be applied prior to arriving at school, using trend-appropriate makeup techniques.
- ⑦ The following is a list of unacceptable dress:
 - a. Tennis shoes, gym shoes, foot thongs, Crocs, beach sandals, or “Spiked” heels over 1” in height, slick rubber soles.
 - b. Jeans or clothing made of jeans material
 - c. Tank or sleeveless tops
 - d. Sweatpants and sweatshirts
 - e. Printed T-shirts other than those with a PAUL MITCHELL logo; acceptable T-shirts must be clean and professional, and you must dress them up
 - f. Short skirts that fall above fingertips
 - g. Spandex or biking shorts
 - j. Exposed cleavage, buttocks, waist, armpits, or undergarments
 - k. Shorts
- ⑧ Students who fail to comply with the professional dress code will be asked to leave and return with appropriate attire.

Sanitation and Personal Services

- ① Students must keep workstations and classroom areas clean, sanitary, and clutter free at all times.
- ② Students must clean their stations, including the floor, after each service.
- ③ Hair must be swept up immediately after a service is completed, before blow drying.
- ④ Workstations must be cleaned at the end of the day, prior to clocking out for the day.
- ⑤ Students may have their hair or other services done during scheduled student service days, as announced at the beginning of each month, unless otherwise approved by management. To receive a service, students must do the following prior to starting the service:
 - a. Request a permissions slip from an instructor.
 - b. Be scheduled off the service books by a Learning Leader and/or service desk.
 - c. Pay for service supplies including perms, tints, bleaches, rinses, conditioning, treatments, manicures, nails, etc.
 - d. If a service guest comes in and the service desk personnel needs the student giving the personal service or the student receiving it to take care of the guest, then the students must reschedule their personal service and complete the assigned service guest appointment.
 - e. Personal services are considered rewards and scheduled for students who are up to date with all projects, tests, and worksheets. School assignments and successful learning are the priority.

Communication Guidelines and Professional Conduct

- ① Visitors are allowed in the reception area only. Visitors are not allowed in the classrooms, student lounge, or clinic floor area.
- ② Only emergency calls are permitted on the business phone. Students may use the student phones for a limited time. Please keep your calls to three (3) minutes or less.
- ③ Cell phones are not permitted in the school.
- ④ Students may not visit with another student who is servicing a client.
- ⑤ Students may not gather around the reception desk, reception area, or offices.
- ⑥ Food, drinks, and water bottles are allowed only in the lunchroom.
- ⑦ PAUL MITCHELL THE SCHOOL is a smoke-free campus.
- ⑧ Stealing or taking school or another's personal property is unacceptable.

Learning Participation Guidelines

- ① Peer teaching and tutoring are encouraged. Taking credit for another's work or cheating during exams is unacceptable.
- ② Students will be expected to maintain an average of 70% on all theory tests and assignments.
- ③ Students must take all appointments assigned to them. This includes last-minute walk-ins.
- ④ Students may not be released from required theory class to take a client.
- ⑤ Only desk personnel may schedule or change client service appointments.
- ⑥ All services must be checked and the service ticket initialed by an instructor.
- ⑦ Students are expected to be continuously working on school-related projects, assignments, reading, or test preparation during school hours.
- ⑧ Students will receive clock hours during the times they fully participate in their learning experience.
- ⑨ When students are not scheduled with service appointments or are not scheduled to attend theory or an elective class, they may focus on the following:
 - a. Completion of monthly worksheets
 - b. Completion of theory review worksheets
 - c. Listening to or reading school resource center materials, including educational videos, audiotapes, and books
- ⑩ Students must comply with school personnel and instructor's assignments and requests as required by the curriculum and student guidelines and rules.
- ⑪ Students may not perform hair, skin, or nail services outside of school unless authorized to do so by school administration. Conducting unauthorized hair, skin, or nail services outside of school will be reported to the state board and may result in your inability to receive a professional license.
- ⑫ Students are responsible for their own equipment and may use a station drawer only while working at that station. All equipment, tools, and personal items must be secured in their assigned locker. PAUL MITCHELL THE SCHOOL is not responsible for any lost or stolen articles.
- ⑬ Parking is allowed in assigned parking areas only or cars may be towed at the owner's expense.
- ⑭ All worksheets are due the end of each month by 5:00 PM for day students and 10:00 PM for night students.
- ⑮ If a student fails to complete a worksheet 100%, the student will be placed on the Back on Track list and will remain on the list until the following month, as long he/she completes the worksheet.

COACHING AND CORRECTIVE ACTION

Part of your learning experience includes fine-tuning and mastering the skills and behaviors of a salon professional. The school team will coach all students to correct noncompliant or destructive behavior.

The following actions may be inspected for noncompliance:

- 1 **Attendance and Documentation of Time Guidelines:** Attendance, promptness, and documentation of work are cornerstones of successful work practices. Students may be clocked out, released for the day, or suspended when they do not comply with guidelines.
- 2 **Professional Image Standards:** Professional image standards were created to provide guidance and direction to students as they develop their professional image and persona. Students may be clocked out and released for the day when they do not meet professional image standards.
- 3 **Sanitation and Personal Service Procedures:** Sanitation and personal service procedures have been established to comply with state laws and to provide a safe and clean service environment. Students may be clocked out and released for the day when they do not follow sanitation and personal service procedures.
- 4 **Communication Guidelines and Professional Conduct:** It is the school's responsibility to provide a learning environment that is professional, positive, and conducive to learning. Staff and students all contribute to a mutually respectful learning environment that fosters effective communication and professional conduct. Students who fail to follow communication guidelines and who do not conduct themselves in a respectful and professional manner may experience suspension or termination.
- 5 **Learning Participation Guidelines:** The learning participation guidelines have been established to provide a creative, fun, interactive, and collaborative learning environment that empowers students to act as "future salon professionals" and committed learners. Positive behavior is required to create a mutually beneficial learning environment for all students. Students who fail to meet the guidelines and create challenges for other students or staff may be released from school, suspended, or terminated.

