

STATE OF NEW YORK DEPARTMENT OF LABOR

IN THE MATTER OF

IES USA, Inc.

for a determination pursuant to Section 909 of the New York Labor Law that violations of Labor Law, Article 30 and/or Code Rule 56 took place as hereinafter described.

**DETERMINATION
&
ORDER**

Asbestos Case Nos.
25724257, 25794299

WHEREAS a hearing was held in the above-captioned matter; and

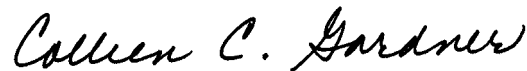
WHEREAS the Hearing Officer submitted the annexed Report & Recommendation dated October 17, 2011:

NOW, upon review of the entire record, and upon reading the Hearing Officer's Report & Recommendation, and due deliberation having been had thereon, it is

ORDERED that the Hearing Officer's Findings of Fact and Conclusions of Law be, and hereby are, adopted; and it is further

ORDERED that the Hearing Officer's recommended determinations and orders be, and hereby are, adopted, and they shall constitute the final **Determination & Order** of the Commissioner of Labor as if fully set forth herein.

Dated: October 18, 2011
Albany, New York



Colleen Gardner
Commissioner of Labor
State of New York