State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

September 18, 2025

Re: PC-460-0825-JAR
PO24-000012 & PO24-000013 & 24-000003
Classroom 9 & 2nd floor wing hallway repainting
Bradley Beach Board of Education

Dear [redacted]:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

Respond to this Notice within 15 Days of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a telephone conference. Complete the bottom section of the Assessment Form and return within 15 days of the above date. A Division Representative will contact you by telephone to hold an informal conference to discuss your case. If your case cannot be resolved over the telephone, we will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Lawrence Cirignano, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-460-0825-JAR George Koustas Painting & Construction LLC 9/18/2025

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	$2,500.00 *(Violation)*

Assessments:

Total Monies due Employees		$0.00
Back Wages	$0.00	
Liquidated Damages	$0.00	
Misclassification Penalty	$0.00	
Administrative Fee (0% of Total Monies)		$0.00
Penalty		$2,500.00

Instructions

1. **Payment of Total Monies due Employees:** Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty:** Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Division of Wage and Hour Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

q I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

q I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

September 18, 2025

Re: PC-458-0825-JAR
PO23-000596
Supply & install nurse office door
Bradley Beach Board of Education

Dear [redacted]:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

Respond to this Notice within 15 Days of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a telephone conference. Complete the bottom section of the Assessment Form and return within 15 days of the above date. A Division Representative will contact you by telephone to hold an informal conference to discuss your case. If your case cannot be resolved over the telephone, we will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Lawrence Cirignano, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-458-0825-JAR George Koustas Painting & Construction LLC 9/18/2025

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	$2,500.00 *(Violation)*

Assessments:

Total Monies due Employees		$0.00
Back Wages	$0.00	
Liquidated Damages	$0.00	
Misclassification Penalty	$0.00	
Administrative Fee (0% of Total Monies)		$0.00
Penalty		$2,500.00

Instructions

1. **Payment of Total Monies due Employees:** Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty:** Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Division of Wage and Hour Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

q I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

q I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

September 18, 2025

Re: PC-462-0825-JAR
PO25-00005 & PO25-000007 & PO25-000008 & PO25000010
Classroom 5 & Basement Hallway
Bradley Beach Board of Education

Dear [redacted]:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

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If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Lawrence Cirignano, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-462-0825-JAR George Koustas Painting & Construction LLC 9/18/2025

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	$2,500.00 *(Violation)*

Assessments:

Total Monies due Employees		$0.00
Back Wages	$0.00	
Liquidated Damages	$0.00	
Misclassification Penalty	$0.00	
Administrative Fee (0% of Total Monies)		$0.00
Penalty		$2,500.00

Instructions

1. **Payment of Total Monies due Employees**: Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty**: Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Division of Wage and Hour Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

q I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

q I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
West Long Branch NJ 07764

March 16, 2022

Re: PC-404-1221-LIP
Painting
Painting
West Long Branch Board of Education

Dear [redacted]:

The Wage and Hour Division and Contract Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

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Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

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If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Marc Goldberg, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-404-1221-LIP George Koustas Painting & Construction LLC 3/16/2022

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Certified Payroll / Public Body	34:11-56.33 / 12:60-5.1(c)	$500.00 *(Violation)*

Assessments:

Total Monies due Employees		$0.00
Back Wages	$0.00	
Liquidated Damages	$0.00	
Misclassification Penalty	$0.00	
Administrative Fee (0% of Total Monies)		$0.00
Penalty		$500.00

Instructions

1. **Payment of Total Monies due Employees:** Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, add "...or Commissioner of LWD" after the employee's name on the "Pay to the Order of" line. Forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty**: Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Wage and Hour Division and Contract Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

☐ I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

☐ I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

OPRA Request **Case #:PC-651-1212-CIR** June 12, 2026

Employer Details:

George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

Citations

Violation(s) of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C):

Violation	Citation No.	Final Penalty
Unpaid Wages / Late Payment	34:11-4.2	25.00
Failure to Pay Prevailing Wage	34:11-56.27	25.00
Records - Inaccurate Certified Payroll	34:11-56.29	50.00

Final Wages, Fees and Penalty

Final Wages Assessed:	51.34
Final Fees Assessed:	12.84
Fianl Penalty Aseessed:	100.00

Claimants

1. [redacted]
2. [redacted]
3. [redacted]
4. [redacted]

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

OPRA Request **Case #:PC-58-0115-LAC** June 12, 2026

Employer Details:

George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

Citations

Violation(s) of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C):

Violation	Citation No.	Final Penalty
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	500.00