Corrective Action Steps

Once a student has received five (5) coaching sessions, the student may be suspended from school for five (5) days. Suspended students may only be readmitted to school upon paying the administrative termination fee. If a student receives two (2) more coaching sessions after readmission from a five (5) day suspension, the student's attendance may be permanently terminated. A student may be terminated without prior coaching sessions for improper and/ or immoral conduct. Refer to the school Future Professional Advisory.

When monitoring students for unofficial withdrawals, the school is required to count any days that a student was out of school on suspension as a part of the 14 consecutive days of non-attendance used to determine whether the student will be returning to school.

We believe in providing a quality environment with an exceptional educational program. This framework gives everyone the opportunity to enjoy the experience! The entire staff appreciates the students' respect of these guidelines.

POLICIES AND PROCEDURES FOR STUDENTS WITH DISABILITIES

- ① **Accommodation Procedures for Students with Disabilities**
- ② **Grievance Procedures for Students who have Complaints on the Basis of Disability**

① **Accommodation Procedures for Students with Disabilities**

Non-Discrimination Policy — It is the policy of Paul Mitchell The School to comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act which are Federal laws that prohibit discrimination on the basis of disability. Paul Mitchell The School does not discriminate on the basis of disability against a qualified person with a disability in regard to application, acceptance, grading, advancement, training, discipline, graduation, or any other aspect related to a student's participation in a program of Paul Mitchell The School. This applies to all students and applicants for admission to The School. Paul Mitchell The School will provide reasonable accommodations to students with disabilities.

Definition of an Individual with a Disability — An *individual with a disability* is a person who has a physical or mental impairment which substantially limits one or more major life activities of the individual. These persons are protected by Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA). Individuals with a record of such an impairment and individuals who are regarded as having such an impairment are also protected by these Federal laws. The definition of "disability" in Section 504 and the ADA should be interpreted to allow for broad coverage.

The phrase *physical impairment* means a physiological disorder or condition, a cosmetic disfigurement, or an anatomical loss, that affects one or more of the following body systems: neurological; musculoskeletal; special sense organs (which would include speech organs that are not respiratory such as vocal cords, soft palate, tongue, etc.); respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine. Examples include, but are not limited to, orthopedic, visual, speech, and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, HIV disease (symptomatic or asymptomatic), tuberculosis, drug addiction, and alcoholism.

The phrase *mental impairment* means any mental or psychological disorder, including but not limited to, mental retardation, organic brain syndrome, emotional or mental illness, specific learning disabilities, post-traumatic stress disorder, depression and bi-polar disorder. The phrase substantially limits must be interpreted without regard to the ameliorative effects of mitigating measures, other than ordinary eyeglasses or contact lenses. Mitigating measures are things like medications, prosthetic devices, assistive devices, or learned behavioral or adaptive neurological modifications that an individual may use to eliminate or reduce the effects of an impairment. These measures cannot be considered when determining whether a person has a substantially limiting impairment. An impairment that is episodic or in remission is a disability if, when in an active phase, it would substantially limit a major life activity. For example, a student with bipolar disorder would be covered if, during manic or depressive episodes, the student is substantially limited in a major life activity (e.g., thinking, concentrating, neurological function, or brain function).

The phrase *major life activities* means functions such as caring for one's self, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working. Major life activities also includes major bodily functions such as functions of the immune system, normal cell growth, and digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

The School's Responsibilities to Students with Disabilities

The School must provide *academic adjustments*, *auxiliary aids* and *reasonable accommodations* to students with disabilities, that are necessary to ensure students are not denied the benefits of, or excluded from participation in, The School's program. The School must make modifications to its academic requirements that are necessary to ensure that the requirements do not discriminate against students with disabilities. The School must ensure that it provides physical access to students with disabilities. It is also the responsibility of Paul Mitchell The School to permit students with disabilities to use service dogs on each campus.

The person responsible for implementing these responsibilities at Paul Mitchell The School Sacramento Campus is: Sarah Dencklau; ADA Compliance Coordinator; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; sdencklau@pmts.com.

The person responsible for implementing these responsibilities at Paul Mitchell The School San Jose Campus is: Sarah Dencklau; ADA Compliance Coordinator; 130 Almaden Blvd., San Jose, CA 95113; (408) 293-7285; sdencklau@pmtss.com.

When a student informs a School staff member that the student is disabled, or needs accommodations or assistance due to disability, the staff member will refer the Student to The School's ADA Compliance Coordinator.

Procedures for Students and The School

Documentation of disability by students — Students with disabilities who wish to request reasonable accommodations (including academic adjustments, auxiliary aids, or modifications) must contact the ADA Compliance Coordinator named above for their campus. Students must provide documentation of disability from an appropriate professional, which depends on the nature of the disability. For example, a student with a psychological disability should provide documentation from a psychologist, psychiatrist or social worker.

This documentation may be the student's existing medical records, or reports created by the student's medical provider or an appropriate professional who conducts an assessment of the student. It may be documentation from the student's past educational records such as reports from teachers or school psychologists, or records that show the student's educational history, disability assessment, and the accommodations the student previously received. It may be records from the state department of rehabilitation or the U.S. Department of Veterans Affairs. Documentation should be current and relevant, but that does not mean that a recent report or record is needed in all cases. Some disabilities are stable lifelong conditions and historic documentation will be sufficient. Some disabilities are readily apparent and observable and thus little or no documentation will be needed.

The documentation of disability is kept at all times in a locked, private file at The School. To protect privacy, direct access to this documentation is by written consent only. The ADA Compliance Coordinator will determine what information needs to be shared with Paul Mitchell The School staff and Learning Leaders, on an "as needed basis," in order to facilitate academic accommodations or other services.

