

NACCAS NOW

A NON-PROFIT EDUCATIONAL COMMISSION SERVING STUDENTS THROUGH THE HIGHEST STANDARDS OF EDUCATION

Most Frequently Cited Criterion
Standard VII, Criterion 3:

Institutional Refunds

NACCAS Community Call for Comment Results

Newly Elected Commissioners



May 2009

From the desk of Dr. Tony Mirando – NACCAS Executive Director

“The Kinder Gentler NACCAS”



Dr. Tony Mirando,
 NACCAS Executive Director

The accreditation process with NACCAS should not feel like your working with the IRS, or that you are in the Military. It should instead feel like your school has partnered up with a friend who has very high standards; we want schools to think of NACCAS as “The Kinder Gentler NACCAS”. NACCAS understands the challenges that school owners face on a day-to-day basis.

We understand that wanting, or even needing, to become accredited is a big commitment. However, in the end, it will be worth every ounce of hard work, and every dollar spent to gain a distinction that sets the school apart from others. It should be about making a school a better educational institution, and we want to be apart of that success story, this is the “The Kinder Gentler NACCAS”.

Becoming an Accredited Institution is a time consuming process. The school will start out by becoming a Candidate school; this is the phase where the school owner and its staff learn what becoming an accredited school is all about. This is the phase where NACCAS helps you to understand the whole process, and all of its steps. This is the time to share with us your school’s problems and challenges. We will work with you, not against you; this is “The Kinder Gentler NACCAS”.

Once you feel your school is ready to move into the next phase, which is to actually become accredited, NACCAS will help guide your school in getting in all the required documents and Institutional Self Study (ISS). Remember, this is the part of the process that doing it right the first time is key to your timely success. We are here to help in any way we can. We also recommend to frequently go online for the most updated information on NACCAS at www.naccas.org, or you can call us, this is “The Kinder Gentler NACCAS”. At the end of this phase, your school will need to be visited by us. This visit is to make sure the school has successfully implemented, and complies with, all of our rules and standards. We do this by setting your

school up for a site visit by one of our professional teams. This team will come to your school to visually inspect your facility; to ensure NACCAS that you comply with our rules and required standards. This team will explain everything it is looking for, or is expecting from the school. This will include giving the school an exit interview explaining what it found. We will do this in a professional, friendly, respectful way, and we do this to make sure everyone is on the same page, and that there will be no surprises when the official report is written and sent to you, this is “The Kinder Gentler NACCAS”.

The next step is the final step, which is to place the school on the agenda for the Full team of Commissioners to review and consider for accreditation. All of our Commissioners are professionals, and a majority of them are professionals in the Cosmetology industry, such as school owners, so they understand your business. NACCAS is the only accrediting agency that can say this, and we are very proud of this distinction. During this process the Commissioners will look, listen and discuss each individual schools file prior to making an accreditation decision. Making a decision to accredit a school is not easy; the NACCAS Commissioners need to look to see whether the school sufficiently demonstrated to the visiting team that it complied with all of our rules and standards. This process of review by the Commissioners is done fairly, and across the board. It does not matter to staff or the Commissioners if you are a small school with one campus, or a big school with multiple campuses, everyone is treated the same, and with the same respect and consideration, this is “The Kinder Gentler NACCAS”.



NACCAS Board of Commissioners Elects Executive Committee Members for 2009

At its February 2009 Commission meeting, the National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) Board of Commissioners elected its new Executive Committee. The Executive Committee will serve a one year term.

The new Executive Committee members for 2009 are:

Mr. Bill Church – School Owner Commissioner, from Silver Lake, Ohio, as Chairman of the Commission.

Mr. Sal Pappacoda – School Owner Commissioner, from Manorview, New York, as First Vice Chairman.

Mr. Reid Chave – Representative of the Public Interest, from Mt. Pleasant, South Carolina, as Second Vice Chairman.

