

Re: Body Cameras & Letter

Deborah Johnson (Cosmetology)

Tue 3/17/2026 3:17 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>; Erin Marceaux <Erin.Marceaux@LA.GOV>;

I have not.

Sincerely,



DEBORAH JOHNSON
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: deborah.johnson@la.gov
w: www.lsbc.louisiana.gov

From: Tisha Butler
Sent: Tuesday, March 17, 2026 3:15:27 PM
To: Erin Marceaux; Deborah Johnson (Cosmetology)
Subject: Re: Body Cameras & Letter

I have not.

Tisha



TISHA BUTLER
Assistant Director
Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: tisha.butler@la.gov
w: www.lsbc.louisiana.gov

From: Erin Marceaux
Sent: Tuesday, March 17, 2026 3:13:42 PM
To: Deborah Johnson (Cosmetology); Tisha Butler
Subject: Body Cameras & Letter

Good afternoon ladies,

Have either of you received complaints from any department regarding either of the following:

1. Body camera usage by the inspectors
2. The letter sent to the schools in February 2026 asking for notification of staffing changes

Thank you,

Erin



ERIN GRACE MARCEAUX

Executive Director

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: (225)200-2576

e: erin.marceaux@la.gov

w: www.lsbc.louisiana.gov

Re: Inspector body cameras

Erin Marceaux

Mon 3/9/2026 5:53 PM

Sent Items

To: Nicole Gaudin <ngaudin@compasscareercollege.net>; jennifer reed <jenniferreed2013@yahoo.com>;

Thank you!! Hopefully you hear back soon. I still have not received an official cease and desist for usage.

From: Nicole Gaudin <ngaudin@compasscareercollege.net>

Sent: Monday, March 9, 2026 3:32:57 PM

To: jennifer reed; Erin Marceaux

Subject: RE: Inspector body cameras

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Thanks for sharing!

From: jennifer reed <jenniferreed2013@yahoo.com>

Sent: Monday, March 9, 2026 3:21 PM

To: Erin Grace Marceaux <Erin.marceaux@la.gov>; Nicole Gaudin <ngaudin@compasscareercollege.net>

Subject: Fwd: Inspector body cameras

This is the email that I sent to speaker Phillip Devillier in hopes of his support on the body camera situation. Just wanted to share to keep you in the loop.

Sent from my iPhone

Begin forwarded message:

From: jennifer reed <jenniferreed2013@yahoo.com>

Date: March 8, 2026 at 10:31:10 PM CDT

To: Phillip Devillier <Pdevillier@legis.la.gov>

Subject: Inspector body cameras

I hope this email finds you well, Phillip.

I'm reaching out to you because I believe you trusted my judgment when you recommended me for the position as Chairman of the Louisiana State Board of Cosmetology. It has been quite a journey thus far, but well worth it because of my dedication and passion for this industry.

With that being said, there has been a bit of frustration and a need for understanding and clarity regarding a situation that developed about two weeks ago. It began with a phone call to Jean Pitre, one of our board members, from Ryan Roberts, who was in Washington, D.C. with the Governor. Ryan stated that the Governor said to immediately cease operations of the body cameras that we had implemented for our inspectors during inspections of our

licensees. The cameras had only been implemented approximately one month prior. The only explanation given was that the Governor had received several complaints and was tired of hearing about it.

As Chairman, neither I nor Erin Marceaux, the Executive Director of the Louisiana State Board of Cosmetology, have received a formal cease and desist regarding the use of body cameras for our inspections from the Governor's Office, nor were we provided with any report outlining complaints related to the body cameras.

Out of respect for the Governor's Office, we temporarily ceased the use of the cameras. Our Executive Director, Erin Marceaux, also reached out to Emily Andrews for a possible explanation and clarification of what transpired, seeing that our office has not received any complaints regarding the implementation of the body cameras. Emily then asked Erin to send her a timeline and the reasons for their implementation. Erin and I composed an email, per Emily's request, that I will share with you. We have still not received a formal response.

Emily did attempt to reach out to me by phone on Thursday afternoon, but we were unable to connect. She left a voicemail, and when I finished my day, I returned the call but was again unable to reach her. I then called again on Friday and left a voicemail. We still have not spoken.

It is our hope that once a better line of communication is established and our efforts toward transparency and accountability are acknowledged for what they are truly intended to be, this matter can be resolved. Our goal is to move forward, with the Governor's approval, in implementing body cameras for our inspectors during inspections of our license holders.

Your support and guidance on this matter would be greatly appreciated. I will also forward Erin's email to Emily so you can better understand the reasoning behind the implementation of the body cameras.

Thank you in advance,

Jennifer Reed, Chairman
Louisiana State Board of Cosmetology

Sent from my iPhone

Fw: HALOS | Onboarding Recap

Deborah Johnson (Cosmetology)

Thu 2/19/2026 11:08 AM

To: Erin Marceaux <Erin.Marceaux@LA.GOV>;

Sincerely,

Deborah Johnson | Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 ext 206 | 866-257-7901 (toll free)

e: deborah.johnson@la.gov

w: www.lsbclouisiana.gov



From: Chiara Nunu <Chiara.Nunu@haloamericas.com>

Sent: Thursday, February 19, 2026 10:32 AM

To: Deborah Johnson (Cosmetology)

Subject: Re: HALOS | Onboarding Recap

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

Yes, you can blur images in videos. I have included a link to a video and step-by-step instructions for redacting footage. If you have any questions, I am happy to jump on a call with you!

HALOS | Video Redaction

Best,
Chiara

Chiara Nunu

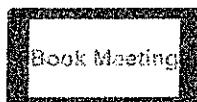
HALOS Body Cams

512-886-2713

Customer Success Manager

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056



Create Your Own Free Signature

On Thu, 19 Feb 2026 at 10:23, Deborah Johnson (Cosmetology) <Deborah.Johnson@la.gov> wrote:
Good Morning,

I have a question...are we able to blur images if we need to present these videos?

Sincerely,

Deborah Johnson | Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 ext 206 | 866-257-7901 (toll free)

e: deborah.johnson@la.gov

w: www.lsbclouisiana.gov



From: Chiara Nunu <Chiara.Nunu@haloamericas.com>

Sent: Tuesday, December 2, 2025 12:42:57 PM

To: Deborah Johnson (Cosmetology)

Subject: Re: HALOS | Onboarding Recap

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

Login to your account and head to the teams tab. Once you're there, on the top right corner there is an orange tab that says "Add user". You will need to type in their email address, their name, and click the "can login" box. Once that is done, select Supervisor and save the user.

They will be able to reset their password on the Vault Login page the same way you did.

Let me know if you have any questions.

Best,
Chiara

On Tue, Dec 2, 2025 at 12:29 Deborah Johnson (Cosmetology) <Deborah.Johnson@la.gov> wrote:
Do I just add them like I do when I assigned the cameras but make them supervisors?

Sincerely,
Deborah Johnson
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

From: Deborah Johnson (Cosmetology)
Sent: Tuesday, December 2, 2025 12:22:14 PM
To: Chiara Nunu
Subject: Re: HALOS | Onboarding Recap

Thank you! We are trying to all create our supervisor accounts but it isn't letting the others. How do we do it again?

Sincerely,
Deborah Johnson
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

From: Chiara Nunu <chiara.nunu@halosbodycams.com>
Sent: Tuesday, December 2, 2025 10:37:33 AM
To: Deborah Johnson (Cosmetology)
Subject: HALOS | Onboarding Recap

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah,

Great to meet you! As a recap, I've provided some helpful resources below that you can circulate with the team:

[Get to Know your Camera](#)
[How to Remove your Camera for your Mount](#)

Attached is our Onboarding Packet which covers some of the items we reviewed today. I have also updated your retention to **90 days**.

We look forward to our partnership, please let me know if you have any questions!

