

**STATE OF NEW HAMPSHIRE
BOARD OF BARBERING, COSMETOLOGY, AND ESTHETICS
CONCORD, NH 03301**

In the Matter of:
**Pro Nails
Shop Lic. #4932**

Docket No.: 23-BAR-014

**Paul Le, Owner
Manicurist Lic. #12497**

SETTLEMENT AGREEMENT

In order to avoid the delay and expense of further proceedings and to promote the best interests of the public and the practice of Barbering, Cosmetology, and Esthetics, the New Hampshire Board of Barbering, Cosmetology, and Esthetics (“Board”) and Pro Nails (“Shop”), a nail salon currently licensed by the Board, and Paul Le, (“Licensee”), a manicurist currently licensed by the Board, (together as “Respondents”) do hereby stipulate and agree to resolve certain allegations of violations of rules and laws regulating the profession now pending before the Board according to the following terms and conditions:

1. Pursuant to NH RSA 313-A: 21 and N.H. Code Admin. R Bar (“Bar”) 404.01, Board inspectors have jurisdiction to conduct inspections of shops, tanning salons, and schools.
2. Pursuant to NH RSA 310:12, NH RSA 313-A and Bar 404.04, the Board has the authority to issue disciplinary sanctions for violations of Board statutes and rules.
3. Pursuant to NH RSA 310:10, VIII, and Bar 217.02, the Board may, at any time, dispose of such allegations by settlement, and without commencing a disciplinary hearing.
4. The Board first granted Licensee a manicurist license #12497 on September 12, 2000. Licensee’s license expires on August 31, 2025.

5. The Board first granted Shop, located at 278 D.W. Highway, Nashua shop license #4932 on or about August 13, 2021.
6. Shop first held license #1917 which was issued January 12, 2001. Shop relocated in 2021.
7. On or about November 9, 2022, a Board inspector conducted a routine inspection of Respondents which resulted in alleged violations totaling 3,618 points. In response the Board issued a Notice of Adjudicative Hearing.
8. Respondents stipulate to the following facts:
 - A. On November 9, 2022, a Board inspector conducted a routine inspection of Shop at 278 Daniel Webster Highway, Nashua.
 - B. As a result of the inspection, the inspector found multiple violations totaling 3,618 points of which:
 - i. 1,068 points were related to health and sanitation including improperly disinfected tables and pedicure areas, improperly cleaned and store reusable implements and appliances, improperly disposed of and/or storage of single use implements, and lack of required safety data sheets;
 - ii. 50 points were related to licenses and certifications where one licensed individual had no photo as required and the licenses were not displayed as required; and
 - iii. 2,500 points were related to other violations, namely, possessing multiple bladed implements.
 - C. The inspection also noted that employee Thuy Nguyen appeared to be performing eyelash extensions with only a manicure license. Thuy Nguyen holds license

#33615 as both a manicurist and esthetician.

D. Respondent has a significant history of failed inspections with similar violations at a prior location.

9. The Board finds that Respondent committed the acts described above and concludes that, by engaging in such conduct, Respondent violated NH RSA 313-A:22, II (c), (d), (g), and (i).
10. Respondents acknowledge that the allegations and facts set forth in paragraph 8 above constitutes grounds for the Board to impose disciplinary sanctions against their license to operate as a Board licensee in the State of New Hampshire.
11. WHEREFORE, Respondents consent to the Board imposing the following discipline, pursuant to RSA 313-A:22, III.
 - A. Respondents are **REPRIMANDED**.
 - B. Respondents are subject to **PROBATION** for a period of two years commencing on the Effective Date of this *Settlement Agreement*. The following are terms of probation:
 - i. Any inspection during the probationary period resulting in over one hundred (100) points for violation of the Board's rules relating to sanitation, hygiene, and or safety, specifically, Shop Inspection Report Rev. 2301 sections (1) – (20); and (38) – (50) shall be a violation of probation.
 - ii. Upon a violation of probation, the Board shall issue a Notice of Hearing to determine what, if any, discipline is appropriate.

- iii. Violation of probation shall also constitute misconduct pursuant to RSA 313-A:22 and may form the basis for additional disciplinary sanctions after appropriate notice and opportunity for a hearing pursuant to RSA 313-A:23, RSA 541-A:30, and/or Bar 201 which may include up to and including emergency license suspension.
 - iv. The Board is putting the Respondents on notice that it may enforce this order specifically using unannounced inspections.
 - v. Respondents must immediately display, in full view of the public, a full and complete copy of this *Settlement Agreement* near or adjacent to the shop license and past inspection forms and continue to display a copy until the conclusion of the period of probation.
- C. Within sixty (60) days of the Effective Date of this agreement, Licensee shall participate in 10 hours of program(s) of **CONTINUING EDUCATION** in the areas of sanitation, sterilization, disinfection, and infection control. The Respondent shall, within 10 days of completion, provide the Board with certificate(s) of completion. **Whether any program(s) meets the requirements of this section shall be determined by the Board. Therefore, the Licensee is strongly encouraged to seek the Board's pre-approval of program(s) before taking them.** The Board has authorized the Board Chair to pre-approve courses on its behalf, so that the licensee does not have to wait until a meeting to learn whether coursework she and/or the manager wish to take is acceptable. The Licensee can

submit information about proposed programs to the Board's Administrator, who shall present the same to the Board Chair for determination.