Ms. Dorothy Soressi – Academic Commissioner, from Pottsville, Pennsylvania, Treasurer.

Mr. Darrell Camp – School Owner Commissioner, from Mount Vernon, Washington, as Secretary.



Mr. Bill Church,
Chairman

Mr. Bill Church has been a member of the Board of Commissioners since 2005 as the School Owner Commissioner Representing Zone 5. He is owner of Regency Beauty Institute, located in Silver Lake, Ohio. In addition, to being the Chairman of the Commission he is also the Chairman of the Advisory Council for Cosmetology Relations in Education (ACCRED) Committee. ACCRED is an advisory committee to NACCAS that provides input and suggestions to the Commission on how it can strengthen cosmetology education and the profession. Mr. Church previously served as First Vice Chairman of the Executive Committee.

Mr. Church has served on the Constitution and Proce-

dures Committee, Educational Quality and Compliance Committee, Institutional Changes & Finance Committee, Nominating Committee, Government Liaison Committee and the Ad Hoc Committee on Personnel Practices and Policies.



Mr. Sal Pappacoda,
First Vice Chairman

Mr. Pappacoda has been a member of the Board of Commissioners since 2005 as the School Owner Commissioner Representing Zone 6. Initially, he was appointed to the Board of Commissioners to complete the term of a former Commissioner and was elected to the Board in 2007. Mr. Pappacoda is the owner of the Long Island Beauty Schools, with locations in Hempstead and Hauppauge, New York.

Mr. Pappacoda has been active on the Commission and currently serves as chair of the Educational Quality and Compliance Committee; he is a member of the Constitution and Procedures Committee, and the Committee on Re-Recognition. He has served on the Institutional Changes and Finance Committee, and the Ad Hoc Committee to Review Processes and Applications.



Mr. Reid Chave,
Second Vice Chairman

Mr. Reid Chave has been a member of the Board of Commissioners since 2004, and was re-elected in 2008 to serve as Commissioner Representing the Public Interest. He has been in the field of education for over 30 years. Mr. Reid served as First Vice Chair of the Executive Committee in 2007 and is currently serving his second one year term as Second Vice Chair.

Mr. Chave is a member of the Academic and Institutional Changes Committee, Constitutional and Procedures Committee and he chairs the #3 File Review Team. He

has also chaired the Educational Quality and Compliance Committee and the Nominating Committee.

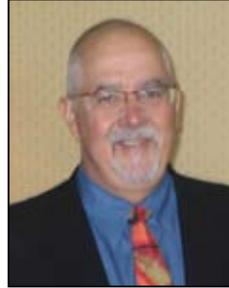


Ms. Dorothy Soressi,
Treasurer

Ms. Dorothy Soressi has been a member of the Board of Commissioners since 2006 when she was elected as Academic Commissioner. She has been active in Cosmetology Education for over twenty-five years. Her personal mission during her career has been to improve the quality of cosmetology education. She received her Master's degree in Education from the University of Massachusetts. She currently is Vice-President of Empire Education Group.

Ms. Soressi is the Chairman of the Institutional Changes

& Finance Committee, Standards and Policies Committee and the Advisory Committee on Standards. She is a member of the Educational Quality and Compliance Committee and the #3 File Review Team.



Darrell Camp,
Secretary

Mr. Darrell Camp has been a member of the Board of Commissioners since 2006 as a School Owner Commissioner Representing Zone 1. He is the owner of Northwest Academy with locations in Mount Vernon and Everett, Washington. Mr. Camp is the Chairman of the Constitution and Procedures Committee, and the #4 File Review Team. He is a member of the Academic and Institutional Changes Committee.