Best,
Chiara

Chiara Nunu

Customer Success Manager

HALOS Body Cams

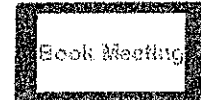
512-886-2713

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056



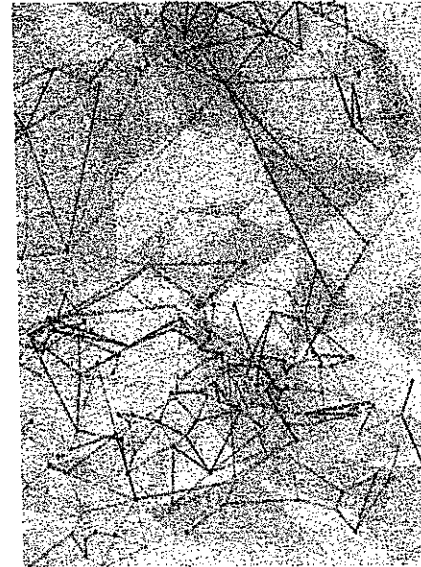
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Prefer fewer emails from me? Click [here](#)



2026 Inspector Technology Training



Welcome

Introductions

One word to describe you

District

Agenda

Equipment Distribution

iPad Training

Body Camera Training

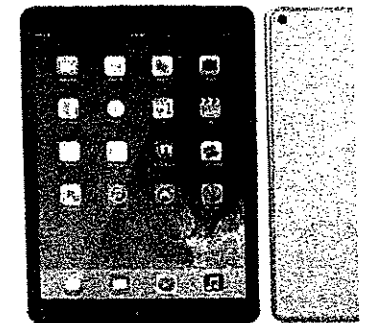
Professional Development

Policy and Procedure Review

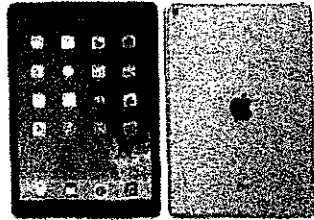
Questions, Demonstrations and Practice

Closing Remarks

Equipment Distribution



iPads



- Navigation
- Using Encore
- Starting an inspection
- Uploading photos
- Attaching documents
- Completing and submitting
- Email use
- Cloud storage and security protocols
- Troubleshooting basics

**Let's
Practice!**



Body Cameras

- Where do you mount it?
- When is recording required?
- How to begin/end recording
- Uploading footage and storage policy
- Proper handling, charging and care
- Privacy and confidentiality practices
- Review of state and agency policy



Partner Up!

Attempt to "Go live" too!



Professional Development



Professional Communication
with licensees and public



De-escalation and conflict
resolution



Avoiding neutrality and
avoiding conflicts of interest

- Document, Document, Document!!
- Time management and organization
- Ethics and professional field

Policy & Procedure Review



Electronic documentation requirements

Submitting all Inspection Materials electronically

Monetary Practices



Mailing all physical payments



Complete the "verification of funds"



Photographing all payments and attaching inspection files in Encore

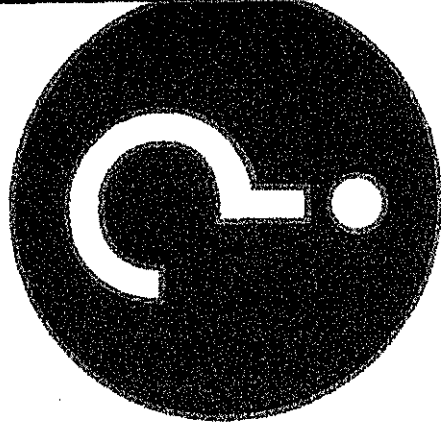


Accountability and compliance expectations

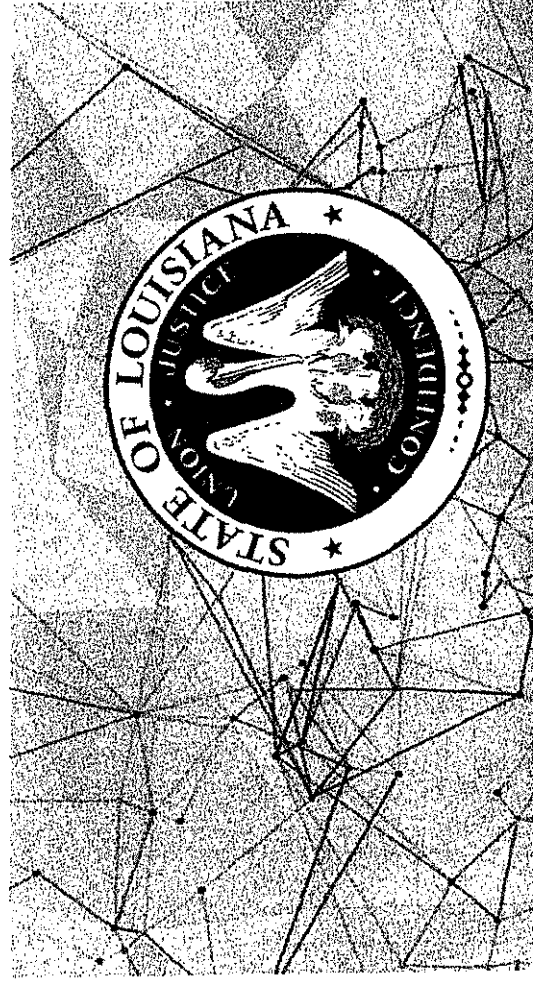
Troubleshooting & Common Mistakes



Questions



**Closing
Remarks**



**2026 Inspector
Technology Training**

Louisiana State Board of Cosmetology

Inspector Body-Worn Camera (BWC) Policy

1. Purpose

The purpose of this policy is to establish uniform guidelines for the use, management, storage, and review of Body-Worn Cameras (BWCs) by inspectors employed by the Louisiana State Board of Cosmetology (LSBC). BWCs are intended to promote transparency, enhance inspector and public safety, document inspections and enforcement actions, and assist in resolving complaints.

2. Scope

This policy applies to all LSBC inspectors who are issued a Body-Worn Camera and any staff involved in the storage, review, or maintenance of body-camera footage.

3. Definitions

Body-Worn Camera (BWC):

A portable audio/video recording device worn on an inspector's outer clothing.

Recording:

Any audio, video, or image captured by a BWC.

Inspection Activity:

Any official visit, routine inspection, audit, investigation, compliance check, or enforcement action conducted by an LSBC inspector.

4. Required Use of Body-Worn Cameras

4.1 When BWCs Must Be Activated

Inspectors shall activate their BWCs during the following situations:

- Entry into any licensed cosmetology establishment, booth, school, or facility for official duties.
- Any inspection, reinspection, audit, or compliance check.
- Any interaction where enforcement action may occur, including issuance of a violation, citation, or notice.

6.2 Retention Schedule

Recordings shall be retained for:

- 2 years for routine inspections with no violations or complaints.
- 4 years for inspections resulting in a violation, citation, or enforcement action.
- Until final resolution for any inspection under legal review, active complaint, or litigation.

7. Access and Review of Recordings

Only authorized LSBC personnel may view recordings, including:

- Board members
- LSBC Executive Director
- Legal counsel
- Investigations/Enforcement supervisors

Recordings may be reviewed for:

- Complaint investigations
- Inspector conduct review
- Training purposes
- Legal proceedings or evidence requests

Licensees may request recordings through the proper public records or legal request channels, subject to applicable state privacy and public records laws.

8. Prohibited Conduct

Inspectors shall not:

- Disable or fail to activate the BWC when required.
- Record for personal use.
- Share or distribute recordings outside official LSBC channels.

Cease Operations- Body Cameras

Erin Marceaux

Fri 2/20/2026 4:58 PM

Sent Items

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Tywanda Spland <Tywanda.Spland@LA.GOV>;

Cc: Kiwan Wade <Kiwan.Wade@LA.GOV>; Tisha Butler <Tisha.Butler@LA.GOV>; William Bunch (Cosmetology) <William.Bunch@LA.GOV>;

Good evening,

Effective immediately operational use of the body cameras with the inspectors in the field must cease.

Please set up a meeting with all inspectors Monday at 10am for us to discuss as a team.

Thank you,
Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: (225)200-2576
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

Good Afternoon Erin,

I am writing to provide a statement regarding my interaction with State Board Inspector Edrin during her inspection of my business, The Beaux Heaux LLC, on March 4 2026

Inspector Edrin arrived and introduced herself as being with the Board of Cosmetology. She asked if I had my cosmetology license and my salon license. I confirmed that I have my cosmetology license and explained that my salon is not currently operational because it flooded after my lease began in January, and that only the boutique side of my business is open.

Almost immediately, Inspector Edrin began speaking in an accusatory tone, questioning my explanations and repeatedly implying that I was lying. She accused me of having dirty bowls, which is not accurate, because I have not performed any color services. I explained that the only service I had performed was for my sister since she has a wedding coming up, and I did not take any payment. I also showed her a previous inspector's business card, Kristin Bourque, to verify past inspections. Inspector Edrin initially denied knowing Kristin and continued questioning me until she called her supervisor for confirmation stating she doesn't know a Kristin. During this time, she spent most of the interaction speaking with her supervisor rather than engaging with me directly. Throughout the inspection, she asked multiple questions rapidly without allowing me to fully answer, repeatedly getting visibly upset and scolding me for casual language like "girl" and stating I must use "ma'am" or her first name. When I explained that her tone was stressing me out, she began using terms of endearment, which contradicted her previous corrections and added to my discomfort. At one point, she stated that, because I do not currently have a salon license, I would need to go before the Board for a hearing. This statement caused me significant stress and anxiety, as I felt my license could be at risk despite my explanations. I initially allowed the inspection to continue because I knew I had done nothing wrong. However, her continued accusatory tone, refusal to let me explain, and focus on the possibility of a board hearing became overwhelming. I asked her to leave, stating that I was unable to continue under these conditions as this is added stress on top of how home life has been recently, but she refused to leave immediately.

 I wish this inspection had included a body camera, as is normally used, so that my side of the interaction could be accurately documented. The way this inspection was conducted made me feel intimidated, stressed, and unable to communicate effectively, and I am concerned that without proper documentation, my statements could be misrepresented or disregarded.

Thank you for your attention to this matter. I respectfully request that my concerns be reviewed and that future inspections allow licensees to fully explain their situation in a professional and respectful manner.

Sincerely,
Reham Toom
Owner, The Beaux Heaux LLC

Statement Regarding Inspection by Inspector Edrin

Re <thebeauxheaux@gmail.com>

Wed 3/4/2026 12:41 PM

To: Erin Marceaux <Erin.Marceaux@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Good Afternoon Erin,

I am writing to provide a statement regarding my interaction with State Board Inspector Edrin during her inspection of my business, The Beaux Heaux LLC, on March 4 2026

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Sincerely,

Re: New Public Records Request as Spinoff from Last One

Robert Burns <robert@soundoffla.com>

Wed 3/25/2026 2:32 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Cc: Erin Marceaux <Erin.Marceaux@LA.GOV>; Sheri Morris <smorris@daiglefisse.com>; Freddie Phillips <freddiephillips65@gmail.com>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Good Afternoon:

YES, this way works well, and thank you for the added convenience!!

Robert
Sent from my iPhone

On Mar 25, 2026, at 12:32 PM, Tisha Butler <Tisha.Butler@la.gov> wrote:

Good afternoon,

Rather than arrange a time for you to come to the office and scan these documents I have taken the liberty to just email them to you. I hope that you are okay with this method for this particular time.

1. Please provide a listing of the number of braiders who obtained their permits during calendar year 2023, 2024, 2025 and through the current date of March 19, 2026. Please also provide the school from which the newly-permitted braiders obtained their graduation certificates showing evidence of the 500 hours of instruction qualifying them to become a permitted braider. If you prefer to individually list the actual graduates, that is perfectly acceptable as well, but **please indicate the school of graduation from which the 500 hours of instruction was obtained.** (ATTACHED)
2. Please provide any correspondence on or after February 9, 2026 which in any way pertains to any inspection of Board Member Cosey's school as referenced in the attached letter to him dated February 9, 2026 and/or which has authorized him to resume enrolling students at his school. (No Inspections took place during this time)
3. Please provide body camera footage of any inspection which has transpired on Board Member Cosey's school since that February 9, 2026 letter was sent to him. (Body cameras were ceased operation effective February 20, 2026)



Re: New Public Records Request as Spinoff from Last One

Robert Burns <robert@soundoffla.com>

Wed 3/25/2026 2:32 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Cc: Erin Marceaux <Erin.Marceaux@LA.GOV>; Sheri Morris <smorris@daiglefisse.com>; Freddie Phillips <freddiephillips65@gmail.com>;

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3. Please provide body camera footage of any inspection which has transpired on Board Member Cosey's school since that February 9, 2026 letter was sent to him. (Body cameras were ceased operation effective February 20, 2026)

4. Please provide any actual inspection report generated on Board Member Cosey's school for any inspection which transpired on or after February 9, 2026. (ATTACHED)

Thanks,

Tisha

<OutlookEmoji-1773151499035c7aff872-f10e-4b35-86b1-e7d47e21967b.png>

From: Robert Burns <robert@soundoffla.com>
Sent: Friday, March 20, 2026 1:56:58 PM
To: Tisha Butler
Cc: Erin Marceaux; Sheri Morris; Freddie Phillips
Subject: Re: New Public Records Request as Spinoff from Last One

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Thank you so much for the clarification, Tisha, and this email just confirms Rev. Phillips was correct in urging the throwing of the red challenge flag.

You have an enjoyable weekend, and I look forward to hearing back from you next week.

Robert

Sent from my iPhone

On Mar 20, 2026, at 1:08 PM, Tisha Butler <Tisha.Butler@la.gov> wrote:

Good afternoon,

I am truly sorry and I appreciate the fact that you were able to reference the previous numbers that were given from past years and as a result, we have looked into the figures given. Our technology department is truly antiquated and running reports is not as simple as it once was, because of that we gave you an inaccurate number of alternative hair design permitters of 570. We have since re-ran the report and the true figure is 124.

New Initial permits issued per year reflect:

For the year of 2023 there were 7

For the year of 2024 there were 5

For the year of 2025 there were 8

For the year of 2026 there were 7

The reports are taking a little time to run to get the schools that these individuals went to, but hopefully I will have all of the information you requested from this new public records request by Tuesday March 24, 2026.

Thanks,

Tisha

<OutlookEmoji-17731514990354d0c68b8-f48c-4bb3-b160-3e2f5ec5d2cd.png>

From: Robert Burns <Robert@SoundOffLA.com>
Sent: Thursday, March 19, 2026 11:33:59 AM
To: Tisha Butler
Cc: Erin Marceaux; 'Sheri Morris'; Freddie Phillips
Subject: New Public Records Request as Spinoff from Last One

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.
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Tisha:

I want to again thank you for your prompt response to my previous public records request and the fact you were even willing to just answer a question rather than forcing the issue of mandatory request for documents.

I don't know if you are a fan of NFL football or NCAA football, but I need to make an analogy in making this latest public records request:

I am the head coach of the team, and your response to the last public records request is the latest play in the game. After the play concluded (i.e. once you sent the email), several of my assistant coaches, most especially Rev. Freddie Lee Phillips, Jr., whom I've copied on this email, have approached me and asked me to essentially throw the equivalent of the "red challenge flag" in an NFL or NCAA football game.

If you're unfamiliar with that aspect of football, each team is permitted a certain number of challenges per half and, based upon my assistant coaches (again, most especially Rev. Phillips), and the repeated publications which have been made that, as of 2022, only approximately 38 permitted hair braiders existed in Louisiana in contrast to 6,700 in Mississippi at that same timeframe, and I want to refresh anyone's memory by providing the link to this feature on *Sound Off Louisiana* from nearly a year ago:

<https://www.soundoffla.com/state-rep-c-denise-marcell-makes-surprise-appearance-at-cosmetology-board-meeting-and-states-that-its-kind-of-crazy-to-put-licensure-on-hair-braiders/>

In that article, I draw **particular attention to this passage**:

"As we have previously reported, Mississippi has 6,700 registered hair braiders (as of 2022) whereas Louisiana has approximately 38."

Given the response you provided below, one can only conclude that some 530 braiders have obtained permits since 2022. With that in mind, and also I reference the one page attachment to this email wherein Board Member Raymond Cosey was informed that his school could no longer enroll students in his school pending an inspection of the school facility, I make the following brand new public records request:

1. Please provide a listing of the number of braiders who obtained their permits during calendar year 2023, 2024, 2025 and through the current date of March 19, 2026. Please also provide the school from which the newly-permitted braiders obtained their graduation certificates showing evidence of the 500 hours of instruction qualifying them to become a permitted braider. If you prefer to individually list the actual graduates, that is perfectly acceptable as well, but **please indicate the school of graduation from which the 500 hours of instruction was obtained.**
2. Please provide any correspondence on or after February 9, 2026 which in any way pertains to any inspection of Board Member Cosey's school as referenced in the attached letter to him dated February 9, 2026 and/or which has authorized him to resume enrolling students at his school.
3. Please provide body camera footage of any inspection which has transpired on Board Member Cosey's school since that February 9, 2026 letter was sent to him.
4. Please provide any actual inspection report generated on Board Member Cosey's school for any inspection which transpired on or after February 9, 2026.

With this material, we will be essentially doing the same as the referees of an NFL or NCAA game and reviewing the last play called on the field "under the tent" to fully and completely analyze that call to determine game strategy thereafter irrespective of how the review process unfolds.

Thank you again for all of your diligence in responding to public records requests, and both myself, and my lead "Assistant Coach," Rev. Phillips, look very forward to hearing back from you entailing the above requested items.

Robert Edwin Burns, founder and author
SOUND OFF LOUISIANA
(225) 235-4346
Robert@SoundOffLA.com

From: Tisha Butler <Tisha.Butler@LA.GOV>
Sent: Tuesday, March 17, 2026 9:45 AM
To: Robert Burns <Robert@SoundOffLA.com>
Cc: Erin Marceaux <Erin.Marceaux@LA.GOV>; 'Sheri Morris' <smorris@daiglefisse.com>
Subject: Re: Very Simple Public Records Request

Good morning,

I have conferred with our IT department and we have a total of 570 alternative hair design permit holders.

Tisha

<image001.png>

From: Robert Burns <Robert@SoundOffLA.com>
Sent: Monday, March 16, 2026 4:53:20 PM
To: Tisha Butler
Cc: Erin Marceaux; 'Sheri Morris'
Subject: Very Simple Public Records Request

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Good Afternoon, Tisha:

This will probably be the easiest public records request I've ever submitted.

Please provide any documentation which evidences the number of alternative hair design permit holders in Louisiana.

Thanks, and look forward to hearing back from you.

