

**FINAL ORDERS OF THE VIRGINIA COURTS
IN CONTESTED CASES ARISING UNDER THE
VIRGINIA OCCUPATIONAL SAFETY AND HEALTH ACT
2025**

Dynalectric Company, Gary G. Pan, Commissioner of Labor and Industry v., Case No. CL22006230-00 (Circuit Court of the County of Loudoun)

Coatings and Paintings, LLC, Gary G. Pan, Commissioner of Labor and Industry v., Case No. CL23000411-00 (Circuit Court of the County of Montgomery)

VIRGINIA:

IN THE CIRCUIT COURT FOR LOUDOUN COUNTY

GARY G. PAN,)
Commissioner of Labor and Industry,)
Plaintiff,)
v.) Case No. CL22-6230
DYNALECTRIC COMPANY and its successors,)
Defendant.)

AGREED FINAL ORDER

COME NOW the parties, plaintiff Gary G. Pan, Commissioner of Labor and Industry ("Commissioner") and defendant Dynalectric Company ("Dynalectric") (collectively, the "Parties"), jointly and by counsel, having reached a settlement of all matters complained of in the Complaint, and upon agreement of the parties and for good cause shown, it is hereby ADJUDGED, ORDERED, and DECREED:

1. That the citations in Virginia Occupational Safety and Health ("VOSH") Inspection No. 1487147, attached as Exhibit A to the Complaint in this action, are hereby amended as follows:
 - a. Serious Citation 1, Item 1 is vacated.
 - b. Serious Citation 1, Item 2 is vacated.
 - c. Serious Citation 1, Item 3a and 3b will remain grouped and will be modified to "other than serious" with a penalty of thirteen thousand, two hundred and seventy-seven dollars and zero cents (\$13,277.00).
2. Dynalectric agrees to pay to the Commonwealth of Virginia the amount of thirteen thousand, two hundred and seventy-seven dollars and zero cents (\$13,277.00) in

full satisfaction of the total civil penalties. The total penalties from the amended citations are due and payable within thirty (30) business days from the date this Order is signed and entered. All penalty payments will be made payable to the "Treasurer of Virginia" and mailed to Virginia Department of Labor and Industry, c/o Accounting, 6606 West Broad Street, Suite 500, Richmond, VA 23230. The memo line on the payment will read "Inspection No. 1487147."

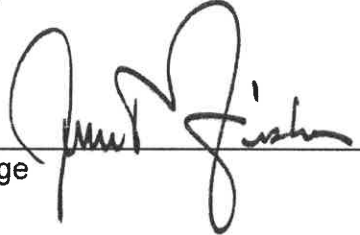
3. That any modifications to the citations' classification, description, or penalty level are contingent upon Dynalectric's full payment of all penalties due as required by Paragraph 2 of this Order. Failure by Dynalectric to substantially comply with the terms of this Order, including timely penalty payment, constitutes a breach, and upon any breach, the originally proposed citations and penalty levels shall be reinstated and affirmed as a Final Order of this Court, and all unpaid amounts of the original proposed penalties will become a judgment against Dynalectric fifteen (15) calendar days following the breach.
4. Dynalectric shall provide training on the 2024 National Fire Protection Association ("NFPA") 70E Standard for Electrical Safety Work in the Workplace to newly hired employees whose job duties include working with or near energized or non-energized equipment for three (3) years from the date this Order is signed and entered.
5. Dynalectric shall provide re-training on the 2024 NFPA 70E Standard for Electrical Safety Work in the Workplace to any previously trained employee who violates the standard, as part of the employee's disciplinary process, for three (3) years from the date this Order is signed and entered.