NACCAS Welcomes Newly Elected Commissioners

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) on December 8, 2008 received the election results for the Board of Commissioners from the certified public accounting firm of Nichols DeHaven & Associates, CPAs located in Charles Town, West Virginia. Mr. Jim Goins from Shreveport, Louisiana was re-elected to serve as School Owner Commissioner Representing Zone 4; Mr. Reid Chave from Mt. Pleasant, South Carolina was re-elected to serve as Commissioner Representing the Public Interest; Mr. Stuart Arnheim from Fairfield, Connecticut was elected to serve as School Owner Commissioner At-Large; Ms. Cynthia Becher from Fort

Dodge, Iowa was elected to serve as School Owner Commissioner Representing Zone 3; and Ms. Jessica Wolman from Tempe, Arizona was elected to serve as School Owner Commissioner Representing Zone 2.

Mr. Bill Church, Commission Chairman, announced the appointments of Mrs. Letha Barnes and Mr. Ronald Perry: Mrs. Letha Barnes from Santa Teresa, New Mexico to serve as Academic Commissioner and Mr. Ronald Perry from Hamilton Square, New Jersey to serve as Commissioner Representing the Public Interest. Mrs. Barnes and Mr. Perry were appointed to fill the positions on the Board of Commissioners for Commissioners who had stepped down. Commissioners Barnes and Perry will serve from January 1, 2009 until December 31, 2009.





Mr. Jim Goins Jr.,
School Owner
Commissioner Zone 4

Mr. Jim Goins Jr. has been a member of the Board of Commissioners since 2004 as a School Owner Commissioner Representing Zone 4. He has been active on the Commission, and served as Treasurer prior to serving as Chairman of the Executive Committee of the NACCAS Board of Commissioners in 2007. Mr. Goins currently serves on the Committee on Re-Recognition, Constitution and Procedures Committee, Institutional Changes & Finance Committee, and Educational Quality and Compliance Committee.



Mr. Reid Chave,
Commissioner Representing
the Public Interest

Mr. Reid Chave has been a member of the Board of Commissioners since 2004 as a Commissioner Representing the Public Interest. He has served on the Executive Committee for four years and is currently the 2nd Vice Chair. Mr. Chave is a member of the Constitution and Procedures Committee, and Academic and Institutional Changes Committee, and he Chairs the #3 File Review Team.



Mr. Stuart Arnheim,
School Owner
Commissioner At-Large

Mr. Stuart Arnheim has been in proprietary education for over 30 years. He is the president and owner of Brio Academy of Cosmetology with 7 locations throughout the State of Connecticut. He has served as a NACCAS evaluator for 15 years and had the opportunity to visit over 100 institutions for candidate, initial, renewal and change of ownership purposes. He is currently a member of the Constitution and Procedures Committee, Academic and Institutional Changes Committee and a member of #2 File Review Team.



Ms. Cynthia Becher,
School Owner
Commissioner Zone 3

Ms. Cynthia Becher is the owner of La' James International College with locations in Iowa, Illinois, and Nebraska. She has been in the cosmetology industry for over 40 years. She was instrumental in the conception and development of the Cosmetology Educators Association (CEA), a national organization for cosmetology educators and the continuing education thereof. Ms. Becher is currently a member of the Institutional Changes and Finance Committee, the Standards and Policies Committee and a member of #1 Review Team.



Ms. Jessica Wolman,
School Owner
Commissioner Zone 2

Ms. Jessica Wolman is the owner, vice-president and secretary treasurer of Olympus, Inc., I.T.S. Academy of Beauty with 17 locations in New Mexico, Oklahoma, Texas, and Arizona. She has been in the cosmetology school industry and hair care manufacturing business for over 25 years. Ms. Wolman is currently a member of the Standards and Policies Committee, Institutional Changes & Finance Committee and a member of # 4 File Review Team.



Mrs. Letha Barnes,
Academic Commissioner

Mrs. Letha Barnes was appointed by the Board of Commissioners to serve as Academic Commissioner to complete the term of a Commissioner that stepped down from the Commission. Mrs. Barnes is a former NACCAS Commissioner, 1st Vice Chairman, and special NACCAS Evaluator with over 100 school visits. She has been a NACCAS Workshop Instructor for over 10 years. Mrs. Barnes was the Director of the Milady Career Institute for 9 years before retiring to start her own company. She is the owner and president of Training, Education, And Management, Inc. (TEAM, Inc.). Mrs. Barnes is currently a member of the Educational Quality

and Compliance Committee, Standards and Policies Committee and a member of the # 1 File Review Team.



