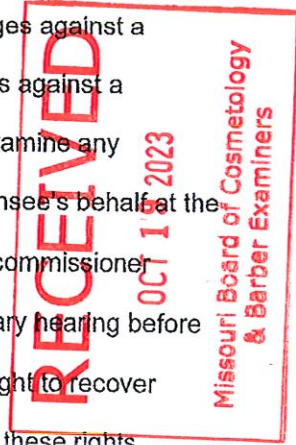


SETTLEMENT AGREEMENT BETWEEN MISSOURI BOARD OF COSMETOLOGY AND BARBER EXAMINERS AND RONALD AND CAROL SAETTELE AND SPECTACULAR CLIPS, INC.

Come now Ronald and Carol Saettele and Spectacular Clips, Inc. ("Licensee") and the Missouri Board of Cosmetology and Barber Examiners ("Board") and enter into this Settlement Agreement for the purpose of resolving the question of whether Licensee's establishment license, held by Ronald and Carol Saettele, will be subject to discipline.

Pursuant to the terms of § 536.060, RSMo,¹ the parties hereto waive the right to a hearing by the Administrative Hearing Commission of the State of Missouri ("AHC") regarding cause to discipline the Licensee's license, and, additionally, the right to a disciplinary hearing before the Board under § 621.110, RSMo.

Ronald and Carol Saettele, as holders of the license, acknowledge that they understand the various rights and privileges afforded to a licensee by law, including the right to a hearing of the charges against a licensee; the right to appear and be represented by legal counsel; the right to have all charges against a licensee proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against a licensee; the right to present evidence on a licensee's behalf at the hearing; the right to a decision upon the record by a fair and impartial administrative hearing commissioner concerning the charges pending against a licensee and, subsequently, the right to a disciplinary hearing before the Board at which time a licensee may present evidence in mitigation of discipline; and the right to recover attorney's fees incurred in defending this action against a licensee's license. Being aware of these rights provided a licensee by operation of law, Ronald and Carol Saettele, as holders of the license, knowingly and voluntarily waive each and every one of these rights and freely enter into this Settlement Agreement and agree, as holder of the license, to abide by the terms of this document, as they pertain to the license they hold.



Ronald and Carol Saettele, as holders of license number 2015033585, acknowledge that they have received a copy of the inspection reports and other documents relied upon by the Board in determining there was cause to discipline license number 2015033585, along with citations to law and/or regulations the Board believes was violated.

¹ All statutory references are to Missouri Revised Statutes, as amended, unless otherwise indicated.

For the purpose of settling this dispute, Licensee stipulates that the factual allegations contained in this settlement agreement are true and stipulates with the Board that establishment license, number 2015033585 is subject to disciplinary action by the Board in accordance with the provisions of Chapters 621, 328, and 329, RSMo.

Joint Stipulation of Fact and Conclusions of Law

1. The Missouri Board of Cosmetology and Barber Examiners ("Board") is an agency of the State of Missouri created and established pursuant to § 329.015, RSMo, for the purpose of executing and enforcing the provisions of Chapters 328 and 329, RSMo.

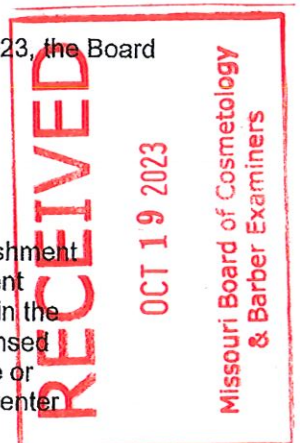
2. An establishment license by the Board on or about September 21, 2015, for Spectacular Clips, Inc., D/B/A Great Clips, 7235A Watson Road, St. Louis, Missouri 63119. Ronald and Carol Saettele are the holders of license, number 2015033585. License number 2015033585, was last renewed on September 9, 2021 and has a current expiration date of September 30, 2023. Ronald and Carol Saettele are the owners of the licensed establishment.

3. On or about the dates of October 11, 2022, November 4, 2022, December 12, 2022, January 24, 2023, February 24, 2023 and April 11, 2023, the Board conducted inspections at the Spectacular Clips, Inc., D/B/A Great Clips establishment at its Watson Road location. Each time, the inspections revealed the following violation: the posted shop license was expired, a violation of 20 CSR 2085-10.060(1). On or about the dates of October 14, 2022, November 8, 2022, December 28, 2022, January 31, 2023, and March 17, 2023, the Board sent Licensee violation notices following the aforementioned inspection visits.