Robert Edwin Burns, founder and author
SOUND OFF LOUISIANA
(225) 235-4346
Robert@SoundOffLA.com

<OutlookEmoji-1773151499035562c0470-6bf9-449f-8c86-72ea0d29d83a.png>
<OutlookEmoji-177315149903555b3e6aa-0290-45c8-a371-efbac8fa784a.png>
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<OutlookEmoji-17731514990355409209d-b177-479c-97fe-762eeb8aff50.png>

<Robert Burns Public Records Request (4).pdf>

🔄 Reply all | ▾ 🗑 Delete Junk | ▾ ...



Cease Operations- Body Cameras



Erin Marceaux

Fri 2/20, 4:58 PM

Deborah Johnson (Cosmetology); Tywanda Spland; Kiwan Wade; Tisha Butler; Willi ▾

🔄 Reply all | ▾

Erin M.

Good evening,

Effective immediately operational use of the body cameras with the inspectors in the field must cease.

Please set up a meeting with all inspectors Monday at 10am for us to discuss as a team.

Thank you,
Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: (225)200-2576
e: erin.marceaux@la.gov
w: www.lsbc.louisiana.gov

Cease Operations- Body Cameras

Erin Marceaux

Fri 2/20/2026 4:58 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Tywanda Spland <Tywanda.Spland@LA.GOV>;

Cc: Kiwan Wade <Kiwan.Wade@LA.GOV>; Tisha Butler <Tisha.Butler@LA.GOV>; William Bunch (Cosmetology) <William.Bunch@LA.GOV>;

Good evening,

Effective immediately operational use of the body cameras with the inspectors in the field must cease.

Please set up a meeting with all inspectors Monday at 10am for us to discuss as a team.

Thank you,
Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: (225)200-2576
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

Re: Action Required - HALOS Order Next Steps

Deborah Johnson (Cosmetology)

Wed 10/15/2025 3:01 PM

Sent Items

To: Maria Jose Aleman <mj.aleman@halosbodycams.com>;

ok thanks

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Maria Jose Aleman <mj.aleman@halosbodycams.com>

Sent: Wednesday, October 15, 2025 3:00:49 PM

To: Deborah Johnson (Cosmetology)

Subject: Re: Action Required - HALOS Order Next Steps

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

You can sign, no issue.

On Wed, 15 Oct 2025 at 14:59, Deborah Johnson (Cosmetology) <Deborah.Johnson@la.gov> wrote:

Hey,

I got it. Should my boss Steve Young, the executive director, sign it?

I can sign it just wasn't sure.

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Maria Jose Aleman <mj.aleman@halosbodycams.com>

Sent: Wednesday, October 15, 2025 2:10:42 PM

To: Deborah Johnson (Cosmetology)

Subject: Action Required - HALOS Order Next Steps

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah,

Congratulations on placing your order for HALOS Body Cameras! We're excited to partner with your team to enhance safety and accountability in your operations.

The next steps are straightforward:

1. **Sign the Agreement:** Once signed, this finalizes your order: [Click here to review your HALOS agreement](#)
2. **Payment:** Complete the payment to move forward.

After that, we'll begin **onboarding**, which is likely the most important step. During this process, we'll ensure everyone on your team knows how to use the cameras effectively and gets the maximum value from them.

Please ensure you have your wifi network name and password ready to hand to your CSM.

Please don't hesitate to reach out if you have any questions about the next steps.

Looking forward to supporting your team!

Sincerely,



MJ Aleman

Software Sales Specialist
HALOS Body Cameras

980-377-2701

mj.aleman@halosbodycams.com
www.halosbodycams.com

HALOS

Prefer fewer emails from me? Click [here](#)

MJ Aleman sent you HALOS - Agreement (US) - Louisiana State Board of Cosmetology - 2025-10-15

MJ Aleman <docs@email.pandadoc.net>

Wed 10/15/2025 2:07 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.



MJ Aleman sent you HALOS - Agreement (US) - Louisiana State Board of Cosmetology - 2025-10-15.

OPEN THE
DOCUMENT

 FORWARD

 Report spam Report spam

Use PandaDoc to create, send, track, and eSign documents —
quickly and securely.

Re: HALOS Invoice amount 8,100.00 for Louisiana State Board of Cosmetology

Deborah Johnson (Cosmetology)

Fri 10/24/2025 1:10 PM

Sent Items

To: Maria Jose Aleman <mj.aleman@halosbodycams.com>;

Is it ok if we send a check instead paying online?

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Maria Jose Aleman <mj.aleman@halosbodycams.com>

Sent: Friday, October 24, 2025 1:03:28 PM

To: Deborah Johnson (Cosmetology)

Subject: Fwd: HALOS Invoice amount 8,100.00 for Louisiana State Board of Cosmetology

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Forwarding invoice and payment link.

----- Forwarded message -----

From: HALOS <billing.us@halosbodycams.com>

Date: Fri, 24 Oct 2025 at 13:01

Subject: HALOS Invoice amount 8,100.00 for Louisiana State Board of Cosmetology

To: <tisha.butler@la.gov>, <gajinder.dhaliwal@la.gov>

Cc: <mj.aleman@halosbodycams.com>

Amount Due: 8,100.00 USD

[View and Pay Online](#)



Invoice #INV-46860 from HALOS

Welcome to HALOS.

Thank you for your business. We appreciate the opportunity to partner with you.

This is your invoice in accordance with your agreement.

Invoice Amount: 8,100.00

Invoice Due Date: 10/24/2025

If you have any questions or issues, please simply reply to this email.

We thank you for your trust and confidence in this partnership.

- The HALOS Finance Team

(832) 762-3144 or email at billing.us@halosbodycams.com

Invoice Summary

Customer:	Louisiana State Board of Cosmetology
Invoice Number:	INV-46860
PO Number:	176
Date:	10/24/2025
Due Date	10/24/2025
Terms:	Due on receipt
Amount Due (USD):	\$ 8,100.00

[Download PDF](#)

[View and Pay Online](#)

Invoice powered by

Subscription Management for B2B SaaS

Fw: Your HALOS Order Has Been Placed

Deborah Johnson (Cosmetology)

Fri 11/21/2025 12:12 PM

Sent Items

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Chiara Nunu <chiara.nunu@halosbodycams.com>

Sent: Friday, November 21, 2025 12:05 PM

To: Deborah Johnson (Cosmetology)

Subject: Re: Your HALOS Order Has Been Placed

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

Your cameras just finished being tested yesterday. I apologize for the delay. You will receive your tracking number by end of day today.

Please keep an eye out for an email from shipping@halosbodycams.com.

You can reach out to me directly if you have any further questions.

Best,

Chiara

Chiara Nunu

Customer Success Manager

HALOS Body Cams

512-886-2713

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056



[Create Your Own Free Signature](#)[Book Meeting](#)

--
Prefer fewer emails from me? Click [here](#)

On Fri, Nov 21, 2025 at 6:00 PM, Deborah Johnson <deborah.johnson@la.gov> wrote:

Good Afternoon,

We still haven't gotten an update on the shipping of these cameras.

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Chiara Nunu from HALO Technologies Ltd <support@haloamericas.com>

Sent: Tuesday, November 4, 2025 11:30:28 AM

To: Deborah Johnson (Cosmetology)

Subject: Your HALOS Order Has Been Placed

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah,

Thank you for supplying your user information. Your HALOS camera order has been placed.

Our tech team will have the cameras configured and shipped to you within **7-10 business days**. Once shipped, you will receive an email notification from shipping@halosbodycams.com with your expected delivery date and tracking information.

As soon as your order is delivered, we will put some time on the calendar for a brief training session.

Please let me know if you have any questions in the meantime.

Warm regards,

Chiara

Chiara Nunu

Customer Success Manager

HALOS Body Cams

512-886-2713

chiara.nunu@halosbodycams.com

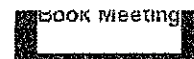
4400 State Highway 121, Suite 300, Lewisville, Texas 75056



[Create Your Own Free Signature](#)

4/24/26, 2:57 PM

Mail - Deborah.Johnson@LA.GOV



Prefer fewer emails from me? Click [here](#)

Your HALOS Camera order has shipped! Order Number: 333922900206

HALOS Body Cameras <tracking@shipstation.com>

Fri 11/21/2025 2:57 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah Johnson,

Exciting news – your HALOS order is on its way! Here's everything you need to get up and running quickly:

Shipment Details:

- Carrier: UPS
- Shipping Service: UPS® Ground
- Shipped on: 11/21/2025.
- Track your shipment: [1ZC435Y50331384498](#)

⚠ Important: A signature is required upon delivery. If no one is available, please arrange for pick-up.

