

5. On or about January 28, 2011, Respondent's license to practice nursing was Revoked through an Opinion and Order of the Board. A copy of the Opinion and Order of the Board and Proposal for Decision dated January 28, 2011, is attached and incorporated, by reference, as part of this Order.
6. On or about June 9, 2017, Petitioner submitted a Petition for Reinstatement of License to practice vocational nursing in the State of Texas.
7. Petitioner presented the following in support of said petition:
 - 7.1. Letter of support, dated June 2, 2017, from Leah Howard, RN, is stating she was the Director of Nursing at Pine Tree Lodge Nursing and Rehab. Petitioner was a LVN at the facility and during this time, he showed excellent nursing and assessment skills. Petitioner was proactive and reactive in his care for the residents, often setting the bar for the level of care expected of the staff. Petitioner displayed leadership to the CNA's and was loved by the patients and families. He was greatly respected by the medical director and his staff.
 - 7.2. Letter of support, dated June 1, 2017, from Richard Humphrey, Supervisor, Sadler's Smokehouse, states he is Petitioner's supervisor at Sadler's Smokehouse. He finds Petitioner to be consistently pleasant and always tackling his assignments with dedication and a smile. Petitioner is responsible and a take charge employee who ensures all his assignments are completed in a timely manner and the results are perfect all the time. He is inspiring and motivating to other employees and has proven time and time again that he can be trusted to deliver certain assignment in a timely manner.
 - 7.3. Letter of support, dated May 5, 2017, from Cody Edwards CWI/CWE, Kilgore College, states he is an instructor at Kilgore college and the Petitioner is a student of his since January 2017. Petitioner is detail oriented, hardworking, and determined individual who is willing to learn with a positive attitude and portrays a high level of judgment and maturity, he shows up to class on time and always finishes his assignment, he also gets along with all his classmates and instructors.
 - 7.4. Letter of support, dated June 15, 2017, from Shaderic Rocquemore, RN. She has known Petitioner for over ten (10) years and worked alongside him as a nurse for some of that time. He is a good nurse and works well with co-workers. Petitioner cares a great deal when taking care of patients. He has excellent time management skills, and goes beyond the call of duty when providing care for patients.

- 7.5. On or about May 25, 2017, Petitioner underwent a Psychological Evaluation, with Joyce M. Gayles, Ph.D. Dr. Gayles' summary is that Petitioner is stable with good ego strength. There is no indication of emotional, mental problems, or problems in functioning. Based on the overall results of this evaluation, Petitioner can function competently and safely as a nurse at this time and follow the rules and guidelines of the Board. However, since he has not worked in the profession for more than six years, it is recommended that he complete appropriate courses, such as Jurisprudence/Ethics and Medication Management, to prepare him for a return to the nursing environment.
- 7.6. Documentation of the required continuing education contact hours
8. On or about June 22, 2017, Petitioner successfully completed a course in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.
9. The Executive Director considered evidence of Petitioner's past behavior in light of the character factors set out in 22 Tex. Admin. Code §213.27 and determined that Petitioner currently demonstrates the criteria required for good professional character and relicensure.
10. Relicensure of Petitioner poses no direct threat to the health and safety of patients or the public provided Petitioner complies with the stipulations outlined in this Order.
11. The Executive Director's review of Petitioner's eligibility for relicensure has been made on the basis of Petitioner's disclosures.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.
3. The Board may license an individual with prior behaviors inconsistent with the Board's character requirements if, upon evaluation of the factors in 22 Tex. Admin. Code §213.27, and pursuant to 22 Tex. Admin. Code §213.33, the Board is satisfied that the individual is able to consistently conform her conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
4. This Order is conditioned upon the accuracy and completeness of Petitioner's disclosures.

Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Petitioner's license(s).

TERMS OF ORDER

I. REINSTATEMENT OF LICENSURE

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the petition of LARRY OMONDI for reinstatement of license to practice nursing in the state of Texas be **GRANTED** and Vocational Nurse License Number 206616 is hereby **REINSTATED** in accordance with the terms of this Order.

II. COMPLIANCE WITH LAW AND APPLICABILITY

While under the terms of this Order, PETITIONER agrees to obtain, read, and comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Order.

- A. This Order SHALL be applicable to PETITIONER's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- B. As a result of this Order, PETITIONER'S license(s) will be designated "single state" and PETITIONER may not work outside the State of Texas in another nurse licensure compact party state.

III. REQUIREMENTS FOR VOCATIONAL NURSING REFRESHER COURSE, EXTENSIVE ORIENTATION, OR NURSING PROGRAM OF STUDY IN VOCATIONAL NURSING

Prior to practicing as a vocational nurse in the State of Texas, PETITIONER SHALL:

- A. Apply for a Six Month Temporary Permit to Complete Refresher Course, Extensive Orientation, or Nursing Program of Study in Vocational Nursing for the limited purpose of completing a refresher course, extensive orientation, or nursing program of study in vocational nursing. The

application for the Six Month Temporary Permit is available on the Board's website (www.bon.texas.gov) under Forms / Applications / Six Month Permits / LVN Six Month Limited Permit. PETITIONER SHALL NOT, in any way, attempt to use the temporary permit for any purpose other than completing the refresher course, extensive orientation, or nursing program of study in vocational nursing.

B. Successfully complete a Board approved refresher course, extensive orientation, or nursing program of study for vocational nursing. Petitioner MUST obtain Board approval of the nursing refresher course, extensive orientation, or nursing program, as applicable, prior to enrollment.

In order for the course to be approved:

- (1) The target audience shall include vocational nurses;
- (2) The course instructor must be a qualified registered nurse who meets or exceeds the Board's minimum criteria for eligibility as an instructor;
- (3) The course's content shall, at a minimum, include:
 - (a) Review of NPA, Rules, Position Statements;
 - (b) Determination of Individual Scope of Practice and role in patient safety;
 - (c) Review of the clinical problem solving process for the provision of individualized, goal directed nursing care to include: (i) Collecting data & performing focused nursing assessments; (ii) Participating in the planning of nursing care needs for clients; (iii) Participating in the development & modification of the comprehensive nursing care plan for assigned clients; (iv) Implementing appropriate aspects of care within the LVN's scope of practice; and (v) Assisting in the evaluation of the client's responses to nursing interventions and the identification of client needs;
 - (d) Pharmacology review;
 - (e) Medication administration;
 - (f) Documentation, quality assurance, and legal implication for nursing practice; and
 - (g) Documentation of current CPR certification prior to beginning precepted clinical learning experience; and
- (4) The course must contain no less than a total of 80 hours of clinical practice providing direct patient care precepted by a qualified registered or vocational nurse. Home study courses and video programs will not be approved.

C. Upon completion of the refresher course, extensive orientation, or

nursing program of study for vocational nursing, PETITIONER SHALL return the temporary permit to the Board's office and PETITIONER SHALL CAUSE the sponsoring institution to notify the Board, on a form provided by the Board, of Petitioner's successful completion of the refresher course, including the required 80 hours of precepted clinical practice.

- D. **Upon verification of successful completion of the conditions** as set out in Paragraphs A through C of this Section, PETITIONER SHALL submit a completed License Reactivation Form for Vocational Nurses, which is available on the Board's website (www.bon.texas.gov) under Forms / Applications / Renewals / LVN - Reactivation form for a Licensed Vocational Nurse. PETITIONER shall pay all re-registration fees and, subject to meeting all other requirements for licensure in Texas, shall be issued the applicable license to practice vocational nursing in the State of Texas, which shall be subject to the terms of this Order.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, Petitioner SHALL successfully complete the following remedial education course(s) **within one (1) year of relicensure, unless otherwise specifically indicated:**

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study courses and video programs will not be approved.