- D. Within thirty (30) days after successful completion of the continuing education course, Respondents must remedy all violations and request in writing via mail or email a reinspection appointment with a Board inspector. Reinspections will be conducted based on inspector availability.
- a. Respondents must **PASS REINSPECTION**;
 - b. If reinspection is failed, Respondents must remedy the violations within 7 days and upon remedy immediately request in writing via mail or email an appointment with a Board inspector for an additional reinspection;
 - c. Failure to pass the additional reinspection shall constitute misconduct pursuant to RSA 313-A:22 and may form the basis for additional disciplinary sanctions after appropriate notice and opportunity for a hearing pursuant to RSA 313-A:23, RSA 541-A:30, and/or Bar 201 which may include up to and including emergency license suspension.
- E. Respondents are assessed an **ADMINISTRATIVE FINE** in the amount of three thousand six hundred eighteen dollars (\$3,618.00). Respondent shall pay this fine in full within forty-five (45) days of the Effective Date of this *Settlement Agreement* by delivering a money order or bank check, made payable to "Treasurer, State of New Hampshire," to the Board's office at 7 Eagle Square, Concord, New Hampshire, 03301. **No separate invoice shall issue.** Payment shall include a copy

of this Settlement Agreement or a note including the docket number and indicating the payment is made in compliance with a settlement agreement with the Board.

12. Respondents, specifically the shop owner, shall bear all costs required by this *Settlement Agreement* and shall be responsible for ensuring all payments are made, but Respondents shall be permitted to share such costs with third parties. If a fine is past-due and remains unpaid at the time of license renewal, the Board shall not renew the Respondents' license.
13. Respondents' breach of any terms or conditions of this *Settlement Agreement* shall constitute unprofessional conduct pursuant to RSA 313-A:22, and a separate and sufficient basis for further disciplinary action by the Board.
14. The Board may consider Respondents' compliance with the terms and conditions herein in any subsequent proceeding before the Board regarding Respondents' licenses.
15. The Board agrees that in return for Respondents executing this *Settlement Agreement* the Board will not proceed with the formal adjudicatory process based upon the facts described herein. However, the Board may consider this misconduct as evidence of a pattern of conduct in the event that similar misconduct is proven against Respondent in the future. Additionally, the Board may consider the fact that discipline was imposed by this Order as a factor in determining appropriate discipline should any further misconduct be proven against Respondents in the future.
16. This *Settlement Agreement* shall become a permanent part of Respondents' file, which is maintained by the Board as a public document.

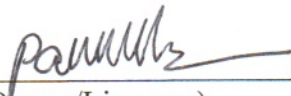
17. Respondents voluntarily enter and sign this *Settlement Agreement* and states that no promises or representations have been made other than those terms and conditions expressly stated herein.
18. Respondents understand that Respondents' action in entering into this *Settlement Agreement* is a final act and not subject to reconsideration, judicial review, or appeal.
19. Respondent agrees to support the adoption of this agreement by the Board.
20. Respondent understands that this agreement is an adverse action against Respondent's license and will be reported to all relevant jurisdictions.
21. Respondents have had the opportunity to seek and obtain the advice of an attorney of Respondents' choosing in connection with the decision to enter into this *Settlement Agreement*.
22. Respondents are not under the influence of any drugs or alcohol and are otherwise of sound mind at the time of signing this *Settlement Agreement*.
23. Respondents understands that the Board must review and accept the terms of this *Settlement Agreement*. If the Board rejects any portion, the entire *Settlement Agreement* shall be null and void. Respondents specifically waives any claims that any disclosures made to, or by, the Board surrounding its review of this *Settlement Agreement* have prejudiced Respondents' right to a fair and impartial hearing in the future if this *Settlement Agreement* is not accepted by the Board.
24. Respondents certify that he/she has read this document titled *Settlement Agreement*. Respondents understands that he/she has the right to a formal adjudicatory hearing concerning this matter and that at said hearing he/she would possess the rights to confront

and cross-examine witnesses, to call witnesses, to present evidence, to testify on his/her own behalf, to contest the allegations, to present oral argument, and to appeal to the courts. Further, Respondents fully understand the nature, qualities and dimensions of these rights. Respondents understand that by signing this *Settlement Agreement*, he/she waives these rights as they pertain to the misconduct described herein.

25. This *Settlement Agreement* shall take effect as an Order of the Board on the date it is signed by an authorized representative of the Board and shall become final after 30 days pursuant to Plc 205.04.

FOR RESPONDENT

Date: 9/1/2023



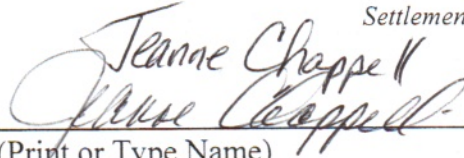
Paul Le (Owner/Licensee)
Pro Nails
Respondent

FOR THE BOARD/*

Accepted by the Board of Barbering Cosmetology and Esthetics on this 18 day of September, 2023 ("Effective Date").



(Signature)



(Print or Type Name)

Authorized Representative of the
New Hampshire Board of Barbering,
Cosmetology, and Esthetics

/*Board members recused: