BEFORE THE DIVISION OF LABOR STANDARDS ENFORCEMENT
DEPARTMENT OF INDUSTRIAL RELATIONS
STATE OF CALIFORNIA

In the matter of the
Debarment Proceeding Against,

INTEGRITY SHEET METAL, INC., a California Corporation;
Mr. WILLIAM BEN HICKS, an individual; and,
Ms. MARGARET MARY HICKS, an individual;

Respondents.

Whereas, Respondents stipulated to debarment as follows:

1. Respondent INTEGRITY SHEET METAL, INC. is the holder of
   California Contractor’s license number 726770.
2. Respondent Mr. WILLIAM BEN HICKS, an individual who at all times
   relevant herein held the position of “RMO/CEO/PRESIDENT” within INTEGRITY
   SHEET METAL, INC.’s corporate structure.

ORDER OF THE LABOR COMMISSIONER ON STIPULATION TO DEBARMENT
3. Respondent Ms. MARGARET MARY HICKS, an individual who at all times relevant herein held the position of "OFFICER" within INTEGRITY SHEET METAL, INC.'s corporate structure.

4. Respondents INTEGRITY SHEET METAL, INC., Mr. WILLIAM BEN HICKS and Ms. MARGARET MARY HICKS entered into the attached STIPULATION FOR DEBARMENT.

5. Based on the STIPULATION FOR DEBARMENT, see Paragraph 3, subsection B of the attached SETTLEMENT AGREEMENT AND RELEASE, Respondents (INTEGRITY SHEET METAL, INC., WILLIAM BEN HICKS and MARGARET MARY HICKS) shall be ineligible for a period of three years, beginning February 1, 2015 to do either of the following:

   A) Bid on or be awarded a contract for a public works project; or
   
   B) Perform work as a subcontractor on a public works project as defined in Labor Code sections 1720, 1720.2, and 1720.3.

IT IS HEREBY ORDERED.

Dated: 2-11-2015

DIVISION OF LABOR STANDARDS
DEPARTMENT OF INDUSTRIAL RELATIONS
STATE OF CALIFORNIA

By: [Signature]
Julie A. Su
State Labor Commissioner