

U.S. Department of Labor

Occupational Safety and Health Administration
1600 167th Street
Suite 9
Calumet City, IL 60409
Phone: 708-891-3800 Fax: 708-862-9659



Citation and Notification of Penalty

To:
ELECTRONIC PLATING COMPANY
and its successors
P. O. BOX 50469
Cicero, IL 60804

Inspection Number: 1071055
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015

Inspection Site:
1821 S. 54TH AVE.
Cicero, IL 60804

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 12/10/2015. The conference will be held by telephone or at the OSHA office located at 1600 167th Street, Suite 9, Calumet City, IL 60409 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1071055

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804
Issuance Date: 12/10/2015

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, 1600 167th Street, Suite 9, Calumet City, IL 60409**

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



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.95(c)(1): The employer shall administer a continuing, effective hearing conservation program, as described in paragraphs (c) through (o) of this section, whenever employee noise exposures equal or exceed an 8-hour time-weighted average sound level (TWA) of 85 decibels measured on the A scale (slow response) or, equivalently, a dose of fifty percent. For purposes of the hearing conservation program, employee noise exposures shall be computed in accordance with appendix A and Table G-16a, and without regard to any attenuation provided by the use of personal protective equipment:

On or about August 13, 2015, in the facility, employees required to perform plating operations were exposed to noise in excess of 85 dBA (8-hr TWA) or 50% of the permissible exposure limit of 90 dBA. A continuing, effective hearing conservation program had not been instituted to protect employees against the hazard of hearing loss:

1. An employee performing Line 4 basket duties was exposed to continuous noise at 107.2% of the permissible daily noise exposure (8-hour time-weighted average sound level of 90 dBA) or an equivalent sound level of approximately 90.5 dBA during the 408 minute sampling period. Zero exposure assumed for the 72 minutes not sampled.
2. An employee performing Line 1 operator duties was exposed to continuous noise at 104.4% of the permissible daily noise exposure (8-hour time-weighted average sound level of 90 dBA) or an equivalent sound level of approximately 90.3 dBA during the 408 minute sampling period. Zero exposure assumed for the 72 minutes not sampled.
3. An employee performing Line 2 basket duties was exposed to continuous noise at 96.7% of the permissible daily noise exposure (8-hour time-weighted average sound level of 90 dBA) or an equivalent sound level of approximately 89.8 dBA during the 392 minute sampling period. Zero exposure assumed for the 88 minutes not sampled.
4. An employee performing Line 4 operator duties was exposed to continuous noise at 93.1% of the permissible daily noise exposure (8-hour time-weighted average sound level of 90 dBA) or an equivalent sound level of approximately 89.5 dBA during the 412 minute sampling period. Zero

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exposure assumed for the 68 minutes not sampled.

5. An employee performing Line 1 basket duties was exposed to continuous noise at 81.6% of the permissible daily noise exposure (8-hour time-weighted average sound level of 90 dBA) or an equivalent sound level of approximately 88.5 dBA during the 403 minute sampling period. Zero exposure assumed for the 77 minutes not sampled.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$53900.00

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

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Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.124(h)(4): For employees who work with chromic acid, periodic examinations of their exposed body parts, especially their nostrils, must be provided:

The employer does not protect each employee during chromic acid work by providing periodic examinations of their exposed body parts, especially their nostrils.

On or about June 16, 2015, in the facility, employees required to work with chromic acid (chromate conversion coatings) at the Black Line were not provided with periodic examinations of their exposed body parts, especially their nostrils.

To abate this hazard in the future the employer must provide periodic examinations for employees who work with chromic acid. The periodic examinations must include examination of exposed body parts and nostrils.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard which was contained in OSHA inspection number #315157800 , citation number 1, item number 1, and was affirmed as a final order on December 6, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL. 60804.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	01/29/2016
Proposed Penalty:	\$7700.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.132(a): Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact:

The employer does not protect each employee during plating work by providing protective clothing.

On or about June 16, 2015, in the facility, employees required to perform plating operations at production lines such as, but not limited to, the Black Line and Hand/Passivation Line, were exposed to the hazard of skin contact with hazardous chemicals including chromic acid and sodium hydroxide. Protective clothing such as an impermeable apron, gauntlet type impermeable gloves and boots were not provided and used to protect against injury.

To abate this hazard in the future the employer must provide protective clothing such as impermeable aprons, gauntlet type impermeable gloves and boots for employees required to perform plating operations.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard, which was contained in OSHA inspection number #315157800, citation number 1 , item number 2, and was affirmed as a final order on December 6, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL. 60804

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$7700.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

Citation 2 Item 3 Type of Violation: **Repeat**

29 CFR 1910.1027(l)(1)(i)(A): The employer shall institute a medical surveillance program for all employees who are or may be exposed to cadmium at or above the action level unless the employer demonstrates that the employee is not, and will not be, exposed at or above the action level on 30 or more days per year (twelve consecutive months):

The employer does not protect each employee during cadmium plating work by providing a medical surveillance program.