Final Wages, Fees and Penalty

Final Wages Assessed:	0.00
Final Fees Assessed:	0.00
Fianl Penalty Aseessed:	500.00

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

OPRA Request **Case #:PC-58-0115-LAC** June 12, 2026

Job Site:Public Safety Building Job Description:Renovation of Bathroom and Kit

Public Body Name and Address:

Borough of Seaside Park
1701 N Ocean Ave
Seaside Park NJ 08752

Public Body Work and Location

Description: Reconstruction

Locations Address: Public Safety Building ;
Seaside Park NJ 08752

Contract Date :04/21/2014

Officials Name and Address

Sub Contractor Details

Name : Randy E Panick LLC

Address: 2 W Coral Dr
Brick (Ocean) NJ 08723

Sub Contractor Details

Name : KR Masonry LLC

Address: 363 East Greystone Road
Old Bridge NJ 08857

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

OPRA Request **Case #:PC-0244-97** June 12, 2026

Employer Details:

George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

Citations

Violation(s) of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C):

Violation	Citation No.	Final Penalty
Illegal Deductions	34:11-4.6	100.00
Records	34:11-56.29	100.00
File Records 10 Days/Public Body	34:11-56.33	250.00

Final Wages, Fees and Penalty

Final Wages Assessed:	481.60
Final Fees Assessed:	48.16
Fianl Penalty Aseessed:	0.00

Claimants

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

JON S. CORZINE
Governor

DAVID J. SOCOLOW
Commissioner

January 9, 2008

[redacted] Owner
George Koustas Painting
70 Beechwood Avenue
West Long Branch, NJ 07764

Re: Notice of Intention to Revoke
Public Works Contractor Registration # 52619
Case No. CR1-52619-08

Dear [redacted]

It has come to our attention that certain information was omitted on your application for the Public Works Contractor Registration. Specifically, you failed to list your association with G. Koustas Painting as required in question # 10 and failed to list prior violations for case number PC-200-0303-SHE as required in question # 14. The Registration Act's regulations require at N.J.A.C. 12:62-2.1(g), that "If the applicant knowingly supplies incomplete or inaccurate information to the Department in connection with his or her application, he or she shall be disqualified under these rules, barred from reapplying for registration for a period up to one year from the date of notice of disqualification, and may be subject to other penalties described in N.J.A.C. 12:62-2.3, 2.4 and 2.5." **You are hereby notified that on January 31, 2008 this office will therefore, suspend or revoke your Contractor Registration based on the above-noted apparent violation.**

To appeal this decision, a written request for a hearing must be submitted within ten (10) business days of receipt of this notice, to the address below.

New Jersey Department of Labor and Workforce Development
Division of Wage and Hour Compliance
Public Works Contractor Registration Section
P.O. Box 389
Trenton, NJ 08625-0389

Upon receipt of a written request, the matter will be scheduled for a hearing. If your Contractor Registration is ultimately revoked, you must immediately return the original certificate to this office.

Sincerely,

Robert E. Gaines

Robert E. Gaines, Assistant Director
Division of Wage and Hour Compliance
(609) 984-9392

C: File
USPS Receipt 7005 1820 0003 0804 8107

T-3/21/08

Paid

State of New Jersey

JON S. CORZINE
Governor

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

DAVID J. SOCOLOW
Commissioner

February 6, 2008

[redacted], Owner
George Koustas Painting
70 Beechwood Avenue
West Long Branch, NJ 07764

Case No: CR1-52610-08

Dear [redacted]

This confirmation letter memorializes the terms and conditions discussed and accepted in the course of our recent pre-hearing conference.

1. The Division of Wage and Hour Compliance agrees to revise its initial assessments of:

   (X) Intent to Revoke/Deny Contractor Registration Certificate # 52619.

   ( ) Penalty Assessment of $ _____, for violation of _____.

2. In lieu of the initial assessments(s), you have agreed to the penalty amount of $250.00, for violation of N.J.A.C. 12:62-2.4(a)3

The Division accepts this revision based upon the evidence and/or explanation provided during our pre-hearing conference, with the newly assessed violation having been found to occur without any intent to violate the laws or acts under the Division's enforcement.