Student requests for accommodations and interactive discussion with ADA Compliance Coordinator — Students who plan to request accommodations should contact the ADA Compliance Coordinator promptly, so there is time for the Coordinator to review the student's documentation and discuss accommodations with the student before the student begins the class or program for which the accommodation is being requested. When a student contacts the Coordinator, the Coordinator will keep a record of the dates and contacts with the student, including a record of the accommodations requested by the student. Students who have questions about the type of documentation they need to provide should contact the Coordinator to discuss this.

The student and the ADA Compliance Coordinator will discuss how the student's impairment impacts the student, how the student expects the impairment to impact the student in The School's program, the types of accommodations the student has previously received (if any), and the accommodations being requested by the student from The School. The Coordinator and the student should discuss accommodations needed during all phases of the program (Core, Adaptive and Creative), and for classroom instruction, skills based instruction and skills practice.

The documentation (or observation) must show the nature of the student's disability and how it limits a major life activity. The accommodations requested by the student should be related to these limitations. There are no pre-set accommodations for specific disabilities. Instead, the Coordinator and the student must discuss and determine what the student's limitations are, and how they can be accommodated.

Here are some examples:

- A student with an orthopedic disability may need cushioned floor mats and scheduled times to sit down. These students may also need particular kinds of chairs.
- A student with a learning disability or attention deficit disorder may need extra time to take tests, such as ninety minutes to take a test instead of the sixty minutes allowed to other students. These students may need to take their tests in a location that is quiet and has no distractions, such as an office rather than the classroom.
- A student with a learning disability or psychological disability may need a note taker, a copy of the instructor's notes or presentation, or to use a tape recorder during instruction.
- A student with post-traumatic stress disorder or an anxiety disorder may need to take periodic leaves of absence, or may need to structure their program so that it is scheduled over a longer period of time than usual. These students may need to take breaks in a quiet room during skills practice.
- A student with a hearing impairment may need instructors to use voice amplification systems, or may need the School to provide a sign language interpreter.
- A student with diabetes may need periodic breaks to check his or her blood sugar level.

Decision about accommodations, and ensuring implementation of accommodations — The ADA Compliance Coordinator will decide the accommodations to be provided to the student. The Coordinator will consider any past accommodations that have been effective for the student, and will give primary consideration to the type of accommodation requested by the student. Alternate accommodations may be provided if there is an alternative accommodation that would be equally effective for the student.

The Coordinator will make a decision no later than two weeks after the student states the request for an accommodation. If the student does not submit documentation of a disability at the time the student requests an accommodation, the Coordinator will make a decision no later than two weeks after the student provides the documentation.

The Coordinator will list the approved accommodations in writing and provide this to the student. The Coordinator will inform the appropriate Learning Leaders and school staff of the accommodations they are responsible for providing to the student, how to provide the accommodations, and when to provide the accommodations. The Coordinator will keep a written record of these contacts about the student's accommodations. The Coordinator will verify that the accommodations are being implemented for the student through direct observation, report by the student, and/or documentation from The School staff. If the student informs the Coordinator that an accommodation is not being fully implemented, the Coordinator will immediately intervene with relevant staff members to ensure the accommodation is provided to the student.

After accommodations have been approved for a student, the Coordinator will make an appointment with the student for a time when the student's program is expected to change. The purpose of the appointment is to determine whether the student's accommodations should be changed when the student's program phase changes, or the type of instruction changes.

Additional factors — The School is not obligated to provide accommodations that would result in a fundamental alteration of The School’s program. In this case, the Coordinator will promptly search for an equally effective alternate accommodation for the student that would not fundamentally alter the program. The Coordinator will offer the alternate accommodation to the student.

The School is not obligated to provide accommodations that would result in an undue financial or administrative burden on The School. If the Coordinator decides that a requested accommodation might impose such a burden, the Coordinator will discuss the issue with The School owner, who will take into account the overall financial resources of The School. The School owner will make the final decision, in accord with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. If The School owner determines that the requested accommodation would be an undue burden, the Coordinator will promptly search for an equally effective alternate accommodation for the student and offer the alternate accommodation to the student.

Appeals by Students

A student may appeal any accommodation decision made by the ADA Compliance Coordinator if the student disagrees with the decision. Here are some examples: A student may appeal the Coordinator’s decision to deny a requested accommodation. A student may appeal a decision by the Coordinator to provide an alternate accommodation rather than the specific accommodation requested by a student. A student may appeal a decision by the Coordinator that the student has not presented sufficient documentation to support the requested accommodation. A student may also file an appeal when a school staff member fails to provide an approved accommodation, and the Coordinator has not effectively addressed the situation.

When a student wishes to file an appeal, the student must notify Eduardo Medueno; Sacramento Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com or Eduardo Medueno; San Jose Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com. The student must explain his/her reasons for disagreeing with the Coordinator’s decision, or explain how the student’s accommodation is not being implemented, and submit any relevant documentation.

Within five calendar days of receiving a student’s appeal the Director will meet with the student and the Coordinator to discuss the issues presented by the student’s appeal. If appropriate, the Director will also discuss the issues with other School staff members.

When a student appeals a decision made by the Coordinator, the Director will determine whether the Coordinator’s decision should be revised or remain the same. If the decision is revised, the Director will ensure that the revised decision is implemented.

When a student files an appeal on the basis that an approved accommodation is not being implemented, the Director will determine whether the accommodation is being fully implemented, and if it is not, ensure that the accommodation is implemented. The Director will inform the student of the decision in writing no later than fourteen days after receiving the student’s appeal.

Training and Mediation Responsibilities of the ADA Compliance Coordinator

The ADA Compliance Coordinator at each campus will deliver disability training sessions for all campus staff members at least once each calendar year. In these training sessions the Coordinator will explain the basic requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to The School. The Coordinator will address: The School's responsibility to provide accommodations to students with disabilities; how to appropriately interact with students with particular kinds of disabilities; how to go about implementing accommodations that the Coordinator has approved for students; how to support students with disabilities in The School's programs; that students with disabilities cannot be penalized for using approved accommodations. The Coordinator will keep a record of each training session.

