

BOARD FOR BARBERS AND COSMETOLOGY

MINUTES OF MEETING

The Board for Barbers and Cosmetology met at 9:30 a.m. on Monday, November 10, 2025, at the Department of Professional and Occupational Regulation Offices, 9960 Mayland Drive, 2nd Floor, Board Room 2, Richmond, Virginia.

The following board members were present:

Gregory Edwards
Emmanuel Gayot
Marques Blackmon
Candice Benvenuti
Jaime Turgeon
Kailey Blakeney

The following board members were not present:

Kimberly Lewis
Oanh "Tina" Pham Kim Dang
Claudia Espinoza
Rita Lampkin

The following DPOR staff present for all or part of the meeting:

Jeb Wilkinson, Director
Stephen Kirschner, Director, Licensing & Regulatory Programs
Kelley Smith, Executive Director
Tamika Rodriguez, Regulatory Operations Administrator
Wendy Duncan, Licensing Operations Administrator
Joseph Haughwout, Regulatory Affairs Manager
Heather Garnett, Administrative Coordinator

A representative from the Office of the Attorney General was present at the meeting.

A board liaison was not present at the meeting.

Mr. Edwards, Board Chair, determined a quorum was present and called the meeting to order at 9:34 a.m.

CALL TO ORDER

Mr. Edwards read the Department of Professional & Occupational Regulations' mission statement and announced several meeting reminders.

Ms. Rodriguez, Regulatory Operations Administrator, explained the emergency egress procedure for board room 2.

**EMERGENCY
EGRESS**

The Board took the agenda under consideration.

**APPROVAL OF
AGENDA**

Ms. Turgeon motioned to approve the agenda, seconded by Ms. Benvenuti

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes.
The motion carried.

The Board took the minutes of the Public Hearing on August 18, 2025, Board meeting minutes on September 29, 2025, and Regulatory Review Committee meeting minutes on September 29, 2025, under consideration.

**APPROVAL OF
MINUTES AS A
BLOCK**

Ms. Smtih informed the Board a spelling change will be made to the Public Hearing minutes from August 18, 2025.

Ms. Turgeon motioned to approve amended minutes from the Public Hearing on August 18, 2025, and approve Board meeting minutes from September 29, 2025, and Regulatory Review Committee meeting minutes on September 29, 2025, as a block, seconded by Ms. Benvenuti.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes.
The motion carried.

Mr. Edward read, and Ms. Rodriguez presented Margaret Lapierre with her resolution.

RESOLUTION

**Department of Professional and Occupational
Regulation
Board for Barbers and Cosmetology
Resolution To**

Margaret LaPierre

WHEREAS, Margaret LaPierre faithfully and diligently served as a member of the Virginia Board for Barbers and Cosmetology from 2014 to 2025; and

WHEREAS, Margaret LaPierre has given generously of her knowledge, time, and talent to the Board, including serving as the Board’s Chair and Vice Chair, a member of the Board’s Committee for Vocational School Training, the Board’s Committee for Esthetics Apprenticeships, the Board’s Esthetics Sub-Committee, the Board’s School Transfer Committee, the Board’s Examination Committee, Board’s Standing Committee on Training, the Regulatory Advisory Panel on Esthetics

and Master Esthetics, the Board's Regulatory Review Committee, as well as, chairing numerous Informal Fact-finding Conferences, and providing expertise to the Board as needed; and

WHEREAS, Margaret LaPierre endeavored always to protect the health, safety, and well-being of the public by rendering fair and wise decisions, which were in the best interest of the Board and the Commonwealth's citizens; and

WHEREAS, the Board for Barbers and Cosmetology acknowledges its gratitude and deepest appreciation for the devoted service of Margaret LaPierre, who is highly regarded by the members of the Board and the citizens of the Commonwealth.

NOW, THEREFORE, BE IT RESOLVED, by the Board for Barbers and Cosmetology, on this tenth day of November, in the year two-thousand and twenty-five, that Margaret LaPierre be given all honors and respect due for her outstanding service to the Commonwealth, its citizens, and the Board for Barbers and Cosmetology; and

BE IT FURTHER RESOLVED, that this Resolution be presented to her and be made a part of the official minutes of the Board so that all may know of the high regard in which she is held.

Ms. Rodriguez brought the board's attention to the communication in the electronic agenda from Dr. Schwartz concerning microdermabrasion and micochanneling procedures. Ms. Rodriguez informed the Board these procedures are currently outside the scope of practice; however, it has been added to the 2026 wish list for consideration by the General Assembly.