On or about August 13, 2015, in the facility, an employee required to perform cadmium plating was exposed to airborne cadmium dust at a level of 5.4 micrograms per cubic meter of air as an 8-hour time-weighted average (8-hr TWA), approximately 2.2 times the action level of 2.5 micrograms per cubic meter of air (8-hr TWA). The employer did not institute a medical surveillance program for employee(s) who were or could be exposed to cadmium at or above the action level.

To abate this hazard in the future the employer must institute a medical surveillance program for all employees who are or may be exposed to cadmium at or above the action level unless the employer demonstrates that the employee is not, and will not be, exposed at or above the action level on 30 or more days per year (twelve consecutive months).

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard which was contained in OSHA inspection number #315157800, citation number 1, item number 7a, and was affirmed as a final order on December 6, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL 60804.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$10780.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

Citation 2 Item 4 Type of Violation: **Repeat**

29 CFR 1910.1027(m)(4)(ii): The employer shall train each employee who is potentially exposed to cadmium in accordance with the requirements of this section. Training shall be provided prior to or at the time of initial assignment to a job involving potential exposure to cadmium and at least annually thereafter.

The employer does not protect each employee during cadmium plating work by providing training in accordance with the requirements of this section.

On or about August 13, 2015, in the facility, an employee required to perform cadmium plating was exposed to airborne cadmium dust at a level of 5.4 micrograms per cubic meter of air as an 8-hour time-weighted average (8-hr TWA), approximately 2.2 times the action level of 2.5 micrograms per cubic meter of air (8-hr TWA). The employer did not train each employee who was potentially exposed to cadmium in accordance with the requirements of this section at least annually.

To abate this hazard in the future the employer must train each employee who is potentially exposed to cadmium in accordance with the requirements of this section. Training must be provided prior to or at the time of initial assignment to a job involving potential exposure to cadmium and at least annually thereafter.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard or it's equivalent standard (1910.1027(m)(4)(i)) which was contained in OSHA inspection number 315157800, citation number 1, item number 7b, and was affirmed as a final order on December 6, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL. 60804.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$10780.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

Citation 2 Item 5 Type of Violation: **Repeat**

29 CFR 1910.1200(f)(6)(ii): Except as provided in paragraphs (f)(7) and (f)(8) of this section, the employer shall ensure that each container of hazardous chemical in the workplace is labeled, tagged or marked with the following: Product identifier and words, pictures, symbols, or combination thereof, which provide at least general information regarding the hazards of the chemicals, and which, in conjunction with the other information immediately available to employees under the hazard communication program, will provide employees with the specific information regarding the physical and health hazards of the hazardous chemical.

The employer does not protect each employee during plating work by providing by providing labels on each container of hazardous chemicals.

On or about June 16, 2015, in the facility, employees required to perform plating operations were exposed to the hazard of contact with hazardous chemicals including acids, alkali cleaners and metals. The employer did not ensure that each container of hazardous chemical in the workplace was labeled, tagged or marked with the required information, including, but not limited to:

- a. Zinc Line 4: Hydrochloric Acid stationary tank
- b. Black Line: Black Chromate stationary tank , Purple/Red Dye secondary containers
- c. Cadmium Line: Electrocleaner stationary tank
- d. Phosphate Line: Hydrochloric Acid, Zinc Phosphate stationary tanks

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

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Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

To abate this hazard in the future the employer must ensure that each container of hazardous chemical in the workplace is labeled, tagged or marked with the following: Product identifier and words, pictures, symbols, or combination thereof, which provide at least general information regarding the hazards of the chemicals, and which, in conjunction with the other information immediately available to employees under the hazard communication program, will provide employees with the specific information regarding the physical and health hazards of the hazardous chemical.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard or its equivalent standard (1910.1200(f)(5)-HazCom 1994) which was contained in OSHA inspection number #315157800, citation number 1, item numbers 9a/b, and was affirmed as a final order on December 6, 2011, with respect to a workplace at 1821 S. 54th Ave., Cicero, IL. 60804.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	01/29/2016
Proposed Penalty:	\$7700.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

Citation 2 Item 6 Type of Violation: **Repeat**

29 CFR 1910.1200(h)(2)(iii): Employers shall provide employees with effective information and training on hazardous chemicals in their work area. Employees shall be informed of the location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and safety data sheets required by this section:

The employer does not protect each employee during plating work by providing effective information and training on hazardous chemicals in their work area.

On or about June 16, 2015, in the facility, employees required to perform plating operations were exposed to the hazard of contact with hazardous chemicals including acids, alkali cleaners and metals. Each affected employee had not been provided effective information as to the location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and safety data sheets required by this section.

To abate this hazard in the future the employer must provide employees with effective information and training on hazardous chemicals in their work area. Employees must be informed of the location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals, and safety data sheets required by this section.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard which was contained in OSHA inspection number 315157800, citation number 1, item number 11a, and was affirmed as a final order on December 6, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL. 60804.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$7700.00

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: 1071055
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

Citation 3 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.141(b)(1)(i): Potable water shall be provided in all places of employment, for drinking, washing of the person, cooking, washing of foods, washing of cooking or eating utensils, washing of food preparation or processing premises, and personal service rooms.