Order Details:

- Order Number: 333922900206
- Shipping Address: Deborah Johnson

LOUISIANA STATE BOARD OF COSMETOLOGY

11622 SUN BELT CT

BATON ROUGE, LA 70809-4208 US
- Items Included in This Shipment:

Item #	Description	Qty
SL2720	Magnetic Lanyard	10
HALOS-Low-Data-Usage-SIM	HALOS SIM Plan 2	10
AWS-Cloud	AWS Cloud Storage - Vault License	10
S3A	HALO Horizon S3 BWC - USA	10

93033941 | 93033942 | 93033943 | 93033944 | 93033945 | 93033946 | 93033947 | 93033948 | 93033949 | 93033950

Next Steps - Set Up Your HALOS Vault Account:

- Username: deborah.johnson@la.gov
- Password: Click [here](#) to reset your password.
- If you already set up your account, you can access the Vault [here](#).
- Please use Google Chrome to access the full functionality of the Vault.

Get Familiar with Your New Camera(s):

- Access the HALOS Body Cam user manual [here](#).
- Access the HALOS Vault user manual [here](#).
- Find FAQs and 'How To' videos on various camera functions and features on our [Help Desk](#).

💡 Pro Tip: Charge your camera fully before first use and test video recording for best performance.

Need Help? Let's Chat!

If you have any questions or need further assistance, please don't hesitate to reach out. We're here if you need us!

The HALOS Success Team

HALOS Body Cameras

Phone: (832) 762-3144

Email: shipping.us@halosbodycams.com

Website: <https://halobodycams.com/>

Your HALOS Order Will Be Delivered Soon- Time To Schedule An Onboarding Session

Chiara Nunu <chiara.nunu@halosbodycams.com>

Tue 11/25/2025 11:07 AM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah,

Looks like your HALOS order is out for delivery! I want to set you up for success and would like to get an onboarding session put on the schedule.

Please also find our Onboarding Guide attached, I recommend reviewing at least the **Logging Into Vault** section and setting up your password before our call.

We will be covering:

- A Walk-through of the features on the HALO Horizon camera
- HALO Vault demo and set up
- Recommended best practices
- Discuss next steps

You can schedule your onboarding session with me by [clicking here](#).

Looking forward to connecting!

[HALOS | Onboarding Guide](#)

Warm regards,
Chiara

Chiara Nunu HALOS Body Cams
Customer Success Manager



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512-886-2713



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chiara.nunu@halosbodycams.com

4/24/26, 2:50 PM

Mail - Deborah.Johnson@LA.GOV

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4400 State Highway 121, Suite 300, Lewisville, Texas 75056

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[Create Your Own Free Signature](#)



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Deborah Johnson booked a meeting with: Chiara Nunu

Chiara Nunu <chiara.nunu@halosbodycams.com>

Tue 11/25/2025 11:19 AM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

New Meeting Booked with Chiara Nunu

Email address

deborah.johnson@la.gov

Date / time

December 2, 2025 9:45 AM CST (UTC -06:00)

ATTENTION - Your Halos Body Camera Order has been Delivered!

HALOS Body Cameras <tracking@shipstation.com>

Tue 11/25/2025 1:12 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Dear Deborah Johnson,

We are pleased to inform you that your order 333922900206 has been successfully delivered by UPS.

Delivered-To:

Deborah Johnson

LOUISIANA STATE BOARD OF COSMETOLOGY

11622 SUN BELT CT

BATON ROUGE, LA 70809-4208 US

Tracking Number: 1ZC435Y50331384498

Items Included in This Shipment:

Item #	Description	Qty
SL2720	Magnetic Lanyard	10
HALOS-Low-Data-Usage-SIM	HALOS SIM Plan 2	10
AWS-Cloud	AWS Cloud Storage - Vault License	10
S3A	HALO Horizon S3 BWC - USA	10

93033941 | 93033942 | 93033943 | 93033944 | 93033945 | 93033946 | 93033947 | 93033948 | 93033949 | 93033950

Next Steps - Access Your HALOS Vault Account:

- Username: deborah.johnson@la.gov
- Password: Click [here](#) to reset your password.

-

Get Familiar with Your New Camera(s):

-

Access the HALOS Body Cam user manual [here](#).

-

Access the HALOS Vault user manual [here](#).

-

Find FAQs and 'How To' videos on various camera functions and features on our [Help Desk](#).

💡 Pro Tip: Charge your camera fully before first use and test video recording for best performance.

Need Help? We've Got you Covered!

If you have any questions or need further assistance, please don't hesitate to reach out. We're here to help!

Thank you for choosing HALOS!

The HALOS Success Team

HALOS Body Cameras

Phone: (832) 762-3144

Email: shipping.us@halosbodycams.com

Website: <https://halobodycams.com/>

Updated invitation: HALOS | Louisiana State Board of
CosmetologyOnboarding @ Tue 2 Dec 2025 9:45am - 10:45am (CST)
(deborah.johnson@la.gov)

Google Calendar <calendar-notification@google.com> on behalf of
Chiara Nunu <chiara.nunu@halosbodycams.com>

Tue 12/2/2025 11:01 AM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Erin Marceaux <Erin.Marceaux@LA.GOV>;

 1 attachments (3 KB)

invite.ics;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

This event has been updated
Changed: attachments

Join with Google Meet

Meeting link

meet.google.com/nvn-idxy-tbd

Join by phone

(US) +1 402-627-0306

PIN: 598816326

More phone numbers

Attachments CHANGED

☐ HALOS | Louisiana Stat...

Looking forward to your onboarding with HALOS! **If you have not done so already, please set up your Vault username & password ahead of the call.** The onboarding packet emailed prior has instructions on set-up.

Also, please ensure you have a camera on-hand for testing.

Agenda

- Walk through the features of the HALOS Horizon camera
- HALOS Vault demo and set up
- Recommend best practices
- Discuss next steps

Let me know if you have any questions in the meantime.

Best,

When

Tuesday 2 Dec 2025 · 9:45am – 10:45am (Central Time - Chicago)

Guests

Chiara Nunu - organiser

Deborah Johnson

Erin Marceaux

View all guest info

Reply for deborah.johnson@la.gov

Yes

No

Maybe

More options

Invitation from Google Calendar

You are receiving this email because you are an attendee of the event.

Forwarding this invitation could allow any recipient to send a response to the organiser, be added to the guest list, invite others regardless of their own invitation status or modify your RSVP. [Learn more](#)

Item shared with you: 'HALOS | Louisiana State Board of CosmetologyOnboarding - 2025/12/02 09:39 CST – Recording'

Chiara Nunu (via Google Drive) <drive-shares-dm-noreply@google.com>

Tue 12/2/2025 11:01 AM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

Cc: Erin Marceaux <Erin.Marceaux@LA.GOV>;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Chiara Nunu shared an item

Chiara Nunu (chiara.nunu@halosbodycams.com) has shared the following item: [Learn more](#)

Hello,

It was great meeting you guys. Here is the recording of our training from today.

Please let me know if you have any questions. I look forward to working with you and your team!

Best,
Chiara



HALOS | Louisiana State Board of CosmetologyOnboarding - 2025/12/02 09:39 CS...

Open

Use is subject to the Google [Privacy Policy](#).

4/24/26, 2:47 PM

Mail - Deborah.Johnson@LA.GOV

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA
You have received this email because chiara.nunu@halosbodycams.com
shared a file or folder located in Google Drive with you. [Delete visitor session](#)

Google Workspace

Cease Operations- Body Cameras

Erin Marceaux

Fri 2/20/2026 4:58 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Tywanda Spland <Tywanda.Spland@LA.GOV>;

Cc: Kiwan Wade <Kiwan.Wade@LA.GOV>; Tisha Butler <Tisha.Butler@LA.GOV>; William Bunch (Cosmetology) <William.Bunch@LA.GOV>;

Good evening,

Effective immediately operational use of the body cameras with the inspectors in the field must cease.

Please set up a meeting with all inspectors Monday at 10am for us to discuss as a team.

Thank you,
Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: (225)200-2576
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

Re: Body Cameras & Letter

Deborah Johnson (Cosmetology)

Tue 3/17/2026 3:17 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>; Erin Marceaux <Erin.Marceaux@LA.GOV>;

I have not.

Sincerely,



DEBORAH JOHNSON
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

11622 SunBell Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: deborah.johnson@la.gov
w: www.lsbc.louisiana.gov

From: Tisha Butler
Sent: Tuesday, March 17, 2026 3:15:27 PM
To: Erin Marceaux; Deborah Johnson (Cosmetology)
Subject: Re: Body Cameras & Letter

I have not.