There was no public comment.

In the matter of File Number **2025-01992, Bounheuang Fanekham** board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

COMMUNICATION

Letter from Dr. Schwartz, Procell Therapies LLC

PUBLIC COMMENT

CASES

Licensing

File Number 2025-01992, Bounheuang Fanekham

Bounheuang Fanekham and her daughter, Vesa Fanekham addressed the Board.

Mr. Blackmon motioned to accept the recommendation and deny Bounheuang Fanekham's application for a nail technician license, seconded by Ms. Turgeon.

There was no Board discussion.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

In the matter of File Number **2025-02650, Paige Morgan Mizak**, board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

File Number 2025-02650, Paige Morgan Mizak

Paige Morgan Mizak did not appear at the meeting in person, by counsel, or by any other qualified representative.

Mr. Blackmon motioned to accept the recommendation and approve Paige Morgan Mizak's application for a cosmetology license, seconded by Ms. Turgeon.

There was no Board discussion.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Consent Orders

Mr. Edwards addressed the audience, asking if any individual was present to speak upon Consent Order agenda items.

Consent Orders Considered as a Block

With no one present to speak, Ms. Turgeon moved to consider the Consent Order agenda items a1 and a2 as a block. Ms. Benvenuti seconded the motion, which was unanimously approved by Board members Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

In the matter of File Number **2025-02937 Locks & Lashes LLC**, board members reviewed the Consent Order as seen and agreed to by Locks & Lashes LLC.

File Number 2025-02937 Locks & Lashes LLC

A representative from Locks & Lashes LLC was not present at the meeting.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Benvenuti.

The violations were:

Count 1:	18 VAC 41-20-280.14	\$950
Sub-Total		\$950
Board Costs		\$350
Total		\$1,300

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

In the matter of File Number **2025-02198, Kaotic Enzymes LLC t/a Loose Screw Tattoo**, board members reviewed the Consent Order as seen and agreed to by Kaotic Enzymes LLC t/a Loose Screw Tattoo.

File Number 2025-02198, Kaotic Enzymes LLC t/a Loose Screw Tattoo

A representative from Kaotic Enzymes LLC t/a Loose Screw Tattoo was not present at the meeting.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Benvenuti.

The violations were:

Count 1:	18 VAC 41-50-420.14	\$1,200
Sub-Total		\$1,200
Board Costs		\$350
Total		\$1,550

It is acknowledged that on August 25, 2025, Juan Fernando Garcia-Espinosa was issued tattooer license (No. 1231002670). Therefore, the Board shall waive \$700.00 of the \$1,200.00 monetary penalty.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Prima Facia

In the matter of File Number **2025-00850 Eye Deux Inc t/a Eye Deux Advance School of Beauty**, Board members reviewed the record of the revised report of findings and exhibits.

File Number 2025-00850 Eye Deux Inc t/a Eye Deux Advance School of Beauty

A representative from Eye Deux Inc t/a Eye Deux Advance School of Beauty was not present at the meeting.

Mr. Gayot motioned to find violations for Counts 1, 2, 3, and 4 and accept the recommended sanctions, seconded by Ms. Blakeney.

The violations and sanctions were:

Count 1:	18 VAC 41-50-330.A	\$1,050
Count 2:	18 VAC 41-50-420.2	\$500
Count 3:	18 VAC 41-50-420.6	\$1,000
Count 4:	18 VAC 41-50-420.10	\$350
Total		\$2,900

The Board also imposed the following sanctions:

For violations of Counts 2, 3, and 4, the Board revoked Eye Deuz In's license.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

REPORTS

Ms. Smith called the board's attention to the examination statistics provided in the electronic agenda.

Examination Statistics

Ms. Rodriguez called the board's attention to the regulatory report found in the electronic agenda. Mr. Haughwout informed the Board that the expected effective date of the tattooing regulations is January 5, 2026.

Regulatory Report

Ms. Smith called the board's attention to the executive director's report provided in the electronic agenda.

Executive Director Report

REGULATORY ACTION AND BOARD GUIDANCE

Mr. Haughwout presented the public comments received during the public comment period for the proposed stage of the Board's General Review of Body-Piercing Regulation, and responses to the comments.

