

NOTICE OF MEETING AND AGENDA
OF THE INDUSTRIAL COMMISSION OF ARIZONA

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Industrial Commission of Arizona and to the general public that the Industrial Commission of Arizona will hold a meeting open to the public on **Thursday, December 11, 2025, beginning at 1:00 p.m.** in Lake Havasu City Police Department Training/Meeting Room at 2360 McCulloch Blvd North, Lake Havasu City, Arizona 86403. Members of the Industrial Commission will attend either in person or by telephone conference call, or by video conference. The Commission may vote to hold an Executive Session for the purpose of obtaining legal advice from the Commission's attorneys on any matter listed on the agenda pursuant to A.R.S. § 38-431.03(A)(3). The Executive Session is not open to the public. This agenda is subject to change up to 24 hours prior to the meeting. The Commission Chair reserves the right to change the order of the items on the agenda, except for matters set for a specific time.

The agenda for the meeting is as follows:

1. Call to Order.
2. Approval of Minutes of December 4, 2025 Regular Meeting Minutes.
3. Consent Agenda:

All items following under this agenda item are consent matters and will be considered by a single motion with no discussion unless a Commissioner asks to remove an item on the consent agenda to be discussed and voted on separately. The Commission may move into Executive Session under A.R.S. § 38-431.03(A)(2) to discuss records exempt by law from public inspection. Legal action involving a final vote or decision shall not be taken in Executive Session. If such action is required, then it will be taken in General Session.

a. Approval of Proposed Civil Penalties Against Uninsured Employers.

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| 1. | 2C24/25-0666 | A1 Roofing, Inc. AI Roofing Solutions | \$1,000.00 |
| 2. | 2CNP24/25-3799 | G24 Flooring LLC | \$1,000.00 |

b. Approval of Requests for Renewal of Self-Insurance Authority.

1. Federal Express Corporation DBA FedEx Express
2. FedEx Freight, Inc.

c. Approval of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties Less Than \$15,000.

1. RF-2025-MH679-0022 B & J Refrigeration, Inc.
2. CP-2025-TN246-0038 Steel Girder, LLC dba Stinger Bridge & Iron

4. Discussion and Action of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties.

1. PP-2025-TN246-0035 Natural Awe, LLC dba Hobe Laboratories
5. Announcements, Scheduling of Future Meetings and Retirement Resolutions.
6. Public Comment.

This is the time for the public to comment on issues within the jurisdiction of the Industrial Commission of Arizona. The Commission Chair has the authority to impose reasonable time, place, and manner restrictions on those that wish to speak. Each presentation may be limited to one person per organization. Members of the Commission are not legally permitted to discuss or take legal action on any matter not specifically identified on the agenda, including matters raised in public comments. Pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment must be limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date.

The Notice of Meeting and Agenda is posted in the first-floor lobby of the Phoenix Office of the Industrial Commission, 800 West Washington Street, Phoenix, Arizona 85007. A copy of the Notice of Meeting and Agenda is posted on our website <https://www.azica.gov>.

Persons with a disability may request a reasonable accommodation by contacting Commission Secretary Kara Dimas in the Office of the Commission Director at (602) 542-4411. Requests should be made as early as possible to allow time to arrange the accommodation.

Dated this 4th day of December, 2025.

INDUSTRIAL COMMISSION OF ARIZONA
Kara Dimas, Commission Secretary