The Coordinator may also provide trainings for students who wish to learn about The School's process for providing accommodations, or about The School's grievance procedures.

To help ensure that future campus staff members and students are aware of The School's policies, the Coordinator will make sure that the Accommodations Procedures and the Grievance Procedures are continually posted at the campus.

The Coordinator will assist students with disabilities who have concerns about implementation of their accommodations or their treatment by The School staff members or other students. At the request of a student, the Coordinator will informally mediate or attempt to resolve issues related to the student's disability. If this informal process does not resolve the student's concerns, the student may file a grievance as described in Section II below.

② Grievance Procedures for Students who have Complaints on the Basis of Disability

Paul Mitchell The School is responsible for providing a grievance procedure to students who feel they have been discriminated against on the basis of disability. The grievance procedure provides students the opportunity to file a complaint. The School then has the responsibility to objectively investigate the allegations in the complaint and determine whether the student has been discriminated against. If The School determines that discrimination occurred, The School must take appropriate steps to correct the discrimination and prevent it from reoccurring.

Grievance complaints — A student may file a grievance if the student feels he or she has been discriminated against because the student is disabled, or because the student is regarded as being disabled, or because the student has a record of being disabled. A student may also file a grievance if the student feels that he or she has been retaliated against for advocacy based on disability. Here are some examples of discrimination:

- An instructor or other students refer to the student in a derogatory way related to the student's disability.
- An instructor generally refers to students with particular types of disability in a derogatory way.
- Other students refuse to work with the student because the student is disabled.
- A School staff member refuses to provide a service to the student that the staff member provides to other students.
- A school staff member takes a negative action toward the student after the student asked for accommodations for a disability.
- A guest presenter at The School makes derogatory statements about students with disabilities, or states that students with disabilities can never be employed in the presenter's field.
- A student's request for accommodation was denied by The School, or an instructor did not implement an accommodation for the student that was approved by The School.

A student must file a grievance complaint within 90 days of the date the discriminatory act occurred, or within 90 days of the end of an informal attempt to resolve the complaint, whichever is later. The complaint must be written. In the complaint, the student must describe what happened and the dates the acts took place, and state who was involved. The student should explain why the student believes the acts were taken based on disability. The student should describe or provide copies of any relevant documents or emails, if available.

A student may ask the Campus ADA Compliance Coordinator to try and informally resolve the student's complaint before the student files a written complaint. However, the student is not required to try informal resolution before filing a written complaint.

The complaint must be sent to Eduardo Medueno; Sacramento Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com.

The complaint must be sent to Eduardo Medueno; San Jose Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com.

Investigation of the Complaint — When the Director receives a written complaint, the Director will immediately begin an objective investigation. The School has the right to contract with an independent investigator to conduct any investigation. Within seven days, the Director will discuss the allegations in the complaint with the student, and obtain any needed additional information from the student. The Director will obtain from the student the names of any persons the student believes will have relevant information. The Director will gather all information necessary to determine what took place. To do so, the Director will interview any School staff members or students who engaged in the actions or may have witnessed the actions that the student is complaining about. The Director will interview persons that the student stated may have relevant information. The Director will gather any relevant documents such as emails, student work or instructor's records. During the investigation, the Director will disclose the complaint, and confidential information about the student, only to the extent necessary to investigate the allegations of the complaint.

After reviewing all the evidence gathered, the Director will determine whether the student was treated differently from other students based on disability; or whether the student was harassed based on disability; or whether the student was retaliated against because the student advocated on the basis of disability; or whether the student was denied an accommodation that The School should have provided to the student.

Written Decision — The Director will provide the student with a written decision no later than sixty days after the date the student filed the complaint. The decision will state the determination reached by the Director at the conclusion of the investigation, and the reasons the Director reached that determination. If the Director concludes that the student was discriminated against on the basis of disability, the decision will state the types of remedial action that The School has taken or will take to correct the discrimination. The decision will also state how The School will prevent the discriminatory acts from occurring again.

Appeals by Students — If the student who filed the complaint disagrees with the decision made by the Director, or disagrees with the remedial action specified, the student may appeal the decision to The School Owner. The appeal must be written and sent to Eduardo Medueno; Sacramento Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com or Eduardo Medueno; San Jose Director; 2100 Arden Way, Suite 265, Sacramento, CA 95825; (916) 646-3523; emadueno@thecaliforniaacademy.com. The appeal must state the specific reasons that the student disagrees with the decision. Appeals must be filed no later than thirty days after the student receives the written decision from the Director.

The Owner will review all the information provided by the student in the appeal, the decision by the Director, the interview records made by the Director and the documents gathered by the Director. The Owner will issue a written decision to the student within fourteen days after receiving the student's appeal. The Owner will determine whether the decision should be revised or remain the same. If the Owner determines that the decision should be revised, the Owner will ensure that any necessary changes in the remedies are implemented.

U.S. Department of Education

Students or The School staff who have questions or concerns about disability issues may contact the Office for Civil Rights (OCR), U.S. Department of Education. OCR enforces Section 504 of the Rehabilitation Act and the Americans with Disabilities Act as they apply to post-secondary educational institutions.

The OCR National Headquarters is located at:

**U.S. Department of Education, Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100**

Telephone: (800) 421-3481

FAX: (202) 453-6012; TDD: (877) 521-2172

Email: OCR@ed.gov

OCR has regional offices located throughout the country. To find the office for our state, you can check the OCR website at: <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>, or call the telephone number above.

STUDENT CONSUMER INFORMATION

Provisions of the Higher Education Amendment of 1976 require that effective July 1, 1977, each post-secondary institution which receives Federal Financial Aid funds must make certain student consumer information available to any enrolled or prospective student who request such information.

This section compiled by the Financial Aid office staff attempts to meet the requirements.

The school is approved for and participates in Federal PELL Grants, Subsidized Direct loans, Unsubsidized Direct Loans, and Parent PLUS loans. Such programs help to defray the costs of attending school for those students eligible for financial aid consideration.