Tisha



TISHA BUTLER
Assistant Director
Louisiana State Board of Cosmetology

11622 SunBell Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: tisha.butler@la.gov
w: www.lsbc.louisiana.gov

From: Erin Marceaux
Sent: Tuesday, March 17, 2026 3:13:42 PM
To: Deborah Johnson (Cosmetology); Tisha Butler
Subject: Body Cameras & Letter

Good afternoon ladies,

Have either of you received complaints from any department regarding either of the following:

1. Body camera usage by the inspectors
2. The letter sent to the schools in February 2026 asking for notification of staffing changes

Thank you,

Erin



ERIN GRACE MARCEAUX

Executive Director

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: (225)200-2576

e: erin.marceaux@la.gov

w: www.lsbclouisiana.gov

Fw: Statement Regarding Inspection by Inspector Edrin

Erin Marceaux

Wed 3/4/2026 1:42 PM

Inbox

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Tywanda Spland <Tywanda.Spland@LA.GOV>;

Erin Grace Marceaux | Executive Director**Louisiana State Board of Cosmetology**11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: (225)200-2576

e: erin.marceaux@la.govw: www.lsbclouisiana.gov 1766093667

003

From: Re <thebeauxheaux@gmail.com>**Sent:** Wednesday, March 4, 2026 12:40 PM**To:** Erin Marceaux**Subject:** Statement Regarding Inspection by Inspector Edrin

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Good Afternoon Erin,

I am writing to provide a statement regarding my interaction with State Board Inspector Edrin during her inspection of my business, The Beaux Heaux LLC, on March 4 2026

Inspector Edrin arrived and introduced herself as being with the Board of Cosmetology. She asked if I had my cosmetology license and my salon license. I confirmed that I have my cosmetology license and explained that my salon is not currently operational because it flooded after my lease began in January, and that only the boutique side of my business is open.

Almost immediately, Inspector Edrin began speaking in an accusatory tone, questioning my explanations and repeatedly implying that I was lying. She accused me of having dirty bowls, which is not accurate, because I have not performed any color services. I explained that the only service I had performed was for my sister since she has a wedding coming up, and I did not take any payment. I also showed her a previous inspector's business card, Kristin Bourque, to verify past inspections. Inspector Edrin initially denied knowing Kristin and continued questioning me until she called her supervisor for confirmation stating she doesn't know a Kristin. During this time, she spent most of the interaction speaking with her supervisor rather than engaging with me directly.

Throughout the inspection, she asked multiple questions rapidly without allowing me to fully answer, repeatedly getting visibly upset and scolding me for casual language like "girl" and stating I must use "ma'am" or her first name. When I explained that her tone was stressing me out, she began using terms of endearment, which contradicted her previous corrections and added to my discomfort. At one point, she stated that, because I do not currently have a salon license, I would need to go before the Board for a hearing. This statement caused me significant stress and anxiety, as I felt my license could be at risk despite my explanations.

I initially allowed the inspection to continue because I knew I had done nothing wrong. However, her continued accusatory tone, refusal to let me explain, and focus on the possibility of a board hearing became overwhelming. I asked her to leave, stating that I was unable to continue under these conditions as this is added stress on top of how home life has been recently, but she refused to leave immediately.

I wish this inspection had included a body camera, as is normally used, so that my side of the interaction could be accurately documented. The way this inspection was conducted made me feel intimidated, stressed, and unable to communicate effectively, and I am concerned that without proper documentation, my statements could be misrepresented or disregarded.

Thank you for your attention to this matter. I respectfully request that my concerns be reviewed and that future inspections allow licensees to fully explain their situation in a professional and respectful manner.

Sincerely,
Reham Toom
Owner, The Beaux Heaux LLC

Body Cameras

Deborah Johnson (Cosmetology)

Tue 4/21/2026 11:36 AM

Sent Items

To: Maria Jose Aleman <mj.aleman@halosbodycams.com>;

Cc: Erin Marceaux <Erin.Marceaux@LA.GOV>;

Good morning,

I'm reaching out regarding our body camera program. Recently, we were informed that the governor has directed us to discontinue use of these devices. However, we have not yet received an official cease-and-desist order confirming this directive.

Given the uncertainty, we would like to better understand our options. If we are ultimately unable to continue using the cameras, is there a process for canceling our three-year contract? Additionally, would an official cease-and-desist order be required to move forward with cancellation?

We remain hopeful that the governor may reconsider, but in the meantime, we want to ensure we are fully informed about our obligations and available options.

Thank you for your guidance, and I look forward to your response.

Sincerely,



DEBORAH JOHNSON

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

e: deborah.johnson@la.gov

w: www.lsbcc.louisiana.gov

HALOS | Regarding Contract Status & State Directive

Chiara Nunu <chiara.nunu@halosbodycams.com>

Tue 4/21/2026 2:35 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

You don't often get email from chiara.nunu@halosbodycams.com. [Learn why this is important](#)

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

MJ looped me in on your current situation, and I wanted to touch base with you.

That is certainly a unique situation. At this point, we would need to review the official notice from the state to better understand the directive and its implications.

We completely understand the challenge you're facing and want to be as supportive as possible. Once you have received formal notification, we will work with you to determine the best path forward, and work with you on next steps.

Please feel free to share any updates as they become available.

Best regards,

Chiara Nunu
Customer Success
Manager

HALOS Body
Cams



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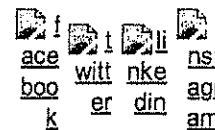
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512-886-2713

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas
75056



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Book Meeting

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Prefer fewer emails from me? Click [\[{{ unsubscribe_link }}\]](#)here

On Tue, Apr 21, 2026 at 5:36 PM, Deborah Johnson <deborah.johnson@la.gov> wrote:

From: deborah.johnson@la.gov

Subject: Body Cameras

Body:

Good morning,

I'm reaching out regarding our body camera program. Recently, we were informed that the governor has directed us to discontinue use of these devices. However, we have not yet received an official cease-and-desist order confirming this directive.

Given the uncertainty, we would like to better understand our options. If we are ultimately unable to continue using the cameras, is there a process for canceling our three-year contract? Additionally, would an official cease-and-desist order be required to move forward with cancellation?

We remain hopeful that the governor may reconsider, but in the meantime, we want to ensure we are fully informed about our obligations and available options.

Thank you for your guidance, and I look forward to your response.

Sincerely,

Re: Body Cameras & Letter

Deborah Johnson (Cosmetology)

Tue 3/17/2026 3:17 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>; Erin Marceaux <Erin.Marceaux@LA.GOV>;

I have not.

Sincerely,



DEBORAH JOHNSON
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: deborah.johnson@la.gov
w: www.lsbc.louisiana.gov

From: Tisha Butler
Sent: Tuesday, March 17, 2026 3:15:27 PM
To: Erin Marceaux; Deborah Johnson (Cosmetology)
Subject: Re: Body Cameras & Letter

I have not.

Tisha



TISHA BUTLER
Assistant Director
Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
e: tisha.butler@la.gov
w: www.lsbc.louisiana.gov

From: Erin Marceaux
Sent: Tuesday, March 17, 2026 3:13:42 PM
To: Deborah Johnson (Cosmetology); Tisha Butler
Subject: Body Cameras & Letter

Good afternoon ladies,

Have either of you received complaints from any department regarding either of the following:

1. Body camera usage by the inspectors
2. The letter sent to the schools in February 2026 asking for notification of staffing changes

Thank you,
Erin



ERIN GRACE MARCEAUX
Executive Director

Louisiana State Board of Cosmetology

11622 SunBell Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: (225)200-2576

e: erin.marceaux@la.gov

w: www.lsbclouisiana.gov

Cease Operations- Body Cameras

Erin Marceaux

Fri 2/20/2026 4:58 PM

To: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>; Tywanda Spland <Tywanda.Spland@LA.GOV>;

Cc: Kiwan Wade <Kiwan.Wade@LA.GOV>; Tisha Butler <Tisha.Butler@LA.GOV>; William Bunch (Cosmetology) <William.Bunch@LA.GOV>;

Good evening,

Effective immediately operational use of the body cameras with the inspectors in the field must cease.

Please set up a meeting with all inspectors Monday at 10am for us to discuss as a team.

Thank you,

Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: (225)200-2576
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

Re: Body Camera Quotes

Erin Marceaux

Wed 1/7/2026 2:32 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Thank you! I sent them an email.

Erin Grace Marceaux | Executive Director

Louisiana State Board of Cosmetology

11622 Sun Belt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

e: erin.marceaux@la.gov

w: www.lsbclouisiana.gov



From: Tisha Butler

Sent: Wednesday, January 7, 2026 1:54:51 PM

To: Erin Marceaux

Subject: Fw: Body Camera Quotes

Tisha Butler | Assistant Director

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 ext 202 | 866-257-7901 (toll free)

e: tisha.butler@la.gov

w: www.lsbclouisiana.gov



From: Chase Williams
Sent: Tuesday, December 30, 2025 9:25 AM
To: Tisha Butler
Subject: Re: Body Camera Quotes

Good morning,

The updated agency DPA is \$30,000, however please reach out to labor and materials regarding a project of this magnitude they should be able to assist you much more with the overall project.

The Contact Person is: ARKEITH WHITE
Arkeith.white@la.gov

They are currently out of the office but should be back in around the 5th or 6th of January.