6. Dynalectric certifies that the violations alleged in the amended citations listed in Paragraph 1 of this Order have been abated. The Commissioner confirms receipt from Dynalectric of all required documentation verifying abatement.
7. That this Order, and Dynalectric's consent to entry of this Order, shall not be construed as an admission by Dynalectric, its parent(s), subsidiaries and affiliated companies, and their respective affiliated entities, directors, officers or employees, of a violation of Title 40.1 of the Code of Virginia or the regulations and standards promulgated thereunder, or of the allegations contained within the citations and Notification of Penalty.
8. That this Order shall not be construed as an admission by the Commissioner as to any factual or legal positions of Dynalectric. Pursuant to Va. Code § 40.1-51.3:2, the fact of an issuance of a citation, the voluntary payment of a civil penalty by a party, or the judicial assessment of a civil penalty under Chapter 3 of Title 40.1 of the Code of Virginia, shall not be admissible in evidence in the trial of any action to recover for personal injury or property damage sustained by any party.
9. That, as consideration for the modification of the terms of the original citations, Dynalectric hereby withdraws its original notice of contest filed with respect to the above-styled case and waives its right to contest the remaining items in this Order.
10. That this action is DISMISSED WITH PREJUDICE, subject to the terms of this Order.
11. Nothing in this Order should be interpreted as precluding either party from taking appropriate action to enforce the terms of this Order.
12. Each party shall bear their own costs in this matter.

13. The Clerk will transmit a certified copy of this Order to the parties' counsel and will then place this matter amongst the ended cases.

ENTERED this 4th day of Sept., 2025.

By: _____
Judge



WE ASK FOR THIS,

GARY G. PAN, Commissioner of Labor and Industry

By: /s/ Cheryl Carroll
Cheryl E. Carroll (VSB # 68393)
Special Assistant Commonwealth's Attorney
Loudoun County
c/o Department of Labor and Industry
6606 West Broad St., Suite 500
Richmond, VA 23230
(804) 786-0610
(804) 786-8418 fax
cheryl.carroll@doli.virginia.gov

Counsel for the Commissioner

[signatures continued on next page]


SEEN AND AGREED:

Dynalectric Company

By: /s/ Lauren Bridenbaugh
Lauren M. Bridenbaugh (VSB # 90586)
Littler Mendelson, P.C.
1800 Tysons Boulevard, Suite 500
Tysons Corner, Virginia 22102
Tel.: 703.442.8425
Fax: 703.552.7679
LBridenbaugh@littler.com

Alka Ramchandani-Raj (Admitted Pro Hac Vice)
Littler Mendelson, P.C.
Treat Towers
1255 Treat Boulevard, Suite 600
Walnut Creek, CA 94597
Tel.: (925) 927-4525
Fax: (925) 940-9691
ARaj@littler.com

Counsel for Dynalectric Company

A COPY-TESTE
Gary M. Clemens, Clerk
By 
Deputy Clerk

VIRGINIA: IN THE CIRCUIT COURT OF MONTGOMERY COUNTY

GARY G. PAN,
Commissioner of Labor and Industry,

Plaintiff.

Case No. 23-411

v.

COATINGS AND PAINTING, LLC,

Defendant.

AGREED FINAL ORDER

COME NOW the parties, jointly and by counsel, having reached a settlement of all matters complained of in the Complaint, and moving that this Court enter this Agreed Final order embodying the terms of the settlement reached; and further

FINDING that pursuant to 16 Va. Admin. Code § 25-60-340(F) this Court has authority to approve a settlement of this action embodied in a court order; and therefore

Upon agreement of the parties and for good cause shown, it is hereby ADJUDGED, ORDERED, and DECREED:

1. That the citation in VOSH Inspection 1534550 attached to the Complaint in this action as Exhibit A is hereby amended as follows:

a. Citation 1, Item 1 is vacated.

b. Citation 1, Item 2 is amended to an Other-Than-Serious violation of of 29 C.F.R § 1926.501(b)(1) with a penalty of \$600.00.

2. The total penalties from the amended citations are due and payable within

CC's sent 12-19-2025 by

fifteen (15) days after the date of this Order. All penalty payments will be made payable to the "Treasurer of Virginia" and mailed to Department of Labor and Industry, c/o Accounting, 6606 West Broad St, Suite 500, Richmond, VA 23230. The memo line will read "Inspection 1534550."