In order to receive credit for completion of this/these course(s), Petitioner SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. Petitioner SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, Petitioner must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** Petitioner SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, Petitioner SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** Petitioner SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. Petitioner SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** Petitioner SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving Petitioner, as well as documentation of any internal investigations regarding action by Petitioner, to the attention of Monitoring at the Board's office.
- D. **Nursing Performance Evaluations:** Petitioner SHALL CAUSE each employer to submit, on forms provided to the Petitioner by the Board, periodic reports as to Petitioner'S capability to practice nursing. These reports shall be completed by the individual who supervises the Petitioner and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from PETITIONER'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

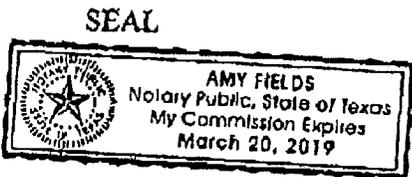
I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license(s) to practice nursing in the state of Texas. I understand that if I fail to comply with all terms and conditions of this Order, my license(s) to practice nursing in the State of Texas will be revoked, as a consequence of my noncompliance.

Signed this 27 day of December, 2017

Larry Omondi
LARRY OMONDI, Petitioner

Sworn to and subscribed before me this 27 day of December, 2017



Amy Fields
Notary Public in and for the State of Texas

Approved as to form and substance.

Taralynn R. Mackay
Taralynn R. Mackay, Attorney for Petitioner

Signed this 27th day of December, 2017

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 27th day of December, 2017, by LARRY OMONDI, Vocational Nurse License Number 206616, and said Order is final.

Effective this 13th day of February, 2018.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf
of said Board

DOCKET NUMBER 507-10-3526

IN THE MATTER OF
PERMANENT CERTIFICATE
NUMBER 206616
ISSUED TO
LARRY HORACE OMONDI

§
§
§
§
§

BEFORE THE STATE OFFICE
OF
ADMINISTRATIVE HEARINGS

OPINION AND ORDER OF THE BOARD

TO: LARRY HORACE OMONDI
3100 PINETREE, APT. A
LONGVIEW, TX 75604

PAUL D. KEEPER
ADMINISTRATIVE LAW JUDGE
300 WEST 15TH STREET
AUSTIN, TEXAS 78701

At the regularly scheduled public meeting on January 27-28, 2011, the Texas Board of Nursing (Board) considered the following items: (1) The Proposal for Decision (PFD) regarding the above cited matter; (2) Staff's recommendation that the Board adopt the PFD regarding the vocational nursing license of Larry Horace Omondi without changes; and (3) Respondent's recommendation to the Board regarding the PFD and order, if any.

The Board finds that after proper and timely notice was given, the above styled case was heard by an Administrative Law Judge (ALJ) who made and filed a PFD containing the ALJ's findings of facts and conclusions of law. The PFD was properly served on all parties and all parties were given an opportunity to file exceptions and replies as part of the record herein. No exceptions were filed by any party.

The Board, after review and due consideration of the PFD, Staff's recommendations, and Respondent's presentation during the open meeting, if any, adopts all of the findings of fact and conclusions of law of the ALJ contained in the PFD as if fully set out and separately stated herein. All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Paul D. Keeper
Executive Director of the Board

IT IS, THEREFORE, ORDERED THAT Permanent Certificate Number 206616, previously issued to LARRY HORACE OMONDI, to practice nursing in the State of Texas be, and the same is hereby, REVOKED.

IT IS FURTHER ORDERED that Permanent Certificate Number 206616, previously issued to LARRY HORACE OMONDI, upon receipt of this Order, be immediately delivered to the office of the Texas Board of Nursing.

IT IS FURTHER ORDERED that this Order SHALL be applicable to Respondent's multi-state privilege, if any, to practice nursing in the State of Texas.



Entered this 28th day of January, 2011.

TEXAS BOARD OF NURSING

Katherine A. Thomas

KATHERINE A. THOMAS, MN, RN
EXECUTIVE DIRECTOR FOR THE BOARD

Attachment: Proposal for Decision; Docket No. 507-10-3526 (August 18, 2010).

SOAH DOCKET NO. 507-10-3526

IN THE MATTER OF VOCATIONAL § BEFORE THE STATE OFFICE
NURSE LICENSE NO. 206616 ISSUED §
TO LARRY HORACE OMONDI, § OF
Respondent § ADMINISTRATIVE HEARINGS

PROPOSAL FOR DECISION

Staff of the Texas Board of Nursing (Staff/Board) seeks to revoke Vocational Nurse License No. 206616 held by Larry Omondi (Respondent).¹ Staff alleged that Respondent pleaded guilty to the felony offense of abandoning a child. Staff seeks to recover costs associated with this proceeding. The administrative law judge (ALJ) recommends that Respondent's license be revoked but recommends denial of the assessment of costs.