Chase Williams
State Procurement Analyst / One-Time Buy Team

OSP

OFFICE OF STATE PROCUREMENT

WEBSITE: Procurement.LA.Gov

1201 N. THIRD ST. | BATON ROUGE, LA 70802

MAIN | 225 342 8010 DIRECT | 225 342 4821

From: Tisha Butler <Tisha.Butler@LA.GOV>
Sent: Monday, December 29, 2025 9:29 AM
To: Chase Williams <Chase.Williams@la.gov>
Subject: Re: Body Camera Quotes

Good morning,

I have another question for you. We are thinking about getting our roof replaced and I need to know what the limit would be before we have to bid it out. Basically, what we are asking how much we can spend before it has to be bid out, we just want to make sure that we are staying in compliance with state laws.

Tisha

From: Chase Williams
Sent: Friday, October 17, 2025 1:14:42 PM
To: Tisha Butler
Subject: Re: Body Camera Quotes

Good afternoon,

I just spoke with management, and I was correct that the total cost for the year does not exceed your DPA, so the agency can proceed. But if there's a likelihood that it will exceed the limit since this is a subscription service, you should submit a shopping cart and let us bid it out.

Chase Williams

State Procurement Analyst / One-Time Buy Team

OSP

OFFICE OF STATE PROCUREMENT

WEBSITE: Procurement.LA.Gov

1201 N. THIRD ST. | BATON ROUGE, LA 70802

MAIN | 225 342 8010 DIRECT | 225 342 4821

From: Tisha Butler <Tisha.Butler@LA.GOV>

Sent: Friday, October 17, 2025 10:38 AM

To: Chase Williams <Chase.Williams@la.gov>

Subject: Body Camera Quotes

Good morning,

Per our phone conversation a few minutes ago, I would like to reiterate that we are planning on purchasing some body cameras for 10 of our inspectors (field employees) and we have received several quotes. The entity with the lowest quote is offering us a discount if we pay annually. The annual fee would be \$24, 300 and if we have to do it monthly it would be \$27,000.

We would just like to know if have the option go ahead and pay the annual fee, which in turn would save the agency money.

Please let me know if you need any additional information.

Thanks,

Tisha

Fw: Body Camera policy

Erin Grace <ering@neworleans.paulmitchell.edu>

Tue 11/25/2025 10:24 AM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Cc: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

📎 1 attachments (20 KB)

Body camera policy.docx;

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Erin Grace Marceaux | Operations Leader | ADA Coordinator | Service Desk Leader

Paul Mitchell The School New Orleans

Paul Mitchell The School Baton Rouge

3321 Hessmer Avenue, Metairie, LA 70002

12158 Coursey Boulevard, Baton Rouge, LA 70816

p: (833)-456-8376 X 6123

e: ErinG@neworleans.paulmitchell.edu

w: <https://paulmitchell.edu/neworleans>



From: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>

Sent: Tuesday, November 25, 2025 10:19 AM

To: Erin Grace <ering@neworleans.paulmitchell.edu>

Subject: Body Camera policy

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

Louisiana State Board of Cosmetology

Inspector Body-Worn Camera (BWC) Policy

1. Purpose

The purpose of this policy is to establish uniform guidelines for the use, management, storage, and review of Body-Worn Cameras (BWCs) by inspectors employed by the Louisiana State Board of Cosmetology (LSBC). BWCs are intended to promote transparency, enhance inspector and public safety, document inspections and enforcement actions, and assist in resolving complaints.

2. Scope

This policy applies to all LSBC inspectors who are issued a Body-Worn Camera and any staff involved in the storage, review, or maintenance of body-camera footage.

3. Definitions

Body-Worn Camera (BWC):

A portable audio/video recording device worn on an inspector's outer clothing.

Recording:

Any audio, video, or image captured by a BWC.

Inspection Activity:

Any official visit, routine inspection, audit, investigation, compliance check, or enforcement action conducted by an LSBC inspector.

4. Required Use of Body-Worn Cameras

4.1 When BWCs Must Be Activated

Inspectors shall activate their BWCs during the following situations:

- Entry into any licensed cosmetology establishment, booth, school, or facility for official duties.
- Any inspection, reinspection, audit, or compliance check.
- Any interaction where enforcement action may occur, including issuance of a violation, citation, or notice.

- Any situation where the inspector believes recording is necessary for safety, documentation, or clarity of events.

4.2 When BWCs Should Not Be Activated

BWCs shall not be activated:

- During personal breaks or non-work-related activities.
- In restrooms, locker rooms, or areas where individuals have a reasonable expectation of privacy unless such recording is essential for an enforcement action and no other alternative exists.
- When confidential medical information is being discussed or observed, unless required for investigation.

5. Deactivation of Cameras

Inspectors may deactivate a BWC only when:

- The inspection or enforcement activity has fully concluded.
- Directed by a supervisor for a specific reason.
- Recording in a sensitive area is prohibited by law or policy.
- A licensee requests a private conversation regarding confidential business/medical information and no enforcement action is being taken.

If deactivation occurs during an ongoing inspection, the inspector must verbally record the reason before turning the camera off.

If deactivation occurs for any reason immediately notify supervisor.

6. Data Storage and Retention

6.1 Uploading and Storage

- All recordings must be uploaded to the approved LSBC digital storage system by the end of the inspector's shift or as soon as practical.
- Inspectors may not delete, alter, or tamper with recordings.

6.2 Retention Schedule

Recordings shall be retained for:

- 2 years for routine inspections with no violations or complaints.
- 4 years for inspections resulting in a violation, citation, or enforcement action.
- Until final resolution for any inspection under legal review, active complaint, or litigation.

7. Access and Review of Recordings

Only authorized LSBC personnel may view recordings, including:

- Board members
- LSBC Executive Director
- Legal counsel
- Investigations/Enforcement supervisors

Recordings may be reviewed for:

- Complaint investigations
- Inspector conduct review
- Training purposes
- Legal proceedings or evidence requests

Licensees may request recordings through the proper public records or legal request channels, subject to applicable state privacy and public records laws.

8. Prohibited Conduct

Inspectors shall not:

- Disable or fail to activate the BWC when required.
- Record for personal use.
- Share or distribute recordings outside official LSBC channels.

- Edit, alter, or delete any footage.
- Use a BWC to intentionally record private conversations unrelated to LSBC duties.

Violations may result in disciplinary action.

9. Equipment Care and Maintenance

Inspectors are responsible for:

- Ensuring the BWC is charged, functional, and worn properly.
- Reporting damaged or malfunctioning equipment immediately to a supervisor.
- Not attempting unauthorized repairs or modifications.

10. Training

All inspectors shall receive training on:

- Proper operation of BWCs
- Legal obligations regarding recordings
- Privacy considerations
- LSBC policies and procedures

Annual refresher training is required.

11. Policy Review

This policy shall be reviewed annually by the LSBC Executive Director or their designee and updated as necessary to comply with law, technology changes, and Board needs.

Fw: Your HALOS Order Has Been Placed

Deborah Johnson (Cosmetology)

Fri 11/21/2025 12:12 PM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Chiara Nunu <chiara.nunu@halosbodycams.com>

Sent: Friday, November 21, 2025 12:05 PM

To: Deborah Johnson (Cosmetology)

Subject: Re: Your HALOS Order Has Been Placed

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

Your cameras just finished being tested yesterday. I apologize for the delay. You will receive your tracking number by end of day today.

Please keep an eye out for an email from shipping@halosbodycams.com.

You can reach out to me directly if you have any further questions.

Best,

Chiara

Chiara Nunu

Customer Success Manager

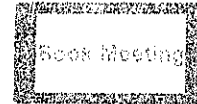
HALOS Body Cams

512-886-2713

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056





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Prefer fewer emails from me? Click [here](#)

On Fri, Nov 21, 2025 at 6:00 PM, Deborah Johnson <deborah.johnson@la.gov> wrote:
Good Afternoon,

We still haven't gotten an update on the shipping of these cameras. .

Sincerely,
Deborah Johnson
Licensing Analyst Supervisor
Louisiana State Board of Cosmetology

From: Chiara Nunu from HALO Technologies Ltd <support@haloamericas.com>
Sent: Tuesday, November 4, 2025 11:30:28 AM
To: Deborah Johnson (Cosmetology)
Subject: Your HALOS Order Has Been Placed

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hi Deborah,

Thank you for supplying your user information. Your HALOS camera order has been placed.

Our tech team will have the cameras configured and shipped to you within **7-10 business days**. Once shipped, you will receive an email notification from shipping@halosbodycams.com with your expected delivery date and tracking information.

As soon as your order is delivered, we will put some time on the calendar for a brief training session.

Please let me know if you have any questions in the meantime.

Warm regards,
Chiara

Chiara Nunu
Customer Success Manager

HALOS Body Cams

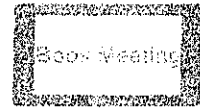
512-886-2713

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056



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Fw: Purchasing Question

Deborah Johnson (Cosmetology)

Fri 10/17/2025 7:35 AM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Tisha,

This is what G said....so now I don't know what to do..

