

MINUTES OF MEETING  
OF THE INDUSTRIAL COMMISSION OF ARIZONA  
Held at 800 West Washington Street  
Phoenix, Arizona 85007  
Thursday, December 4, 2025 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	Joseph M. Hennelly, Jr.	Vice Chair
	D. Alan Everett	Commissioner
	Maria Cecilia Valdez	Commissioner
	Orion J. Godfrey	Commissioner
	Gaetano J. Testini	Director (Telephonic)
	Afshan Peimani	Chief Legal Counsel
	Lisa Padgett	Deputy Director
	Brandt Smith	Deputy Director
	Charles Carpenter	Legislative Affairs Chief/Public Information Officer
	Charles Conner	COOP Program Manager
	Renee Pastor	Self-Insurance (Telephonic)
	Brian Hudson	ADOSH Director
	Debbie Rol	ADOSH Admin
	Harriet Turney	Ombudsman
	Alma Tellez	Claims Supervisor
	Terry Apodaca	Claims
	Tiffany Taylor	Claims
	Andrea Lindholm	Claims
	Sophia Cox	Assistant Chief Legal Counsel
	Robert Irani	Assistant Chief Legal Counsel
	Brent Myers	Legal Fraud Unit
	Tim Nugent	Legal Compliance Unit
	Yvonne Borunda	Legal Admin
	Kara Dimas	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:00 p.m. In attendance, confirmed by roll call were Tiffanie Sorrentino (Snell and Wilmer); Jim Erickson and James Robb (FabricTech LLC).

Approval of Minutes of November 20, 2025 Regular Meeting Minutes.

Commissioner Everett moved to approve the Minutes of the November 20, 2025 regular session meeting and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

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.

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

1. American Furniture Warehouse Co. Inc.
2. DG Retail, LLC dba Dollar General
3. Purcell Tire & Rubber Company
4. The Procter & Gamble Company

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

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1. UR-2025-TN246-0050 Cobra Tire and Auto Service LLC
2. RF-2026-JW184-0191 Fitness International, LLC dba LA Fitness
3. CP-2025-TN976-0047 Oats Overnight, Inc.

Chairman Kavanaugh commented on an updated provided by Ms. Pastor regarding DG Retail, LLC dba Dollar General on their security deposit.

Commissioner Valdez moved to approve the items on the Consent Agenda and Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Discussion and Action regarding Appointment of Special Assistant to the Industrial Commission of Arizona.

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Terry Apodaca  
Tiffany Taylor  
Andrea Lindholm

Commissioner Valdez moved to appoint the Special Assistants and Commissioner Everett seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

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

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Chairman Kavanaugh discussed the purpose of and process for the Commission's consideration of ADOSH citations and proposed penalties.

FabricTech 2000, LLC dba PureCare  
1402 S 40th Ave, Ste 1  
Phoenix, AZ 85009

Site Location: 1402 S 40th Ave, Ste A  
Phoenix, AZ 85009

Inspection No: RF-2025-VM508-0067  
Inspection Date: June 13, 2025

Referral  
Years in Business: 25  
Empl. Covered by Inspection: 8

SERIOUS – Citation 1 - Item 1 –



Chairman Kavanaugh stated that the agency will doing a series of presentation by every division on activities they are working on.

Ms. Cox presented the Legal Division.

Chairman Kavanaugh noted the Commission appreciates what they do.

Ms. Turney presented the Ombudsman Division.

Chairman Kavanaugh and Ms. Turney discussed if they assist with ADOSH matters. Ms. Turney explained that the Ombudsman's office refers ADOSH matters to ADOSH. Ms. Turney noted their 99% same day call return rate for November.

Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Ms. Dimas confirmed Commission meeting dates through January 2026.

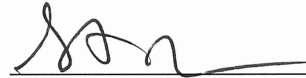
Public Comment.

There was no public comment.

The meeting was adjourned at 1:31 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



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Gaetano J. Testini, Director

ATTEST:



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Kara Dimas, Commission Secretary