I. JURISDICTION, NOTICE, AND PROCEDURAL HISTORY

Issues of notice and jurisdiction were not contested and are addressed in the findings of fact and conclusions of law. On July 13, 2010, State Office of Administrative Hearing (SOAH) administrative law judge (ALJ) Paul D. Keeper convened the hearing on the merits in Austin, Texas. Staff attorney John F. Legris represented the Board. Respondent represented himself. The hearing concluded and the record closed that day.

II. DISCUSSION

A. Facts

On November 20, 2008, Respondent was scheduled to take a college examination as part of his coursework to qualify for a license as a registered nurse. On the morning of the examination, Respondent's wife left their apartment to go to work. Respondent understood that

¹ Staff Ex. 1.

his brother-in-law would come to the apartment to watch his son, who was two years and eight months old. Before his brother-in-law arrived, Respondent left the apartment, leaving his son at home alone in front of the television. While the child was alone, an employee of a pest control service entered Respondent's apartment and discovered Respondent's son alone. The employee notified the apartment leasing office, and the apartment office manager called the Longview Police Department. The police contacted Respondent's wife, brother-in-law, and Respondent by telephone. After interviewing all involved, the Longview Police Department arrested Respondent for abandoning a child.²

On January 29, 2009, the grand jury of Gregg County, Texas, indicted Respondent for the intentional abandonment of a child, a state jail felony.³ On May 29, 2009, Respondent entered a plea of guilty to the charge.⁴ The district court of Gregg County issued an order deferring entry of a final criminal judgment pending Respondent's completion of a three-year term of community supervision, plus a payment of a fine and court costs.⁵

On January 29, 2009, Staff sent Respondent an investigatory letter about the events.⁶ On October 19, 2009, Staff notified Respondent of the formal administrative charges against him.⁷ On November 5, 2009, Respondent requested a contested case hearing before SOAH.⁸

At the hearing, the parties did not contest the basic facts in Staff's charges. Respondent testified that he reasonably believed that his brother-in-law would arrive shortly after Respondent left for school. Respondent explained that he had no intention of abandoning his son and that the incident was the result of poor communication between him and his brother-in-law. Respondent pointed out that the child protection officials returned custody of his son to him and his wife after the matter was resolved. Respondent called no witnesses other than himself.

² Staff Ex. 6 at 1.

³ *Id.*

⁴ *Id.* at 3

⁵ *Id.*

⁶ Staff Ex. 2.

⁷ Staff Ex. 3.

⁸ Staff Ex. 5.

Staff's witness, Denise Benbow, testified on the issue of professional responsibility. Ms. Benbow evaluated Respondent's actions that led to his arrest and prosecution. She concluded that under the Board's statutes and rules, Respondent's actions would constitute unprofessional conduct. Further, in light of the Board's Disciplinary Matrix and Disciplinary Guidelines, Ms. Benbow testified that the Board's policy would support revocation of Respondent's license.

In mitigation of the proposed sanction, Respondent testified that he did not knowingly leave his son alone. He also asserted that his instructors would say he is a good nurse and that he cares for his patients.

B. Applicable Law

Staff asserts Respondent's actions constitute grounds for disciplinary action under these provisions of the Texas Nursing Practice Act, TEX. OCC. CODE ANN. ch. 301 (Act), and the Board's rules, 22 TEX. ADMIN. CODE (TAC) ch. 217:

- A conviction for, or placement on deferred adjudication community supervision or deferred disposition for, a felony or for a misdemeanor involving moral turpitude. Act § 301.452(b)(3).
- Unprofessional or dishonorable conduct that, in the board's opinion, is likely to deceive, defraud, or injure a patient or the public. Act § 301.452(b)(10).
- Criminal Conduct – including, but not limited to, conviction or probation, with or without an adjudication of guilt, or receipt of a judicial order involving a crime or criminal behavior or conduct that could affect the practice of nursing. 22 TAC § 217.12(13).