Sincerely,

Deborah Johnson

Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

From: Gajinder Dhaliwal (DPS)
Sent: Thursday, October 16, 2025 3:42 PM
To: Deborah Johnson (Cosmetology)
Subject: FW: Purchasing Question

Please below email and call that number.

Thanks

Gajinder S Dhaliwal
Accountant Manager 2
Louisiana Department of Public Safety
Financial Services

Office: 225-925-6615
Office Cell: 225-963-2638
Gajinder.Dhaliwal3@la.gov

From: DOA-OSP HELP DESK <DOA-OSPHelpDesk@la.gov>
Sent: Thursday, October 16, 2025 2:32 PM
To: Gajinder Dhaliwal (DPS) <Gajinder.Dhaliwal3@LA.GOV>; DOA-OSP HELP DESK <DOA-OSPHelpDesk@la.gov>
Cc: Gajinder Dhaliwal (Cosmetology) <Gajinder.Dhaliwal@LA.GOV>
Subject: RE: Purchasing Question

Good Afternoon,

We do have contracts for body armor, but I am not sure if those contracts have any lines for body cameras. You can contact Arielle Bibbins at 225-342-5465 for more information about those contracts. And in regards to your second

question, it would depend on how the solicitation was published and I would need more information, but generally speaking, we accept the lowest bid received.

Please let me know if you have any other questions.

Thank you,

From: Gajinder Dhaliwal (DPS) <Gajinder.Dhaliwal3@LA.GOV>
Sent: Thursday, October 16, 2025 2:22 PM
To: DOA-OSP HELP DESK <DOA-OSPHelpDesk@la.gov>
Cc: Gajinder Dhaliwal (Cosmetology) <Gajinder.Dhaliwal@LA.GOV>
Subject: Purchasing Question

Hi

I have a few questions regarding the Louisiana State Board of Cosmetology.

First, does the state have an approved vendor for body cameras and related services?

Secondly, if we receive three bids and one bidder offers a 10 percent discount for annual payment rather than monthly payment, can we accept that bid and create a purchase order with them, paying them yearly instead of monthly, if it saves us 10 percent compared to other bidders?

Thank you for your assistance.

Re: Confirmation of October Workshop on Inspection Protocols

Tisha Butler

Wed 10/1/2025 1:22 PM

To: ngaudin@compasscareercollege.net <ngaudin@compasscareercollege.net>; Steve Young <Steve.Young@LA.GOV>; renebosworth@icloud.com <renebosworth@icloud.com>; raymondcosey211@hotmail.com <raymondcosey211@hotmail.com>; laurendquinlan@gmail.com <laurendquinlan@gmail.com>; hieu.hoang01@yahoo.com <hieu.hoang01@yahoo.com>; 'jennifer reed' <jenniferreed2013@yahoo.com>; Jean Pitre <jpitre@cosmetla.com>;

Cc: Deborah Johnson (Cosmetology) <Deborah.Johnson@LA.GOV>;

Good afternoon,

The cameras just arrived this afternoon and we need to get the inspectors trained on the body cameras which would cause the inspectors to travel back-to-back and we would have to pay for rooms for the inspectors that have to travel from up north on each occasion. Would it be okay if we have two of the inspectors present for this upcoming meeting to answer any questions regarding inspection protocols immediately after the meeting or would you all like to reschedule the inspectors to come to the November Board meeting.

Thanks,

Tisha

From: ngaudin@compasscareercollege.net <ngaudin@compasscareercollege.net>

Sent: Tuesday, September 23, 2025 9:55:38 AM

To: Steve Young; 'Brittani Pitre'; renebosworth@icloud.com; raymondcosey211@hotmail.com; laurendquinlan@gmail.com; hieu.hoang01@yahoo.com; 'jennifer reed'

Cc: Tisha Butler; Deborah Johnson (Cosmetology)

Subject: Confirmation of October Workshop on Inspection Protocols

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Dear Board Members and Mr. Young,

I wanted to follow up to confirm that the "workshop" on inspection protocols, which was discussed in response to recent questions, is still scheduled to take place immediately following our October Board meeting.

This workshop will be an important opportunity for us to gain a clear and consistent understanding of inspection policies, procedures, and expectations. My intention is to be better educated on these matters so that, when the Board is presented with consent agreements, I can make more informed decisions and better serve our community.

I want to be sure that all Board Members are aware of the plan and prepared to attend so that we can move forward with transparency and alignment. Could you please confirm that this is still on the schedule and that all necessary arrangements have been made?

Thank you, and I look forward to the discussion.

Sincerely,

Nicole Gaudin

Fw: LSBC-Body Cameras

Erin Marceaux

Mon 6/8/2026 11:46 AM

To: Tisha Butler <Tisha.Butler@LA.GOV>;

Hi Tisha,

Please print this as well.

From: jennifer reed <jenniferreed2013@yahoo.com>

Sent: Monday, June 8, 2026 11:41:19 AM

To: Erin Marceaux

Subject: Fwd: LSBC-Body Cameras

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

This is your forwarded email that I shared with Speaker Devillier.

Begin forwarded message:

From: jennifer reed <jenniferreed2013@yahoo.com>

Date: March 8, 2026 at 10:34:53 PM CDT

To: Phillip Devillier <pdevillier@legis.la.gov>

Subject: Fwd: LSBC-Body Cameras

From: Erin Marceaux

Sent: Friday, February 20, 2026 8:49:27 PM

To: Emily Andrews

Subject: LSBC-Body Cameras

Good evening Emily,

The implementation of body cameras for our inspectors was driven by the need to strengthen accountability, transparency, and the integrity of our regulatory process.

When this topic was first brought up in a board meeting over 6 months ago, it was agreed upon unanimously by the board to look further into the option of having this technology for our agency.

First, monetary accountability was a key factor. There have been allegations involving potential bribes during inspections. Even when claims are resolved or unsubstantiated, the mere existence of such accusations can erode trust in the agency. Body cameras provide an objective, verifiable record of inspector interactions, protecting both inspectors and license holders by clearly documenting that no improper financial exchanges or misconduct occur.

Second, body cameras enhance transparency between inspectors and license holders. Inspections can be stressful situations, and misunderstandings may arise. Recorded interactions create clarity, reduce disputes, and ensure that both parties are treated professionally and fairly. Cameras are not prejudice and any inclination that the inspection process could be biased, such as with unlicensed workers in businesses, is eliminated with the supporting documentation. Because that was a repeated public statement over several board meetings, with the understanding we have a potential law suit for discrimination. With further inclination that certain minority demographics were allegedly being treated unfairly in the inspection process. The level of openness the cameras provide helps build confidence in the inspection process.

Third, body camera footage supports accurate documentation for administrative hearings. Because the Board conducts hearings that function similarly to trials, having reliable, firsthand video evidence ensures that decisions are based on factual, documented events rather than conflicting accounts. Not everyone has access to the secured footage, and redaction of uninvolved parties is a part of the process if any records request is made. This promotes fairness, strengthens due process, and ensures that reporting reflects the true facts of each case.

Additionally, inspector safety is a serious concern. There have been incidents where inspectors were locked inside establishments or placed in uncomfortable situations. Body cameras serve as both a deterrent to inappropriate conduct and a protective measure should any dispute or safety issue arise.

The information regarding the use of body cameras was put on our website for our license holders 60 days prior to their launch in the field. As mentioned before, over several Board meetings for months prior it was discussed to the eventual unanimous vote to approve to use of the body cameras on inspectors. The agency has not directly received one complaint after confirming with my staff this evening. The

feedback from our licensees have only been questions, and when answered they have true clarity and understanding for the decision. Often our license holders are taken back at the progression the Board has taken, and are satisfied with the positive changes being made to support everyone. Our agency has not seen such progression in some time, and so it is understandable that questions or concerns could arise. We are certainly happy to address any if approached to best explain the "why." Our license holders and the public can reach us by email, phone or through our newly revised social media. We are hoping to continue to grow our communication efforts with a new website that includes more options in the future as well.

The inspectors themselves are also very pleased to have the body cameras to support everyone in a "best foot forward" effort. All of our inspectors are licensed cosmetologist themselves, and they are excited to support their industry by being a part of the agency. If challenges arise, we can review the footage to understand how to best support the inspector's professional growth and our own opportunities for best practices within the inspection process.

With the upmost respect it is our hopes that these complaints can continue to be shared with us as they are now. Our agency desires to review any complaints received to your office to support the ongoing efforts of providing everyone with the best outcome for our industry and the public overall. We want to show our paths of communication are open, so we can work together with everyone to quickly resolve situations before they escalate in the future.

Overall, the purpose of body cameras is to preserve the integrity of the agency, protect all parties involved, and reinforce public confidence through accountability and transparency. This afternoon I communicated to our inspection staff members and supervisors to immediately cease operations of all body cameras until further notice. I have scheduled a meeting with the inspectors for Monday morning to ensure they are all aware of this.

It is our hope that after this explanation for the need for the body cameras we will have your support moving forward.

Have a wonderful weekend,

Erin

Erin Grace Marceaux | Executive Director

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