Financial aid is any mechanism that reduces out of pocket costs that the students and/or parents must pay to obtain a specific post-secondary education. Put differently, financial aid is monies made available to help students meet the cost of the program. Financial aid includes grants and need and non-need loans.

Need-based financial aid is available to families that demonstrate a financial need for additional resources. The formula below is used to determine how much financial need a student has:

Cost of Attendance – Expected Family Contribution (EFC) = Financial Need

Non-Need is the difference between the cost of education and Financial Need.

Based on these calculations Federal Aid may not cover all the cost of attendance.

All financial aid is awarded to students who qualify based on the following:

- ① Criteria making a student ELIGIBLE includes citizen or permanent non-citizen alien recipient codes 1-151, 1-551, and 1-94.
- ② Criteria making a student INELIGIBLE includes codes F-1, F-2, J-1, J-2; students who are in federal loan default; students who receive grant overpayments; or male students who meet Selective Service registration criteria, but are not registered.

SEXUAL HARASSMENT POLICY

PAUL MITCHELL THE SCHOOL is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from sexual harassment. This policy covers anyone who engages in sexual harassment on school property or at school activities.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature, when:

- 1 Submission to the conduct or communication is either explicitly or implicitly made a term or condition of an individual's employment, work opportunity, education, or other benefit;
- 2 Submission to or rejection of the conduct or communication is used as a factor for employment decisions or other school-related decisions affecting an individual; and/or
- 3 Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance or creates an intimidating, hostile, or offensive work or school environment.

Sexual harassment can occur between staff to student, student to staff, student to student, staff to staff, female to male, male to female, female to female, and male to male. Administration will take prompt, equitable, and remedial action on reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Sexual harassment may include but is not limited to:

- 1 Verbal harassment or abuse of a sexual nature
- 2 Subtle pressure for sexual activity
- 3 Inappropriate or unwelcome touching, patting, or pinching of a sexual nature
- 4 Intentional brushing against a student's or an employee's body
- 5 Demanding sexual favors accompanied by implied or overt threats concerning an individual's employment or educational status
- 6 Demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status
- 7 Use of sexually or gender-degrading words or comments, verbal or written (e.g., graffiti)
- 8 Display in the school, on school grounds, or at school-sponsored events of sexually suggestive pictures
- 9 Leering of a sexual nature
- 10 Spreading of sexual rumors

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone else engaging in sexual harassment on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations and the necessity to investigate the allegations and take disciplinary action when the conduct has occurred.

Retaliation is prohibited against any person who makes a complaint or is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary action.

Each staff member is responsible to immediately report alleged discrimination and/or harassment to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary action up to and including termination.

HARASSMENT, INTIMIDATION, BULLYING, AND DISCRIMINATION POLICY

PAUL MITCHELL THE SCHOOL is committed to maintaining a working and learning environment that provides for fair and equitable treatment, including freedom from bullying, harassment, intimidation, and discrimination of any kind. This policy includes anyone who engages in such behavior on school property, at school activities, or an electronic act through the use of cell phones, computers, personal communication devices, or other electronic gaming devices.

Harassment, intimidation, bullying, and discrimination may take many forms, including verbal aggression and name calling; physical aggression; relational aggression; graphic and written statements, which may include use of cell phones, computers, or gaming systems; and other conduct that may be physically threatening, harmful, or humiliating. Harassment, intimidation, bullying, and discrimination include intent to harm, they are directed at a specific target, and typically involve repeated incidents. Harassment, intimidation, bullying, and discrimination create a hostile environment and will not be tolerated in Paul Mitchell Schools.

Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance and creates an intimidating, hostile, or offensive work or school environment. Harassment, intimidation, bullying and discrimination can interfere and limit a person's ability to participate in or benefit from the services, activities, or opportunities offered by the Paul Mitchell School. Administration will take prompt, equitable, and remedial action on all reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Engaging in harassment, intimidation, bullying or discrimination will result in appropriate discipline or other appropriate sanctions against offending students, staff, or contractors. Anyone engaging in these behaviors on school property or at school activities will have their access to school property and activities restricted or revoked, as appropriate.

The school shall respect the confidentiality of the complainant and the individual(s) against whom the complaint is filed as much as possible, consistent with the school's legal obligations, state laws and policies, and the necessity to investigate the allegations and take disciplinary and/or restorative action to resolve the problem.

Retaliation is prohibited against any person who makes a complaint or who is a witness under this policy and will result in appropriate disciplinary action against the person responsible for the retaliation. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary and /or restorative action. Each staff member is responsible for immediately reporting alleged harassment, intimidation, bullying or discrimination to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary and/or restorative action up to and including termination.

For a list of state anti-bullying laws and policies please go to: www.stopbullying.gov.

COPYRIGHT MATERIAL POLICY FOR PAUL MITCHELL THE SCHOOL

All material in this program is, unless otherwise stated, the property of PAUL MITCHELL THE SCHOOL. Reproduction or retransmission of the materials, in whole or in part, in any manner, without the prior written consent of the copyright holder, is a violation of copyright law.

At PAUL MITCHELL THE SCHOOL we abide by the provisions of the federal Digital Millennium Copyright Act (DMCA), which requires prompt response to claims of copyright infringement by copyright holders or their agents. If the school receives an allegation of copyright infringement based on your use of the school's computers, the matter will be referred to the school director for further investigation. If you are found responsible after meeting with the school director, you are subject to disciplinary action including loss of network access, suspension or termination from school, and/or restitution or community service.

The Internet is an essential tool in everyone's lives for both academic and everyday pursuits. Along with these benefits come responsibilities. One of the most critical is conforming to the copyright laws governing music, movies, games, and software over the Internet. You must have the consent of the copyright holder to make copies.