**Approval of Public
Comment Responses
and Final General
Review Body-
Piercing Regulations**

Ms. Turgeon motioned to adopt the proposed responses to public comments, seconded by Ms. Benvenuti.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Mr. Haughwout presented the final language of the General Review of Body-Piercing Regulations. Staff changes in the final language were based on suggestions from the Department of Planning and Budget and continued review from Board staff.

Ms. Turgeon motioned to adopt the final General Review of General-Piercing Regulations and authorize Board staff to file the final stage of the General Review of General-Piercing Regulations and make any technical amendments as necessary, seconded by Ms. Benvenuti.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Ms. Rodriguez informed the Board that the Regulatory Review Committee recommended the Board add threading to the esthetics curriculum in the same manner as the cosmetology curriculum.

Threading

Ms. Turgeon motioned to accept the proposed language to add threading to the esthetics curriculum and add the language to the Esthetics and Master Esthetics Training Hours NOIRA, seconded by Ms. Blakeney.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Ms. Rodriguez informed the Board that, currently, the Board assesses a \$120 program addition fee for barbering, cosmetology, nail technician, and wax technician schools that add new courses of instruction. Presently, this fee does not apply to tattooing, permanent cosmetic tattooing, and esthetics schools, creating inconsistency in the Board's fee structure. Board staff recommended

Add a Program Fee

amending the fee schedule under 18 VAC 41-70-120 and 18 VAC 41-50-130 to include a \$120 fee for each new program addition.

Mr. Gayot motioned to adopt the addition of a program fee for tattooing, permanent cosmetic tattooing, and esthetics schools, and add the fees to the Body-Piercing and Ear-Piercing Schools NOIRA, seconded by Ms. Turgeon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Ms. Rodriguez informed the Board that the Regulatory Review Committee recommended amending the general school requirements, revising the school transfer policy, school inspection procedures, and the definition of a school.

General School Requirements

Ms. Blakeney motioned to add the proposed general school requirements for barber and cosmetology, tattooing, permanent cosmetic tattooing, and esthetics schools to the body-piercing and ear-piercing school regulatory action, seconded by Ms. Turgeon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

RECESS

NEW BUSINESS

Ms. Smith introduced Prov Inc. staff, Henry Sorenson, Deborah Roope, Amy Fife, and DPOR Examinations Director Greg Emerson.

Remote Proctoring

Prov Inc. provided a demonstration of the remote proctoring written theory examination. The demonstration provided the Board with Prov’s procedures, requirements of the examinee, security, a visual of what the vendor monitors, and what the examinee experiences during the examination.

The Board discussed the remote proctoring written theory examination.

Ms. Blakeney motioned to approve the remote proctoring of the Board’s written theory examinations, seconded by Mr. Gayot.

The Board discussed the remote proctoring written theory examination.

Ms. Blakeney motioned a friendly amendment to approve the remote proctoring of the Board's written theory examinations, prohibit breaks, and give Prov Inc. discretionary authority to give the examinee one warning during the examination.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Ms. Smith called the Board's attention to the Ear-Piercing Standards of Apprenticeship found in the electronic agenda. Ms. Smith suggested the Board could adopt the Ear-Piercing Standards of Apprenticeship while staff researches to determine whether all Standards of Apprenticeship should be formally adopted as guidance documents or incorporated into regulation.

**Ear-Piercing
Apprenticeship
Standards**

Ms. Turgeon motioned to adopt the Ear-Piercing Standards of Apprenticeship as presented to the board. Seconded by Ms. Benvenuti.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon. There were no negative votes. The motion carried.

Recess

The following Board Members participated in Conflict of Interest Training: Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Benvenuti, Ms. Blakeney, and Ms. Turgeon.

**CONFLICT OF
INTEREST
TRAINING**

REMINDERS

Mr. Edwards reminded the Board of the next board meeting scheduled for February 23, 2026.

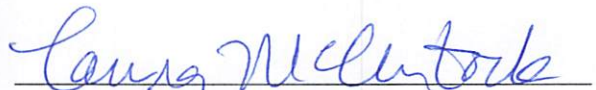
Next Board Meeting

There being no further business brought before the Board, Mr. Edwards adjourned the meeting at 12:34 pm

Adjournment



Gregory Edwards, Board Chair

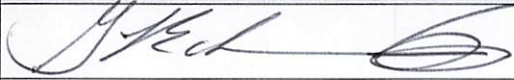
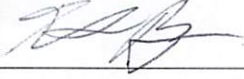
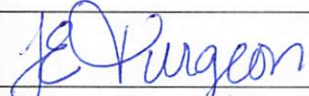