3. The Defendant certifies that the violations resulting from this Order have been abated. Unless already provided, within thirty calendar days of this Order, the Defendant agrees to provide documentation proving all violations alleged have been abated.

4. The Defendant must comply with all portions of 16 Va. Admin. Code § 25-60-308, including but not limited to, employee notification requirements regarding abatement. Pursuant to Va. Code § 40.1-49.4(C), the failure to abate or provide abatement documentation may subject Defendant to a subsequent follow-up inspection and additional citations and penalties, or may be deemed a violation of this Order, at the option of the Commissioner.

5. That this agreement shall not be construed as an admission by the Defendant of civil liability for any violation alleged by the Commissioner.

6. That this agreement shall not be constructed as an admission by the Commissioner as to any factual or legal positions of the Defendant. Pursuant to Va. Code § 40.1-51.3:2, the fact of the issuance of a citation, the voluntary payment of a civil penalty by a party or the judicial assessment of a civil penalty under Chapter 3 of Title 40.1 of the Code of Virginia shall not be admissible in evidence in the trial of any action to recover for personal injury or property damage sustained by any party.

7. That, as consideration for the modification of the terms of the original citations, the Defendant hereby withdraws its original notice of contest filed with respect to the above-styled case and waives its right to contest the remaining items contained in this Final Order.

8. That the Defendant will post a copy of this Final Order for a period of fifteen (15) days in a conspicuous location where notices to its employees are generally posted.

9. That any modifications to citation classification, description, or penalty level, is contingent upon the Defendant's full payment of all penalties due as required by this Order. Failure by the Defendant to substantially comply with the terms of this agreement, including timely penalty payment, constitutes a breach, and upon any breach all originally proposed citations and penalties shall be reinstated and affirmed as a Final Order of this Court, and all unpaid amounts of the original proposed penalty will become a judgment against the Defendant in favor of the Commissioner fifteen (15) calendar days following the breach, and following written notice by the Commissioner to the Defendant by certified mail or commercial delivery service of such breach. Should the Defendant respond to such notice in writing within fifteen (15) working days disputing the existence of a material breach, the Commissioner may move to reinstate this action and move for appropriate relief from the Court. In such event, however, the Defendant will not be permitted to contest the underlying penalties or citations which are the subject of this Order, only the existence of a breach of this Order.

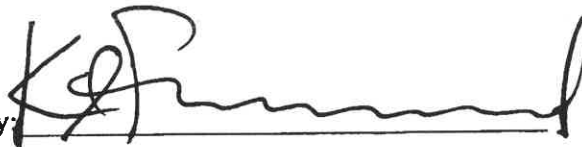
10. That given the Defendant's withdrawal of its notice of contest, this action is DISMISSED WITH PREJUDICE, subject to the terms of this Order.

11. Nothing in this Order should be interpreted as precluding either party from taking appropriate action to enforce the terms of their agreement, or this Order.

12. Each party shall bear their own costs in this matter.

13. The Clerk will transmit a certified copy of this Order to the parties' counsel, and then will place this matter amongst the ended cases.

ENTERED this 15 day of December, 2025.

By: 


Judge

A Copy – Teste:
Tiffany M. Couch, Clerk
Circuit Court Montgomery County, Virginia

By: , Deputy Clerk


We ask for this:

GARY G. PAN, Commissioner of Labor and Industry

By: 
Kaitlin M. Hopingardner, Esq. (VSB # 97034)
Special Assistant Commonwealth's Attorney
Montgomery County
c/o Department of Labor and Industry
6606 West Broad Street, Suite 500
Richmond, VA 23219
(804) 786-2641
(804) 371-6524 (fax)
kaitlin.hopingardner@doli.virginia.gov
Counsel for the Commissioner

Seen and agreed:

COATINGS AND PAINTING, LLC

By: 
P. George Eliades, II, Esq. (VSB # ~~39314~~)
The Eliades Law Firm, PLLC
14000 N. Enon Church Road
Chester, Virginia 23832
(804) 541-1941
(804) 541-2673 (fax)
george@eliadeslawfirm.com
Counsel for Defendant