

U.S. Department of Labor
Occupational Safety and Health Administration
444 Regency Parkway Drive
Suite 303
Omaha, NE 68114
Phone: 402-553-0171 Fax: 402-551-1288



Citation and Notification of Penalty

To:
MP Global Products, LLC
and its successors
PO Box 2283
Norfolk, NE 68702

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015

Inspection Site:
2500 Old Hadar Rd.
2300 Riverside Blvd
Norfolk, NE 68701

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type “OSHA” and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

Notification of Corrective Action – For each violation which you do not contest, you must provide ***abatement certification*** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that ***abatement documentation*** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

Employer Discrimination Unlawful – The law prohibits discrimination by an employer against an

employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Notice to Employees – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 08/26/2015. The conference will be held by telephone or at the OSHA office located at 444

Regency Parkway Drive, Suite 303, Omaha, NE 68114 on _____ at

_____. Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1045231

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701
Issuance Date: 08/26/2015

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 444 Regency Parkway Drive, Suite 303, Omaha, NE 68114**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.22(b)(1): Aisles and passageways were not kept clear and in good repair, with no obstruction across or in aisles that could create a hazard:

The employer is failing to protect employees from emergency egress hazards associated with working in a facility with blocked or restricted aisle ways. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees using blocked or restricted aisle ways as means of access to areas where they need to work.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$5500.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1910.23(c)(1): Open-sided floors and/or platforms four feet or more above adjacent floor or ground level were not guarded with standard railings (or equivalent) and toeboards:

The employer is failing to protect employees from fall hazards associated with working on platforms greater than 4 feet above the lower working surface. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees performing maintenance on equipment such as the exhaust fans located on upper work platforms where there is missing guard railing. Instances include but are not limited to:

- i. Employees using a fixed ladder as means of access to the top of the Bema Mixer so they can look into the overhead observations door to verify the machine is not plugged up.
- ii. Employees using a fixed ladder with unprotected access point, as means of access to the catwalk along the north wall between the main production line and the dust collector room.
- iii. Employees using a fixed ladder with unprotected access point, as means of access to the work platform over the laminating line as means of conducting maintenance on the exhaust fan located there.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/17/2015
Proposed Penalty: \$7000.00

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 3 Type of Violation: **Serious**

29 CFR 1910.37(b)(6): Each exit sign was not illuminated to a surface value of at least five foot-candles (54 lux) by a reliable light source and be distinctive in color:

The employer is failing to protect employees from emergency egress hazards associated with inadequately lighted emergency exit and exit signs. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd, Norfolk, NE 68701; where the employer has employees working in the facility where the nearest designated exit has an inadequate exit sign or lacks sufficient illumination. Instances include but are not limited to the exit door on the east side of the main production floor next to the lamination machine.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$5500.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 4 a Type of Violation: **Serious**

29 CFR 1910.147(c)(7)(i)(A): Authorized employee(s) did not receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation:

The employer is failing to provide adequate lockout and tag out training to authorized employees. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees who operate and or perform maintenance on equipment that requires them to lock the machine out against hazardous energy sources through the use of lockout and tag out, they have been authorized by the company to perform lockout and/or tag out however they have not been given the required training. Instances include but are not limited to:

- i. Employee clearing jams out of machines in the Fiber Line, Thermal Pad Line and the Main Production Lines.
- ii. Employees cleaning the machines weekly where they are required to apply lockout and/or tag.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$5500.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 4 b Type of Violation: **Serious**

29 CFR 1910.147(c)(7)(i)(B): Affected employees were not instructed in the purpose and use of the energy control procedure:

The employer is failing to provide adequate lockout and tag out training to affected employees. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd, Norfolk, NE 68701; where the employer has inadequately trained affected employees who operate equipment that requires lock out or tag out to isolate hazardous energy sources as means of protection for the employee. Instances include but are not limited to:

- i. Employee operating machines in the Fiber Line, Thermal Pad Line and the Main Production Lines.
- ii. Employees cleaning the Fiber Line, Thermal Pad Line and the Main Production Line weekly.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 5 Type of Violation: **Serious**

29 CFR 1910.147(c)(8): Lockout or tagout was not performed only by the authorized employees who are performing the servicing or maintenance:

The employer is failing to protect employees from electrical and caught between hazards associated with improper application of locks in support of lockout and tag out when performing maintenance on equipment. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees using locks assigned to other employees or in some instances having employees or supervisors lock the machines out for them so as that the exposed employee does not have positive control over the applied lock. Instances include but are not limited to:

- i. Maintenance employees having the maintenance supervisor apply his lock so the mechanics can repair the machines.
- ii. Machine operators having supervisors apply their locks and allowing the operator to clean the machine without having positive control over the applied lock.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$7000.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 6 a Type of Violation: **Serious**

29 CFR 1910.178(l)(2)(ii): The employer did not ensure that each operator had successfully completed the training consisting of a combination of formal instruction (e.g., lecture, discussion, interactive computer learning, video tape, written material), practical training (demonstrations performed by the trainer and practical exercises performed by the trainee), and evaluation of the operator's performance in the workplace:

The employer is failing to provide adequate powered industrial truck training to employees tasked to forklifts and shag trucks throughout the facility. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating the shag truck and multiple sit down propane powered forklifts throughout both facilities without having conducted adequate training. Instances include but are not limited to:

- i. Employees forced to sign certification stating that they had received a hands on evaluation when in fact they had not.
- ii. Employees took a written quiz where the instructor provided all the answers thus failed to conduct an accurate assessment of the employees training.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$7000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 6 b Type of Violation: **Serious**

29 CFR 1910.178(p)(1): Powered industrial truck(s) found to be in need of repair, defective, or in any way unsafe had not been taken out of service until restored to safe operating condition:

The employer is failing to protect employees from struck by and caught between hazards associated with operating powered industrial trucks with missing safety equipment. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating the shag truck parked along the west side of the building with a missing seat belt, as a means of moving trailers around the company property as well as drive the shag truck on the public roads to the company buildings across the highway.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 09/17/2015

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 7 Type of Violation: **Serious**

29 CFR 1910.212(a)(1): One or more methods of machine guarding was not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

The employer is failing to protect employees from amputation hazards associated with operating equipment with inadequate guarding. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating, cleaning and performing maintenance on the inadequately guarded cross cut saw located in the thermal pad line. Instances of exposure include but are not limited to:

- i. Employer having employees clean under the machine while it is operating where the saw is not guarded.
- ii. Employer storing supplies under the cross cut saw where employees have to reach to get them and the saw is not guarded.
- iii. Access panel to moving parts on the Fibrabaler secured with a hand tightening screw.
- iv. Several access panel to moving parts and electrical components on the Fiber Openers on the China Line have unlockable latches as means of securing the doors.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$7000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 8 a Type of Violation: **Serious**

29 CFR 1910.215(a)(4): Work rest(s) on grinding machinery were not adjusted closely to the wheel with a maximum opening of one eighth inch:

The employer is failing to protect employees from struck by hazards associated with operating a bench grinder when the tool rest is adjusted greater than 1/8th of an inch. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has maintenance employees using the bench grinder to sharpen tools without having properly adjusted the tool rest.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$4400.00

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 8 b Type of Violation: **Serious**

29 CFR 1910.215(b)(9): The distance between the abrasive wheel periphery(s) and the adjustable tongue or the end of the safety guard peripheral member at the top exceeded one fourth inch:

The employer is failing to protect employees from struck by hazards associated with operating a bench grinder when the tongue guard is adjusted greater than 1/4th of an inch. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has maintenance employees using the bench grinder to sharpen tools without having properly adjusted the tongue guard.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 8 c Type of Violation: **Serious**

29 CFR 1910.215(d)(3): The contact surface(s) of wheel(s), blotter(s) or flange(s) on grinding machine(s) were not flat and free of foreign matter:

The employer is failing to protect employees from struck by hazards associated with operating a bench grinder with an uneven surface on the grinding wheel. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has maintenance employees using the bench grinder with the rounded off grinding wheel to sharpen tools.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations

Date By Which Violation Must be Abated:

09/17/2015

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 9 a Type of Violation: **Serious**

29 CFR 1910.219(d)(1): Pulley(s) with part(s) seven feet or less from the floor or work platform were not guarded in accordance with the requirements specified in 29 CFR 1910.219(m) and (o):

The employer is failing to protect employees from caught between hazards associated with inadequately guarded belt and pulley assemblies. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating and working the lines where there are belt and pulley assemblies with inadequate guarding. Instances include but are not limited to:

- i. Employees working on the Fiber Openers on the China Line in the Fiber Line
- ii. Employees working on the China Machine in the Fiber Line.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$5500.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 9 b Type of Violation: **Serious**

29 CFR 1910.219(e)(3)(i): Vertical or inclined belt(s) were not enclosed by guard(s) conforming to the requirements specified at 29 CFR 1910.219(m) and (o):

The employer is failing to protect employees from caught between hazards associated with inadequately guarded belt and pulley assemblies. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd, Norfolk, NE 68701; where the employer has employees operating and working the lines where there are belt and pulley assemblies with inadequate guarding. Instances include but are not limited to:

- i. Employees working on the Fiber Openers on the China Line in the Fiber Line
- ii. Employees working on the China Machine in the Fiber Line.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

U.S. Department of Labor
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Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 10 Type of Violation: **Serious**

29 CFR 1910.219(f)(3): Sprocket wheels and chains which were seven 7 feet or less above floors or platforms were not enclosed:

The employer is failing to protect employees from caught between hazards associated with inadequately guarded chain and sprocket assemblies. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating and working the lines where there are chain and sprocket assemblies with inadequate guarding. Instances include but are not limited to employees working on the China Machine in the Fiber Line.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$5500.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
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Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 11 Type of Violation: **Serious**

29 CFR 1910.303(b)(1)(ii): Electrical equipment was not free from recognized hazards, based on the mechanical strength and durability, including, for parts designed to enclose and protect other equipment, the adequacy of the protection thus provided:

The employer is failing to protect employees from electrical hazards associated with damaged electrical panel boxes in the work place. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees accessing the damaged electrical box in the Fiber Line as means of de-energizing the overhead fluorescent lights when changing the bulbs thus exposing the employee to live electrical parts.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$5500.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 12 Type of Violation: **Serious**

29 CFR 1910.303(f)(2): Each service, feeder, and branch circuit, at its disconnecting means or overcurrent device, was not legibly marked to indicate its purpose, nor located and arranged so the purpose was evident:

The employer is failing to protect employees from electrical hazards associated with inadequately labeled electrical panel boxes in the work place. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees accessing the inadequately labeled electrical box in the Thermal Pad building as means of de-energizing the overhead fluorescent lights when changing the bulbs thus exposing the employee to live electrical parts.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated: 09/17/2015
Proposed Penalty: \$5500.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 13 Type of Violation: **Serious**

29 CFR 1910.303(g)(1)(ii): The required working space about electric equipment rated 600 volts, nominal, or less to ground, was used for storage:

The employer is failing to protect employees from electrical hazards associated with blocked access to electrical panel boxes in the work place. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees who access electrical panel boxes as the means of de-energizing lights and equipment and the employer has blocked the access to these electrical boxes. Instances include but are not limited to:

- i. Three separate electrical panel boxes in the Thermal Pad Line facility having material and debris stacked in front of the box limiting access.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$5500.00



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 1 Item 14 Type of Violation: **Serious**

29 CFR 1910.305(b)(1): Unused openings in boxes, cabinets, or fittings were not effectively closed:

The employer is failing to protect employees from electrical hazards associated with missing knockouts in outlet boxes and open circuit breaker slots in electrical panel boxes. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd, Norfolk, NE 68701; where the employer has employees using outlets and accessing electrical panel boxes with exposed live wiring. Instances include but are not limited to:

- i. Employees using the outlet box with missing knockouts located next to the electrical panel box near the east exit on the Thermal Pad Line.
- ii. Employees using and access the 440 volt main electrical board with missing circuit breakers or blank adapter located along the east wall of the Fiber Line.
- iii. Employees using and accessing the electrical panel box located in the Break Room located near the Fiber Line with missing circuit breakers or blank adapters.
- iv. Employees using and accessing the electrical panel box located in the Thermal Pad Line with missing circuit breakers or blank adapters.

Abatement certification is required for this violation. The abatement certification sheet is enclosed with the citations.

Date By Which Violation Must be Abated:

09/17/2015

Proposed Penalty:

\$5500.00

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1045231
Inspection Date(s): 03/10/2015 - 03/10/2015
Issuance Date: 08/26/2015



Citation and Notification of Penalty

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 2 Item 1 Type of Violation: **Willful**

29 CFR 1910.212(a)(1): One or more methods of machine guarding was not provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks:

The employer is failing to protect employees from amputation hazards associated with operating equipment with inadequate machine guarding. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE; where the employer has employees operating and performing maintenance on the Bematic Fiber Opener where an employee opened an observation door to clear a jam and subsequently was injured by moving parts.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/17/2015
Proposed Penalty:	\$70000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: MP Global Products, LLC

Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701

Citation 2 Item 2 Type of Violation: **Willful**

29 CFR 1910.212(a)(3)(ii): Point of operation guards were not designed and constructed as to prevent the operator from having any part of their body in the danger zone during the operating cycle:

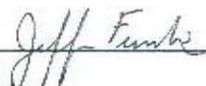
The employer is failing to protect employees from amputation hazards associated with operating equipment with inadequate point of operating guarding. This was most recently evident during the inspection of the facility located at 2500 Old Hadar Rd & 2300 Riverside Blvd. Norfolk, NE 68701; where the employer has employees operating equipment with inadequate or missing point of operation guarding. Instances include but are not limited to:

- i. Employees operating the two automated fold and sew machines located in the Thermal Pad Line.
- ii. Maintenance employees using the drill press located in the maintenance shop of the main facility.

Abatement certification and abatement documentation is required for this violation. The documentation should include written verification of abatement, applicable measurements or monitoring results, and photographs or videos which you believe will be helpful. The abatement certification sheet is enclosed with the citations.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	09/10/2015
Proposed Penalty:	\$70000.00



Jeff Funke
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
444 Regency Parkway Drive
Suite 303
Omaha, NE 68114
Phone: 402-553-0171 Fax: 402-551-1288



INVOICE / DEBT COLLECTION NOTICE

Company Name: MP Global Products, LLC
Inspection Site: 2500 Old Hadar Rd., 2300 Riverside Blvd, Norfolk, NE 68701
Issuance Date: 08/26/2015

Summary of Penalties for Inspection Number	1045231
Citation 1, Serious	\$81900.00
Citation 2, Willful	\$140000.00
TOTAL PROPOSED PENALTIES	\$221900.00

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will cash the check or money order as if these restrictions or conditions do not exist.

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed

account, the bank will attempt to make the transfer up to 2 times.

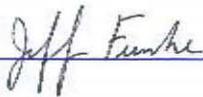
Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

Delinquent Charges: A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

Administrative Costs: Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

Jeff Funke
Area Director



Date 8/26/15