Laura McClintock, Board Secretary

BOARD FOR BARBERS AND COSMETOLOGY

Conflict of Interest Act training

The following Board members completed COIA training on
November 10, 2025

Board Member Name:	Board Member Signature:
Gregory Edwards	
Marques Blackmon	
Oanh Pham Kim "Tina" Dang	
Jaime Turgeon	
Kailey Blakeney	
Emmanuel Gayot	
Candice Benvenuti	
Claudia Espinoza	
Rita Lampkin	
Kimberly Lewis	

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Kailey Blakeney
(Name of Board Member)
2. Title: Board Member
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025

5. Do you have a personal interest in the following transaction?

☒ No; I **do not** have a personal interest in any transactions taken at this meeting.

☐ Yes - If yes, please answer the following questions.

A.

(Agenda Item)

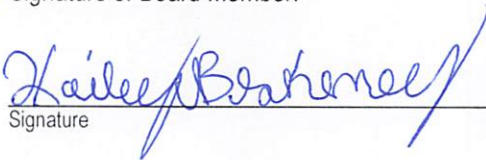
B. Nature of Personal Interest Affected by Transaction:

C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or

☐ I did not participate in the transaction.

6. Signature of Board Member:


Signature

November 10, 2025

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Marques Blackmon
(Name of Board Member)
2. Title: Board Vice Chair
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025
5. Do you have a personal interest in the following transaction?
☒ No; I **do not** have a personal interest in any transactions taken at this meeting.
☐ Yes - If yes, please answer the following questions.
- A. _____
(Agenda Item)
- B. Nature of Personal Interest Affected by Transaction:
- C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

- D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or
☐ I did not participate in the transaction.

6. Signature of Board Member:



Signature

November 10, 2025
Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Emmanuel Gayot
(Name of Board Member)
2. Title: Board Member
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025

5. Do you have a personal interest in the following transaction?

☒ No; I **do not** have a personal interest in any transactions taken at this meeting.

☐ Yes - If yes, please answer the following questions.

A.

(Agenda Item)

B. Nature of Personal Interest Affected by Transaction:

C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or

☐ I did not participate in the transaction.

6. Signature of Board Member:

Signature

November 10, 2025

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Gregory Edwards
(Name of Board Member)
2. Title: Board Chair
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025
5. Do you have a personal interest in the following transaction?
☒ No; I **do not** have a personal interest in any transactions taken at this meeting.
☐ Yes - If yes, please answer the following questions.
A. _____
(Agenda Item)
B. Nature of Personal Interest Affected by Transaction:

C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or
☐ I did not participate in the transaction.

6. Signature of Board Member:


Signature

November 10, 2025
Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Candice Benvenuti
(Name of Board Member)
2. Title: Board Member
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025

5. Do you have a personal interest in the following transaction?

☒ No; I **do not** have a personal interest in any transactions taken at this meeting.

☐ Yes - If yes, please answer the following questions.

A.

(Agenda Item)

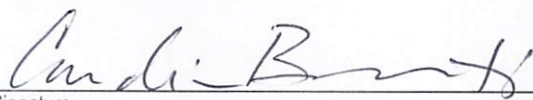
B. Nature of Personal Interest Affected by Transaction:

C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:

D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or

☐ I did not participate in the transaction.

6. Signature of Board Member:


Signature

November 10, 2025

Date

**STATE AND LOCAL GOVERNMENT
CONFLICT OF INTERESTS ACT**

**TRANSACTIONAL DISCLOSURE STATEMENT
for Officers and Employees of State Government**

1. Name Jaime Turgeon
(Name of Board Member)
2. Title: Board Member
3. Agency: DPOR/Board for Barbers and Cosmetology
(Name of Board)
4. Meeting/IFF Date: 11/10/2025
5. Do you have a personal interest in the following transaction?
- ☒ No; I **do not** have a personal interest in any transactions taken at this meeting.
- ☐ Yes - If yes, please answer the following questions.
- A. _____
(Agenda Item)
- B. Nature of Personal Interest Affected by Transaction:
- _____
- C. I declare that I am a member of the following business, profession, occupation or group, the members of which are affected by the transaction:
- _____
- D. ☐ I am able to participate in this transaction fairly, objectively, and in the public interest. or
☐ I did not participate in the transaction.

6. Signature of Board Member:

Jaime Turgeon
Signature

November 10, 2025
Date