4. Regulation 20 CSR 2085-10.060 states:

(1) Pursuant to Chapters 328 and 329, RSMo, no barber or cosmetology establishment owner, manager, or proprietor shall permit any person who does not hold a current Missouri barber or cosmetology license to practice as a barber or cosmetologist in the establishment. No license or permit issued by the board shall be posted in a licensed establishment unless the license or permit is current and active, and the licensee or permit holder is an employee of the establishment or holds a current and active renter establishment license issued by the board.

5. As a result of the violations, as described above in paragraph 3, in violation of the statutes and regulations contained in paragraph 4, Licensee violated lawful regulations adopted pursuant to Chapters 328 and/or 329, RSMo, for which the Board has cause to take disciplinary action against establishment license number 2015033585.



6. Cause exists for the Board to take disciplinary action against establishment license number 2015033585, under § 329.140.2(6), and (12), RSMo, which states in pertinent part:

The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit or license required by this chapter or any person who has failed to renew or has surrendered the person's certificate of registration or authority, permit or license for any one or any combination of the following causes:

...

(6) Violation of, or assisting or enabling any person to violate, any provision of this chapter, or of any lawful rule or regulation adopted pursuant to this chapter;

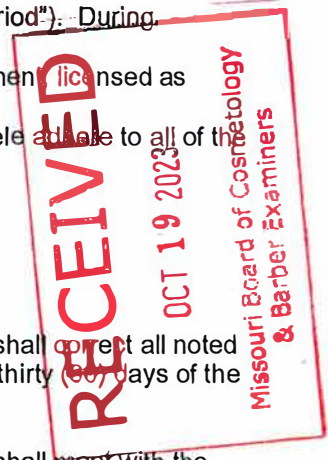
...

(12) Failure to display a valid license if so required by this chapter or any rule promulgated hereunder;

Joint Agreed Disciplinary Order

Based upon the foregoing, the parties mutually agree and stipulate that the following shall constitute the disciplinary order entered by the Board in this matter under the authority of § 621.045.3, RSMo:

7. The terms of discipline shall include that the cosmetology establishment license, number 2015033585, be placed on **PROBATION** for a period of three (3) years ("disciplinary period"). During disciplinary period, Ronald and Carol Saettele shall be entitled to operate the establishment licensed as 2015033585, under Chapters 328 and/or 329, RSMo, provided Ronald and Carol Saettele adhere to all of the terms of this Settlement Agreement.



I. GENERAL REQUIREMENTS

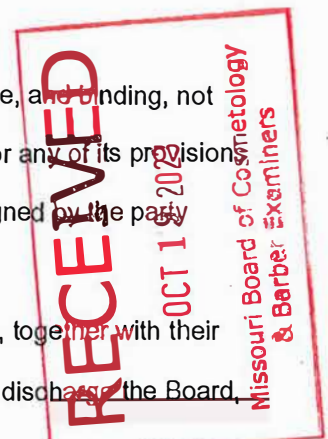
- A. Ronald and Carol Saettele, as holders of the license number 2015033585, shall correct all noted violations and come into compliance with the noted state regulations within thirty (30) days of the effective date of this settlement agreement.
- B. Ronald and Carol Saettele, as holders of the license number 2015033585, shall meet with the Board or its representatives at such times and places as required by the Board after notification of a required meeting.
- C. Ronald and Carol Saettele, as holders of the license number 2015033585, shall keep the Board apprised of their current home and work addresses and telephone numbers. Ronald and Carol Saettele, as holders of the license number 2015033585, shall inform the Board within ten days of any change of home or work address and home or work telephone number.