Mr. Ronald Perry,
Commissioner Representing the Public Interest

Mr. Ronald Perry was appointed by the Board of Commissioners to serve as Commissioner Representing the Public Interest to complete the term of a Commissioner that stepped down from the Commission. Mr. Perry is currently an Adjunct Instructor of Entrepreneurial Studies and Strategy at the graduate (MBA)

and undergraduate levels at Rider University's College of Business Administration. Mr. Perry is currently a member of the Standards and Policies Committee, Institutional Changes and Finance Committee and a member of the #2 File Review Team.

The NACCAS Commission and Staff extend their congratulations to each of our new Commissioners.

Meet the New NACCAS Staff

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) would like to introduce you to the newest members of our staff. These individuals have made an immediate impact on NACCAS. They bring to their positions dedication, experience, and a very high level of professionalism.



Darin Wallace, Esq.,
Director of Government Relations and Legal

Darin Wallace joins NACCAS as Director of the Government Relations and Legal Department with over 12 years of experience as a practicing attorney. Darin brings to this position extensive experience advising boards of directors and senior management of clients in diverse industries (from airlines to commercial banks, and

from small business owners to professional investment fund managers) in a broad range of transactional and corporate governance matters.

Darin holds a J.D. degree from the University of Virginia and an M.A. in Economics from Northwestern University. Darin resides in Manassas, Virginia and in his spare time enjoys playing with his 4-year-old son and humoring his long-suffering wife.





Len Grus, CPA,
Director of Finance

Len Grus, CPA joins NACCAS as Director of Finance with 15 years of experience in similar positions. Most recently Len worked for a company which provided management training courses for government and commercial clients. Prior to that he was in the relocation services industry, and he served as treasurer

of a \$1 billion finance cooperative for Caterpillar equipment dealers.

Len became a Certified Public Accountant in 1993 and earned an MBA from George Mason University. He started with NACCAS on March 12 and looks forward to the challenge of running the finance department. Len resides in Sterling, Virginia and in his spare time enjoys outdoor activities such as hiking and biking. He's also an active member and council officer with Knights of Columbus.



Eric Hurst,
Accountant/ Financial Analyst

Eric Hurst joins NACCAS as a financial analyst / accountant. He graduated from Harford Community College with an Associates Degree in accounting in 1993 and went to work for a company that owned 10 restaurant franchises, first doing accounts payable for 3 years and then as full-charge bookkeeper for 12 years. He started at NACCAS in

January 2009 and is working through the challenges of a very different role than the strictly accounting functions of his previous job. He currently lives in Bel Air, Maryland but is preparing to move due to the lengthy commute. Eric enjoys traveling, especially to National Parks, and looks forward to living in the D.C. area where he has long enjoyed the Washington mall, the monuments and the museums.



Miranda Shurtleff,
Regional Accreditation Specialist

Miranda joined NACCAS in January 2009. Her father was in the Air Force and she has lived all over the United States, but she considers Florida home. She attended Brigham Young University where she received her Bachelor of Science degree in Elementary Education. She taught elementary school for several years before moving to

Washington, D.C.

Miranda is responsible for all NACCAS-accredited schools in the states of Illinois, Nebraska and Michigan.

Miranda is the fifth of six children and loves spending time with her family and friends. She enjoys reading, traveling and relaxing on the beach.