The consequences of copyright infringement also extend outside of the school. Copyright holders may assess civil liability and even criminal prosecution. Recently, the Recording Industry Association of America (RIAA) has adopted the practice of sending schools pre-litigation settlement letters to be forwarded to individuals offering them "the opportunity to resolve copyright infringement claims against them at a discounted rate." Published reports indicate that the minimum settlement is \$3,000.00 per case.

Another reason to be careful with file-sharing programs is that the installation procedures for most of them enable default open access worldwide to information on your system; thus, the integrity of your computer and personal information can be compromised through illegal file sharing, including making you vulnerable to identity theft.

To facilitate student access to legal sources of music and video online, we have listed a couple of sites below:

- ① **iTunes:** This Apple store works with both Windows and Mac operating systems. Currently, over 99% of their song catalog is "unlocked," meaning you can transfer the songs to any device or computer you own.
- ② **eMusic.com:** This site features mostly independent and jazz/blues music. They offer low prices for signing up (up to 45 songs for free), and a good portion of their catalog can be purchased for about \$0.50 to \$0.89/song.
- ③ **Netflix.com:** For about \$7.99/month, you can set up an online list of over 20,000 movies that can be streamed directly to your computer.

SOCIAL NETWORKING POLICY

Paul Mitchell School respects the rights of students to use social media during their personal time. Social media includes all forms of publicly accessible communications which include, but are not limited to, written and verbal communications (including podcast and video uploads) and all forms of electronic communication including discussion groups, forums, news groups, e-mail distribution, blog postings, and or social networking sites (such as Facebook, MySpace, Twitter, You Tube, Friendster, etc.) . Students are personally responsible for the content they publish on social networking sites. Students are expected to treat each other with fairness and respect, consistent with the Paul Mitchell Schools culture.

Paul Mitchell Schools does not permit ethnic slurs, personal insults, obscenity, and intimidation, cyber bullying or engaging in conduct that would be unbecoming of a Paul Mitchell Future Professional and misrepresent Paul Mitchell culture. Paul Mitchell Schools reserves the right to request the removal of any posts at its discretion and take necessary disciplinary action as appropriate.

REGULATORY AND ACCREDITATION AGENCIES

The following institutions license and regulate our institution:

Bureau for Private Postsecondary Education (BPPE)

2535 Capitol Oaks Drive, Suite 400
Sacramento, CA 95833
(916) 431-6959
Toll-free: (888) 370-7589

Board of Barbering and Cosmetology (BBC)

P.O. Box 944226
Sacramento, CA 94244-2260
(916) 575-7281
Toll-free: (800) 952-5210

National Accrediting Commission of Career Arts & Sciences, Inc. (NACCAS)

4401 Ford Avenue, Suite 1300
Alexandria, VA 22302
(703) 600-7600

Nationally accredited by National Accrediting Commissions of Career Arts & Sciences, Inc (NACCAS). The National Accrediting Commission of Career Arts and Sciences (NACCAS) is recognized by the United States Department of Education as a national accrediting agency for postsecondary school and departments of cosmetology arts and sciences, and massage therapy.

If you are interested in reviewing or receiving a copy of the school's state license/approval or a copy of the school's letter of accreditation, please contact the school director.

The Campus Crime Report is provided to the each student prior to enrollment. The Campus Crime Statistics are updated annually (October).If you are interested in reviewing or receiving a copy of the school's Campus Crime Report, please see the school director and/or the Financial Aid Office.

GRIEVANCE POLICY

In the event a student has a concern or grievance that cannot be resolved with the student's immediate Learning Leader or Education Leader, the student must file the concern in written form. The complaint will then be referred to the school's Management Team, which consists of the director, the Admissions Leader, the Operations Leader, the Education Leader, and the night school Education Leader. The team will receive and attempt to resolve each complaint or concern within 21 days of receiving the written complaint. If more information is needed, a letter requesting the additional information will be sent to the student. If no further information is needed, the team will determine a resolution and notify the student in writing within 15 calendar days of the steps taken to correct the concern or an explanation as to why no action was required. PAUL MITCHELL THE SCHOOL will maintain records of the complaint and response in accordance with the published record retention policy.

Upon request, the school will provide its annual campus security report to a prospective student or prospective employee.

SACRAMENTO'S SCHOOL ADMINISTRATION AS OF AUGUST 2012

Owners: The California Academy Inc., with Bryan Johnk, President

Director: Eduardo Madueno

Admissions Leader: Sarah Dencklau

Admissions Coordinators: Brianna Hollis and Dana Cook

Placement Leader: Katherine Englehardt

Marketing Specialist: Victoria Johnk

Design Team Leader: Torie Johnk

Financial Aid Leader: Jamie Smith

Financial Aid Coordinator: Linda Gonzalez and Dianne Alexander

Operations Leader: Susan Meader

Service Desk Leader: Nikki Ramos

Education Leader: Ryan Casstevens

Future Professional Advisor: Wendy Kelley

Learning Leaders:

Nikki Ramos is the Education Leader and Color Specialist at Paul Mitchell The School- Sacramento. In her seven years in the industry, she has explored her passion for hair by studying at advanced academies including Paul Mitchell, and Vidal Sassoon in London. The amazing culture drew Nikki to Paul Mitchell Schools as well as her desire to give back to the industry. Her dedication to excellence is proved by being highly certified in all presentation and technical skills certifications, making her a multi-talented Learning Leader and Advanced Academy Team Member. Studio. Nikki has been in the Beauty Industry for 7 years. She is level 4 certified in color and cutting, level 3 certified in texture and make up, as well as a part of The Paul Mitchell Advanced Academy Team. Nikki has attended classes in London @ Vidal Sassoon as well as TIGI. She brings talent and encouragement to our team and Future Professionals

Karen Hayes is Future Professional Advisor and a proud Paul Mitchell “homegrown”. She knew becoming a Learning Leader was the path for her within the first month of becoming a Future Professional. Her passion for all things creative has led her to Paul Mitchell The School Sacramento as the Texture Specialist. She will happily tell you every day, “I love my job!” Being able to create magic and play keeps her smiling and dancing down the halls. When she’s not creating magic here at the school she’s working with her guests at Urban Lounge Salon Rocklin, CA. Educator for Paul Mitchell schools since 2008, Texture Specialist, Advanced classes at The International Dermal Institute. Certified in Paul Mitchell systems: Cutting and Men’s Cutting, Level 3 Color, Level 4 Texture & Level 2 Make up. Karen has also done TV work, and photo shoots for print work.