- D. Ronald and Carol Saettele, as holders of the license number 2015033585, shall comply with all provisions of the Chapters 328 and/or 329, RSMo; all applicable federal and state laws, rules, and regulations; and all federal and state criminal laws. "State" here includes the state of Missouri and all other states and territories of the United States.
- E. During the disciplinary period, Ronald and Carol Saettele, as holders of the license number 2015033585, shall timely renew license number 2015033585, and timely pay all fees required for licensing and comply with all other board requirements necessary to maintain license number 2015033585 in a current and active state.
- F. If at any time during the disciplinary period, Ronald and Carol Saettele, as holders of the license number 2015033585, move from the state of Missouri, cease to have their establishment be currently licensed under provisions of Chapters 328 and/or 329, RSMo, or fail to advise the Board of the current place of business and residence, the time of Ronald and Carol Saettele's absence, unlicensed status of the establishment, or the holder's unknown whereabouts shall not be deemed or taken as any part of the time of discipline so imposed in accordance with § 329.140, RSMo.
- G. During the disciplinary period, Ronald and Carol Saettele, as holders of the license number 2015033585, shall accept and comply with unannounced visits from the Board's representatives to monitor the establishment's compliance with the terms and conditions of this Settlement Agreement.
- H. If Ronald and Carol Saettele, as holders of the license number 2015033585, fail to comply with the terms of this Settlement Agreement, in any respect, the Board may impose such additional or other discipline that it deems appropriate, (including imposition of the revocation).
- I. This Settlement Agreement does not bind the Board or restrict the remedies available to it concerning any other violation of Chapters 328 and/or 329, RSMo, RSMo, by Licensee not specifically mentioned in this document.

8. The parties to this Agreement understand that the Missouri Board of Cosmetology and Barber and Examiners will maintain this Agreement as an open record of the Board as provided in Chapters 328, 329, 610 and 324, RSMo.

9. The terms of this settlement agreement are contractual, legally enforceable, and binding, not merely recital. Except as otherwise provided herein, neither this Settlement Agreement nor any of its provisions may be changed, waived, discharged, or terminated, except by an instrument in writing signed by the party against whom the enforcement of the change, waiver, discharge, or termination is sought.

10. Ronald and Carol Saettele, as holders of the license number 2015033585, together with their heirs and assigns, and Licensee's attorneys, do hereby waive, release, acquit and forever discharge the Board, its respective members and any of its employees, agents, or attorneys, including any former Board members, employees, agents, and attorneys, of, or from, any liability, claim, actions, causes of action, fees, costs and expenses, and compensation, including but not limited to, any claims for attorney's fees and expenses, including any claims pursuant to § 536.087, RSMo, or any claim arising under 42 U.S.C. § 1983, which may be based



upon, arise out of, or relate to any of the matters raised in this case, its settlement, or from the negotiation or execution of this Settlement Agreement. The parties acknowledge that this paragraph is severable from the remaining portions of this settlement agreement in that it survives in perpetuity even in the event that any court of law deems this Settlement Agreement or any portion thereof to be void or unenforceable.

11. If no contested case has been filed against License number 2015033585, Ronald and Carol Saettele, as holders of the license number 2015033585, have the right, either at the time the Settlement Agreement is signed by all parties or within fifteen days thereafter, to submit the Agreement to the Administrative Hearing Commission for determination that the facts agreed to by the parties to the Settlement Agreement constitute grounds for denying or disciplining license number 2015033585. If Ronald and Carol Saettele, as holders of the license number 2015033585, desire the Administrative Hearing Commission to review this Agreement, Licensee may submit this request to: **Administrative Hearing Commission, United States Post Office Building, 131 W. High Street, P.O. Box 1557, Jefferson City, Missouri 65102-1557.**

12. If Ronald and Carol Saettele, as holders of the license number 2015033585, have requested review, they and Board jointly request that the Administrative Hearing Commission determine whether the facts set forth herein are grounds for disciplining license number 2015033585, and issue findings of act and conclusions of law stating that the facts agreed to by the parties are grounds for disciplining license number 2015033585. Effective the date the Administrative Hearing Commission determines that the Agreement sets forth cause for disciplining license number 2015033585, the agreed upon discipline set forth herein shall go into effect.

LICENSEE

BOARD

Spectacler Clip, Inc D/B/A Great Clips
Ronald Saettele, Owner/License Holder
License Holders

Date discontinued

Carol Saettele
Spectacler Clip, Inc D/B/A Great Clips
Carol Saettele, Owner/License Holder

Date 10/1/23

Karla Johansen
Karla Johansen, Executive Director
Missouri Board of Cosmetology and Barber Examiners

Date 10/27/2023