Ubah Pathan,
Regional Accreditation Specialist

Ubah Pathan comes to NACCAS after recently graduating from Virginia Commonwealth University with a Masters in Business Administration degree. Prior to working with NACCAS, Ubah was with US Airways for six years as a Human Resources Analyst. In her spare time Ubah likes to read, travel and watch TV (her current favorite program is The

Amazing Race). Ubah's favorite aspect of her position as Regional Accreditation Specialist is getting to help schools navigate through the accreditation process. And about the travel involved with being an Accreditation Specialist, Ubah says, "I love flying, put me on a plane 24 hours a day, 7 days a week and I'm a happy camper."



Tiffany Carter,
Receptionist

Tiffany joined NACCAS in October 2008. Tiffany was born in Fauquier County, Virginia and was raised in Manassas, Virginia. She currently resides in Woodbridge, Virginia. She attended Anne Arundel Community College and studied business management where she received certificates in Business Clerical and Office Support services.

She provides support services to management, has a pleasant, friendly voice and is very helpful with each call or visitor that comes into the NACCAS office.

Tiffany is the youngest of three children and enjoys cooking and watching movies.



Brenda Hamilton,
Accreditation
Administrative Assistant

Brenda joined NACCAS in September 2008. She lives and resides in the Washington Metropolitan area. Brenda attended Bauder Fashion College in Atlanta, GA and has an Associates degree in Merchandising. Her most recent position before joining NACCAS was with MNCPPC as an Administrative Assistant to the Health & Benefit department.

In her spare time she enjoys traveling, cooking, and entertaining family and friends.

Brenda brings professionalism and experience to NACCAS and looks forward to working with the Accreditation department along with evaluators, school owners, and commissioners.

**WELCOME TO OUR
NEW STAFF!**



NACCAS Community Call for Comment Results

The Board of Commissioners of the National Accrediting Commission of Cosmetology Arts & Sciences, Inc. has been asked by constituents about the results of Community Calls for Comment held in 2008 and 2009. Actions taken and plans developed are summarized here.

2009 Community Call for Comment

The issues and suggestions from constituents will be considered at a policy meeting to be held in Philadelphia, Pennsylvania between April 28 and May 4, 2009. The Commission began discussion during the meeting held February 5 – 8, 2009.

Several constituents suggested adding an annual Community Call for Comment to the NACCAS' By-Laws. A proposal (07-19) for such an amendment was published in 2007 but was not adopted. However, the Commission has continued the forum each year, and seeks ways to achieve a broad level of participation in it.

2008 Community Call for Comment

1. Definition of "Significant Changes": In August 2008 the Commission published proposal 08-19 to distinguish between changes that are substantive (and require prior approval) and changes that are non-substantive (and only require timely notice). The proposal was adopted, with minor modifications, and went into effect on January 1, 2009. See the 2009 Handbook, Part 4 of the *Rules of Practice and Procedure*.
2. Restructuring of Zones, more at-large seats: Currently there is a reasonable balance of the number of schools in each zone. The issue of allowing non-school owners to run for positions representing schools owners is on the table and discussion is continuing.
3. Additional Locations (branches): The Commission agreed with the community that there is no need to change the nomenclature used at this time.
4. Advertising and the new technology: The Commission's policy on advertising is generic enough to cover electronic modalities of advertising. The complaint procedure is a way to monitor misrepresentation.
5. Paid Recruitment of students: At the May 2009 policy meeting the Commission will discuss a standard so both non-Title IV and Title-IV institutions would be subject to the same standards prohibiting use of paid recruiters.

Most Frequently Cited Criterion

Standard VII, Criterion 3:

Institutional Refunds

It's all about the \$\$\$\$!!!! There are several reasons why schools receive limitations in this criterion during their on-site evaluations. It is a complicated process requiring the school to develop a policy, with forms to document the policy, and then implement the policy using the correct dates, hours and in a timely manner. The multiple steps of the institutional refund process can create issues, so let's take them step by step.

1 Develop an institutional refund policy:

- Based on the NACCAS Cancellation and Settlement Policy and Minimum Refund Guidelines; or
- Based on the State mandated refund regulations: if the State has a mandated policy then the school must base their policy on the State regulations; or
- Based on a policy more generous to the students than the State's rules or NACCAS requirements.