Wendie Kelley attended Brigham Young University for two years and then went to massage therapy school and became certified as a massage therapist in 2000. Not long after, she attended cosmetology school and became licensed in 2003. Wendie has always had a passion for teaching. She took a Paul Mitchell Advanced Academy class and since then she can’t get enough “Paul Mitchell Culture”!! She is drawn to it. In November 2010, Wendie was blessed to come to Paul Mitchell the School Sacramento to work as a Learning Leader with our Future Professionals. She absolutely loves every day of it. Wendie is certified in Paul Mitchell Systems: Level 3 Cutting and Men’s Cutting, Level 3 Color, Level 3 Texture and Level 2 Makeup. Wendie has been our Be Nice Team Leader and has done lots of volunteer work for the homeless, women’s shelters, children’s home, disabled, etc. . “Everyone deserves to feel wonderful about their looks!”

Laura Casstevens is a “homegrown” from Paul Mitchell The School Sacramento. After completing the program, Laura began working in the salon, but maintained a foot in the door as a front desk coordinator. After assisting as a front desk coordinator she was invited to join the cosmetology Learning Leader staff. In the time Laura has been a Learning Leader, she has served as the Phase II Specialist and has taught the CORE Program. Laura’s passion for hair currently shines through her Texture and Color Specialty classes. Laura is also involved in being one of the Learning Leaders to facilitate the Student Council Program. Laura’s kind nature and passion for hair keeps her well respected and loved amongst Future Professionals and staff. Through training and certification, Laura continues to move forward in her career as well as giving back to the school. She is certified in Paul Mitchell Systems Level 3 Cutting and Men’s Cutting, Level 2 Color, Level 2 Texture and Level 2 Makeup.

Ryan Casstevens is a graduate from Paul Mitchell The School Sacramento. After graduation he began work right away in the salon, but knew he wanted to give back and return to education as quickly as possible. Through training and certification he has taken his passion for hair cutting and has moved into the role of one of our Cutting specialist. He is certified Level 4 in Cutting, Men’s Cutting, Level 3 in Color, Texture and Makeup. Ryan’s knowledge of the salon experience and business model has made him an asset to the team and the Future Professionals as our Phase Two Leader and Clinic Floor Specialist . Ryan works hard to inspire our Phase Two Future Professionals to achieve success and become better prepared to enter the salon world as confident stylists. Ryan is also a graduate from the California State University Sacramento with a BA in Communications Studies which has helped him to become one of the future professionals’ much anticipated specialty class leaders and mentors. Ryan has been in the industry for the past four years and has already accomplished more than most cosmetologists. His certifications in color, cutting, makeup and texture are the reason he was a perfect match for our Clinic Floor Learning Leader.

Kassandra Johnson is a 32 year veteran of the beauty industry, holding both Cosmetology and Barbering licenses. After an exciting career with Glemby International , where she served as a Salon Manager, Master Stylist, Technical Hair Cutting and Texture Specialist for 25 years, she joined the Paul Mitchell family. Kassandra's love for the industry lead her into education, where training and leveling up has placed her in the various departments here at the school, beginning with Texture Specialist, Final Phase, Nail Specialist, Creative Color & Cutting as well as working on the clinic floor. She is certified in Men's Cutting, Level 3 in Cutting, Color and Texture and Level 2 in make-up. Kassandra is funny and confident with a knowledge level that is endless and a great addition to our team.

Kevin McCord has taught for most of his 36 years in the beauty industry, as a stylist, salon owner, and educator for several well-respected product lines. He was the Regional Director of Education for Jhirmack of Southern California, and the National Director of Education for Mastey De Paris. He has been featured as an educator and platform artist at seminars in 22 states, and has been published in several national industry magazines. He has recently been training with Paul Mitchell Advanced Education-Advanced Academy-Cutting Team. Kevin is certified in Men's Cutting, level 4 in Cutting and Color, level 3 in Make-up and Texture. He has served as Education Leader and Learning Leader Advisor for 6 years at Paul Mitchell The School Sacramento, and in similar positions previously at Paul Mitchell The School Dallas. He is currently teaching Theory, State Board preparation, and Cutting Specialty. With 27 years "behind the chair", Kevin has seen how education, more than anything else, is a prime factor in the success and growth of newly licensed professional stylists.

Angelina Frields is a "homegrown" of Paul Mitchell The School Sacramento. Upon completion of the program Angelina went on to work at Belleza Hair Salon, during Angelina's first couple weeks of school Angelina knew she wanted to become a Learning Leader. Angelina has always had a passion for teaching and is honored to give back and become a Learning Leader to our Future Professionals. Angelina is certified Level 1 in Color and Cutting. Samantha Ullrich - Sam Ullrich studied and graduated from Paul Mitchell the School San Diego in 2008. Since then she has been busy working in the salon for the past 3 years. Sam has always had a love for Paul Mitchell the Color, products and tools. Her favorite area of cosmetology is cutting. Teaching is a passion that Sam has always had and always will have and she absolutely loves being at Paul Mitchell The School Sacramento where she gets to share her passion with our future professionals as one of our Learning Leaders.

Shea Lillard comes from a Fine Art and Education background. After leaving her art/education career of 9 years, she decided to enter the world of Cosmetology. Shea graduated from Paul Mitchell The School Sacramento and loved her education. She participated in Phase 2, Take Home Team, Be Nice, Student Council, and Green Team. Her Learning Leaders inspired her to join the Paul Mitchell team. After a few years in the salon, she came back armed with experience and all of the Paul Mitchell skills and culture. Her passion is in special-occasion hair/makeup, on-site photo-shoots and fashion shows. Shea loves working as a team with the other Learning Leaders and adores her Future Professionals! She currently works as a Core Learning Leader and looks forward to continuing her education and career with Paul Mitchell.