Pursuant to this settlement, you are to remit payment to the Division of Wage and Hour Compliance, P.O. Box 389, Trenton, New Jersey 08625-0389 as follows:

DUE DATE	AMOUNT	PURPOSE	PAYEE
3/6/08	$250.00	Admin. Penalty	N.J. Commissioner of Labor and Workforce Development

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

JON S. CORZINE
Governor

DAVID J. SOCOLOW
Commissioner

This agreement has been reviewed and accepted by the Division with the understanding that this matter will be regarded as a "prior offense", and may be considered in the determination of an appropriate penalty if any future violation occurs. It does not impair the rights of any worker to pursue a claim for additional wages, or ability of the Division to determine compliance with all laws or acts under its jurisdiction.

If any provisions of this agreement are not adhered to, the Division reserves the right to initiate the appropriate procedure for the enforcement of all original assessments, which may include a prohibition of your firm to perform on future public work projects.

Please contact me directly at (609) 292-3360 if any questions arise regarding this formal settlement statement.

Sincerely,

Raymond Smid
Hearing and Review Officer
(609) 292-3360

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
PO BOX 389
TRENTON, NEW JERSEY 08625-0389

OPRA Request **Case #:PC-536-0408-ROB** June 12, 2026

Employer Details:

George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

Citations

Violation(s) of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C):

Violation	Citation No.	Final Penalty
Unpaid Wages / Late Payment	34:11-4.2	2,000.00
Failure to Pay Prevailing Wage	34:11-56.27	1,000.00
Records - Incomplete Certified Payroll	34:11-56.29	1,000.00

Final Wages, Fees and Penalty

Final Wages Assessed:	5,773.32
Final Fees Assessed:	577.33
Fianl Penalty Aseessed:	4,000.00

Claimants

1. [redacted]
2. [redacted]
3. [redacted]
4. [redacted]
5. [redacted]

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

January 15, 2019

Re: PC-20-0119-PCS
Hamilton BOE
Handicapped Ramp Installation
Hamilton BOE

Dear [redacted]:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

Respond to this Notice within 15 Days of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a telephone conference. Complete the bottom section of the Assessment Form and return within 15 days of the above date. A Division Representative will contact you by telephone to hold an informal conference to discuss your case. If your case cannot be resolved over the telephone, we will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Marc Goldberg, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-20-0119-PCS George Koustas Painting & Construction LLC 1/15/2019

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Contracted Unregistered Subcontractor	34:11-56.51 / 12:62-2.1	$2,500.00 *(violation)*
Iron Asylum, Inc.	unreg. sub.	$0.00 *(unreg. sub)*

Assessments:

Total Monies due Employees		$0.00	
Back Wages	$0.00		
Liquidated Damages	$0.00		
Misclassification Penalty	$0.00		
Administrative Fee (0% of Total Monies)		$0.00	
Penalty		$2,500.00	*PAID*

Instructions

1. **Payment of Total Monies due Employees**: Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty**: Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Division of Wage and Hour Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

q I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

q I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

[redacted], Owner and Individually, and
George Koustas Painting & Construction LLC
70 Beechwood Ave
W Long Branch NJ 07764

November 16, 2017

Re: PC-491-1017-PCS
Paint Storage Building
Renovations
Ocean County Board of Chosen Freeholders

Dear [redacted]:

The Division of Wage and Hour Compliance conducted an inspection of your firm. It has been determined you are in violation of Title 34 which provides that any person who violates any provision of the New Jersey Wage and Hour Law or regulations may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess administrative fees based on the amount of back wages, liquidated damages, and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State. For the purposes of this act, the officers of a corporation and any agents having the management of such corporation shall be deemed to be the employers of the employees of the corporation.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

Respond to this Notice within 15 Days of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a telephone conference. Complete the bottom section of the Assessment Form and return within 15 days of the above date. A Division Representative will contact you by telephone to hold an informal conference to discuss your case. If your case cannot be resolved over the telephone, we will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

If you have questions contact this office Monday to Friday, 8:30 am to 4:30 pm.

Sincerely,

Marc Goldberg, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

11/16/2017

Case No. PC-491-1017-PCS George Koustas Painting & Construction LLC

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Contracted Unregistered Subcontractor	34:11-56.51 / 12:62-2.1	$1,000.00 *(violation)*
MDRP Epoxy Flooring & Painting, LLC	Unreg. Sub	$0.00 *(unreg sub)*

Assessments:

Total Monies due Employees		$0.00	
Back Wages	$0.00		
Liquidated Damages	$0.00		
Misclassification Penalty	$0.00		
Administrative Fee (0% of Total Monies)		$0.00	
Penalty		$1,000.00	*PAID*

Instructions

1. **Payment of Total Monies due Employees**: Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

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   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

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q I am contesting the above Assessments and I am requesting a telephone conference to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____