2 Check that the school's refund policy is compliant with the State or NACCAS requirements.

- The NACCAS Handbook and the website have the 'Cancellation and Settlement Policy and Minimum Refund Guidelines' and the accompanying checklist of required elements.

- The State regulations are usually included in the State law book.
- If the school has a policy or is developing a new one, and is unsure if the policy is compliant, send a copy to the NACCAS office and the staff will review it. For easier review, please cross-reference your refund policy with the NACCAS Cancellation and Settle Policy checklist.

3 Implement the policy.

- Follow the policy in all aspects, for example, refunding the correct amount of money in the timeframe defined by the policy. Remember to use the refund policy on the withdrawn student's signed enrollment agreement and not the most recent refund policy. To minimize mistakes, have more than one employee review the refund calculation.
- Calculate the percentage of the refund based on the hours of attendance. These hours can be actual or scheduled, and the school needs to specify which it is using in its policy.
- Document that the school is following its published policy. Each student who withdraws whether in the first hour of attendance or the last day before graduation must have a completed institutional refund calculation in the

student file. Even if the school has completed a Return to Title IV (R2T4) form, the school must still complete an institutional refund calculation for each student who withdraws.

- There is an example of an institutional refund calculation form in the NACCAS Samples and Guides booklet and on the NACCAS website. The refunds are made for all students who withdraw, officially or unofficially.

4 Piffalls and Problem Areas:

- Unofficial Withdrawals are the students who create the most confusion. The school must monitor attendance, at a minimum of once a month, to determine when a student has stopped attending and therefore should be terminated. The refund is based on the last day of physical attendance, so the school must have some way to determine the date the student last attended school. Students not on a leave of absence should be withdrawn no later than 30 days from the last day of attendance. Schools which do not monitor attendance will have to use grades, class records, clinic service records or be more creative to determine what the student's last day is.
- Leave of Absences also create confusion for calculating the institutional refund. The refund calculation may not be made until the school determines that the student is not returning from a leave of absence, but uses the last day of physical attendance to figure the percentage of attendance. As an example, a student attends until October 1, 2007, takes a leave of absence until February 1, 2008, and then does not return. According to the NACCAS policy, the school must do the calculation and return

the money if necessary by March 15, 2008, but the refund is based on the student's last day of physical attendance which was October 1, 2007.

- It is easy to accidentally leave a required element out of your refund policy. The policy must include all the required elements of the NACCAS Cancellation and Settlement Policy and Minimum Refund Guidelines or all of the required elements of the state mandated refund policy, if the state mandates a specific refund policy. Cross-reference the school's refund policy with the NACCAS Cancellation and Settlement Policy checklist to ensure all required elements are contained within the school's policy.
- Lastly, schools commonly make the mistake of not publishing its refund policy identically the same in the catalog as on the enrollment agreement. Schools are required to have a refund policy and publish that policy in the catalog and on the enrollment agreement. The policy must be exactly the same (word-for-word) in both publications. If you make a change to your refund policy, you need to remember to change the policy in both the catalog and enrollment agreement. You may find it easiest to use the 'copy and paste' features of your computer's word processing system to ensure that the policy is identical in both places.

Please contact the office if you have questions or concerns about the criterion. The Accreditation Staff will help you with developing, implementing and documenting the school's institutional refunds.