B. Discussion

Respondent did not dispute that he pleaded guilty or that he received deferred adjudication and a term of probation for the crimes alleged by Staff. His defense in this proceeding was that: (1) he is regarded as a responsible person and a nurse of high quality and (2) there was some confusion in the communication between Respondent and his brother-in-law.

His defense does not overcome the significance of Staff's charges. Staff showed that Respondent's obligations to his patients require that he demonstrate the exercise of sound judgment. Respondent's leaving his son alone, based on an unconfirmed understanding that an adult would eventually arrive, demonstrates an unacceptable level of responsibility, lack of sound judgment, and unprofessional behavior. The Act provides for revocation of a license if a nurse is placed on deferred adjudication for a felony. The Board's Disciplinary Matrix and its Disciplinary Guidelines for Criminal Conduct confirm this result. The Board has the authority to revoke Respondent's license, and the facts warrant revocation.

Staff asked that administrative costs be assessed against Respondent. Staff did not provide evidence of those costs. The ALJ finds that no administrative costs should be assessed against the Respondent.

III. FINDINGS OF FACT

1. Larry Horace Omondi (Respondent) holds Vocational Nurse License No. 206616 issued by the Texas Board of Nursing (Board).
2. On November 20, 2008, Respondent was arrested by the Longview Police Department and charged with abandonment of a child.
3. On January 29, 2009, the Gregg County grand jury indicted Respondent for abandoning a child, a state jail felony.
4. On May 29, 2009, under the terms of a plea agreement, Respondent entered a plea of guilty to the charge of abandoning a child.
5. The district court of Gregg County entered an order of deferred adjudication against Respondent and placed Respondent on community supervision for three years, including an order to pay a fine and court costs.
6. On January 29, 2009, staff of the Board notified Respondent that it intended to revoke Respondent's license.
7. Respondent timely requested a hearing.

8. On April 5, 2010, the Board mailed a Notice of Administrative Hearing to Respondent. The notice contained a statement of the time, place, and nature of the hearing; a statement of the legal authority and jurisdiction under which the hearing was to be held; a reference to the particular sections of the statutes and rules involved; and a short, plain statement of the matters asserted.
9. The hearing on the merits was held on July 13, 2010. All parties appeared and participated in the hearing. The record closed that same day.
10. Respondent's leaving his son alone, based on an unconfirmed understanding that an adult would eventually arrive, demonstrates an unacceptable level of responsibility, lack of sound judgment, and unprofessional behavior.

IV. CONCLUSIONS OF LAW

1. The Board has jurisdiction over this matter. TEX. OCC. CODE ANN. ch. 301.
2. The State Office of Administrative Hearings has jurisdiction over matters related to the hearing in this matter, including the authority to issue a proposal for decision with findings of fact and conclusions of law. TEX. GOV'T CODE ANN. ch. 2003.
3. Respondent received proper and timely notice of the hearing. TEX. GOV'T CODE ANN. ch. 2001; 22 TEX. ADMIN. CODE § 213.10.
4. A nurse is subject to discipline for conviction for, or placement on deferred adjudication community supervision or deferred disposition for, a felony or for a misdemeanor involving moral turpitude. TEX. OCC. CODE ANN. § 301.452(b)(3).
5. A nurse is subject to discipline for unprofessional conduct likely to deceive, defraud, or injure clients or the public. TEX. OCC. CODE ANN. § 301.452(b)(10).
6. Abandoning a child is a state jail felony. TEX. PEN. CODE ANN. § 22.041.
7. The Board is required to revoke the license of an individual who pleads guilty to the crime of abandoning a child. TEX. OCC. CODE ANN. § 301.4535(a) and (b).
8. Under the Board's Disciplinary Matrix and its Disciplinary Guidelines for Criminal Conduct, the actions taken by Respondent warrant revocation of Respondent's license.
9. The Board should revoke Respondent's Vocational Nurse License No. 206616.

SIGNED on August 18, 2010.

A handwritten signature in black ink, appearing to read "Paul D. Keeper", written over a horizontal line.

PAUL D. KEEPER
ADMINISTRATIVE LAW JUDGE
STATE OFFICE OF ADMINISTRATIVE HEARINGS