April Pierce is a graduate of Paul Mitchell The School Sacramento. Upon completion of school, April immediately began working for the prestigious Rowena & Takashi Hair and Makeup Studio, a Sassoon-focused salon. As a color specialist, she devoted herself to developing her technical knowledge and proficiency in haircolor. Throughout her time in the industry and over the last year, April has definitely styled a name for herself. Her passion for the industry and desire to educate, led her back to Paul Mitchell, where she now teaches our Night Core program. April's positive energy and dedication to the team makes her an inspirational figure here at our school.

Esthetics Learning Leaders

Andrea Burns career started 8 years ago when working at a local day spa as a massage therapist. Two years into that career she decided to grow in her education and decided to embark on a new adventure: Esthetics. So while working a full time job as a massage therapist and going to night school, those short 8 months flew on by and she became a licensed esthetician. She loved the beauty industry so much that she decided to spread her knowledge and become an educator. After working in both fields Andrea felt like taking on a new challenge. In November 2009 Andrea became the night esthetics Learning Leader at Paul Mitchell The School Sacramento. While balancing her day job at the spa, she embraces night school with her “bubbly” and “go get ‘em” attitude.

Stacy Costa graduated in 2002 from Federico’s school of Cosmetology in Sacramento. Once she obtained her Esthetics license, she moved to Boston and worked in a spa/salon where she grew a loyal clientele. Stacy always had the desire for advanced training and to one day be an educator. When she moved back to California, she continued her advanced education at Concepts Institute of Advanced Esthetics. She continued to search for that “perfect” teaching opportunity and when she saw the posting for a learning leader at The Paul Mitchell academy she pursued it.

Wendie Rashid passion for skin care started a long time ago but her career in esthetics began when she enrolled at The California Academy. She knew early into her education what she wanted to do- combine her love and enthusiasm for skin care and her desire to teach and return to the school as a Learning Leader in the Skin Department. She never had a doubt because she truly believes in the school’s culture and philosophy of, “Bringing out the best in people and situations, changing lives, and making a positive difference”. Wendie’s unique ability to easily adapt to different situations and different individuals gives her the capability to engage both the hearts and minds of people around her. She’s ambitious, determined and highly self-motivated and she works diligently to achieve the goals she sets for herself. She continues to inspire while working as one of our Learning Leaders in the Skin Department.

SAN JOSE’S SCHOOL ADMINISTRATION AS OF AUGUST 2014

Owners: The California Academy Inc., with Bryan Johnk, President

Director: Eduardo Madueno

Admissions Leader: Sarah Dencklau

Admissions Coordinators: Jamie Bryon

Placement Leader: Katherine Englehardt

Marketing Specialist: Victoria Johnk

Financial Aid Leader: Jamie Smith

Financial Aid Coordinator: Donald Meisenbach

Operations Leader: Susan Meader

Service Desk Leader: Cindy Cuello

Sale Coordinator: Katie Blair

Education Leader: Kevin McCord

Learning Leaders: Jessica Vargas, Jessica Zelmer, Christina Whitely, Alvaro Millan, Linda Solis, Mignon Fernandez, Helen Herrera, Kevin McCord, Sonya Henry, Delongo Turner, Carolyn Fisher, and Tobey Doran.

Learning Leaders:

Nikki Ramos is the Education Leader and Color Specialist at Paul Mitchell The School- Sacramento. In her seven years in the industry, she has explored her passion for hair by studying at advanced academies including Paul Mitchell, and Vidal Sassoon in London. The amazing culture drew Nikki to Paul Mitchell Schools as well as her desire to give back to the industry. Her dedication to excellence is proved by being highly certified in all presentation and technical skills certifications, making her a multi-talented Learning Leader and Advanced Academy Team Member. Studio. Nikki has been in the Beauty Industry for 7 years. She is level 4 certified in color and cutting, level 3 certified in texture and make up, as well as a part of The Paul Mitchell Advanced Academy Team. Nikki has attended classes in London @ Vidal Sassoon as well as TIGI. She brings talent and encouragement to our team and Future Professionals

Karen Hayes is Future Professional Advisor and a proud Paul Mitchell “homegrown”. She knew becoming a Learning Leader was the path for her within the first month of becoming a Future Professional. Her passion for all things creative has led her to Paul Mitchell The School Sacramento as the Texture Specialist. She will happily tell you every day, “I love my job!” Being able to create magic and play keeps her smiling and dancing down the halls. When she’s not creating magic here at the school she’s working with her guests at Urban Lounge Salon Rocklin, CA. Educator for Paul Mitchell schools since 2008, Texture Specialist, Advanced classes at The International Dermal Institute. Certified in Paul Mitchell systems: Cutting and Men’s Cutting, Level 3 Color, Level 4 Texture & Level 2 Make up. Karen has also done TV work, and photo shoots for print work.

Wendie Kelley attended Brigham Young University for two years and then went to massage therapy school and became certified as a massage therapist in 2000. Not long after, she attended cosmetology school and became licensed in 2003. Wendie has always had a passion for teaching. She took a Paul Mitchell Advanced Academy class and since then she can’t get enough “Paul Mitchell Culture”!! She is drawn to it. In November 2010, Wendie was blessed to come to Paul Mitchell the School Sacramento to work as a Learning Leader with our Future Professionals. She absolutely loves every day of it. Wendie is certified in Paul Mitchell Systems: Level 3 Cutting and Men’s Cutting, Level 3 Color, Level 3 Texture and Level 2 Makeup. Wendie has been our Be Nice Team Leader and has done lots of volunteer work the for homeless, women’s shelters, children’s home, disabled, etc. . “Everyone deserves to feel wonderful about their looks!”

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