NACCAS Board of Commissioners

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Chairman

Sal Pappacoda,
First Vice Chairman

Reid Chave,
Second Vice Chairman

Dorothy Soressi
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Darrell Camp,
Secretary

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Jessica Wolman,
Representing Zone 2

Cynthia Becher,
Representing Zone 3

Jim Goins,
Representing Zone 4

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Representing Zone 6

Stuart Arnheim,
At-Large

Commissioners Representing the Public Interest

At-Large

Reid Chave

Ronald Perry

Commissioners Representing the Professional Services Field

At-Large

Kenneth Young

Jenae Davis

Commissioner Representing the Academic Field

At-Large

Letha Barnes

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Eileen Manrique, Regional Specialist: CA Extension # 148

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Randi Smith, Regional Specialist: IN, IA, MN, ND, SD, WI, KY

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Statement of Purpose

The NACCAS NOW is published by the National Accrediting Commission of Cosmetology Arts & Sciences, Inc., (NACCAS®). NACCAS is a 501(c) (3) nonprofit corporation formed in the State of Delaware. Among the major aims and purposes are the following:

1. To advance and develop standards of education and instruction in cosmetology arts and sciences and cognate areas which serve to supplement the practical, scientific and business skills of the cosmetology and massage professions. Cosmetology arts and sciences concern the care for the health, condition, and appearance of hair, skin, nails, massage, and cognate areas.
2. To give recognition through accreditation to schools that agree to and do maintain high standards of cosmetology and massage education and assure quality programs to their students.
3. To encourage high standards of ethical and professional conduct and activities and programs designed to advance and improve service to the public in the field of cosmetology, arts and sciences, massage, and cognate areas.

NACCAS is recognized by the United States Department of Education as a national agency for the institutional accreditation of post-secondary schools and departments of cosmetology arts and sciences and massage, including specialized schools.

Subscription Rates:

Contact the Editor.

Have You Registered for a NACCAS Accreditation Workshop?

If your institution's reaccreditation date is January 2011 you may want to consider attending one of the three remaining Accreditation Workshops in 2009.

1 The Second Accreditation Workshop for 2009 is being held May 17-18 at The Columbus, 50 North Third Street, Columbus, OH 43215. The class registration is from 8:00 a.m. to 8:45 a.m., and the class starts at 9:00 a.m.

- The Pre-workshop for Accreditation for the Candidate Schools is being held May 16, 2009. The class registration is from 8:00am to 8:45am, and the class starts at 9:00am.
- The Evaluator Workshop will be on May 17-19, 2009. The Evaluator Training Class will end on May 19, 2009 at 1:00pm.
- The hotel reservation deadline is April 23, 2009. Call 800-417-1057 for your reservations.
- The NACCAS pre-registration deadline is May 7, 2009 or until the room block is sold out.

2 The Third Accreditation Workshop for 2009 is being held September 13-14 at The St. Anthony, 300 Travis Street, San Antonio, Texas 78205. The class registration is from 8:00 a.m. to 8:45 a.m., and the class starts at 9:00 a.m.

- The Pre-workshop for Accreditation for the Candidate Schools is being held September 12, 2009. The class registration is from 8:00am to 8:45am, and the class starts at 9:00am.
- The Evaluator Workshop will be on September 13-15, 2009. The Evaluator Training Class will end on September 15, 2009 at 1:00pm.
- The hotel reservation deadline is August 21, 2009. Call 800-996-3426 for your reservations.
- The NACCAS pre-registration deadline is August 31, 2009 or until the room block is sold out.

3 The Fourth Accreditation Workshop for 2009 is being held December 12-13 at the Las Vegas Hilton, 3000 Paradise Road, Las Vegas, Nevada. The class registration is from 8:00 a.m. to 8:45 a.m., and the class starts at 9:00 a.m.

- The Pre-workshop for Accreditation for the Candidate Schools is being held December 11, 2009. The class registration is from 8:00am to 8:45am, and the class starts at 9:00am.
- The Evaluator Workshop will be on December 12-14, 2009. The Evaluator Training Class will end on December 14, 2009 at 1:00pm.
- The hotel reservation deadline is November 18, 2009. Call 800-635-7711 for your reservations.
- The NACCAS pre-registration deadline is November 30, 2009 or until the room block is sold out.

DON'T BE LATE! REGISTER EARLY!



**The National Accrediting Commission
of Cosmetology Arts & Sciences, Inc.**

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