On or about June 16, 2015, in the facility, employees required to perform plating operations were not provided with potable water for drinking.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$0.00

A handwritten signature in black ink, appearing to read "Kathy Webb", written over a horizontal line.

Kathy Webb
Area Director

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
1600 167th Street
Suite 9
Calumet City, IL 60409
Phone: 708-891-3800 Fax: 708-862-9659



INVOICE / DEBT COLLECTION NOTICE

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804
Issuance Date: 12/10/2015

Summary of Penalties for Inspection Number	1071055
Citation 1, Willful	\$53900.00
Citation 2, Repeat	\$52360.00
Citation 3, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$106260.00

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

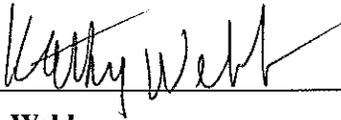
original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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.

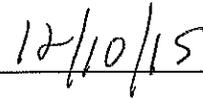
Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (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.



Kathy Webb
Area Director



Date

U.S. Department of Labor
Occupational Safety and Health Administration
1600 167th Street
Suite 9
Calumet City, IL 60409
Phone: 708-891-3800 Fax: 708-862-9659



Citation and Notification of Penalty

To:
ELECTRONIC PLATING COMPANY
and its successors
P. O. BOX 50469
Cicero, IL 60804

Inspection Number: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015

Inspection Site:
1821 S. 54TH AVE.
Cicero, IL 60804

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.

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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 12/10/2015. The conference will be held by telephone or at the OSHA office located at 1600 167th Street, Suite 9, Calumet City, IL 60409 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1072932

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804
Issuance Date: 12/10/2015

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, 1600 167th Street, Suite 9, Calumet City, IL 60409**

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.22(a)(2): The floor of every workroom shall be maintained in a clean and, so far as possible, a dry condition. Where wet processes are used, drainage shall be maintained and false floors, platforms, mats, or other dry standing places should be provided where practicable.

On or about June 16, 2015, the employer did not keep restrooms, docks, and passageways in the facility free of standing water, thereby exposing employees to slip, trips and falls.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$5390.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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 2 a Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(i):

Procedures shall be developed, documented and utilized for the control of potentially hazardous energy when employees are engaged in the activities covered by this section.

On or about June 16, 2015, employees were required to perform maintenance and repair work on equipment including motors, compressors, and chemical tank lines on a daily basis. Procedures were not developed, documented and utilized for the control of potentially hazardous energy, thereby exposing employees to the unexpected re-energization of machinery.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$5390.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.147(c)(7)(i):

The employer shall provide training to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of the energy controls are acquired by employees. The training shall include the following:

On or about June 16, 2015, employees were required to perform maintenance on equipment including motors, compressors and chemical tank lines on a daily basis. The employer did not provide training to authorized, affected, and other employees to include all of the elements in (a) through (c), thereby exposing employees to unexpected re-energization of equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

01/29/2016

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.147(d)(4)(i): Lockout or tagout devices shall be affixed to each energy isolating device by authorized employees.

On or about June 16, 2015, employees were required to perform maintenance on a compressor. The employer did not ensure that lockout devices were used to isolate all energy sources on the compressor, thereby exposing all employees to potential contact of energized equipment.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$5390.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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 1910.178(l)(4)(iii):

An evaluation of each powered industrial truck operator's performance shall be conducted at least once every three years.

On or about June 16, 2015, operators were not evaluated every three years in the safe operation of powered industrial trucks, thereby exposing all employees in the plant to struck by hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$3080.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.178(q)(7):

Industrial trucks shall be examined before being placed in service, and shall not be placed in service if the examination shows any condition adversely affecting the safety of the vehicle. Such examination shall be made at least daily. Where industrial trucks are used on a round-the-clock basis, they shall be examined after each shift. Defects when found shall be immediately reported and corrected.

On or about June 16, 2015, the employer did not perform an examination of the power industrial truck to check for defects after each shift, thereby exposing employees to struck by hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

12/30/2015

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.212(a)(4): Barrels, containers, and drums. Revolving drums, barrels, and containers shall be guarded by an enclosure which is interlocked with the drive mechanism, so that the barrel, drum, or container cannot revolve unless the guard enclosure is in place.

On or about June 16, 2015, the parts dryers were not provided with interlocks that stopped the dryers from rotating when opened, thereby exposing employees to struck by hazards at the bottom and top of the dryers.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	01/29/2016
Proposed Penalty:	\$5390.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.219(f)(3):

Sprockets and chains. All sprocket wheels and chains shall be enclosed unless they are more than seven (7) feet above the floor or platform. Where the drive extends over other machine or working areas, protection against falling shall be provided. This subparagraph does not apply to manually operated sprockets.

On or about June 16, 2015, employees were required to work adjacent to four tank lines on a daily basis. The chain and sprockets on the four tank lines were not completely guarded, thereby exposing employees to the hazards associated with moving parts.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	01/07/2016
Proposed Penalty:	\$3080.00

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: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.305(b)(2)(i): All pull boxes, junction boxes, and fittings shall be provided with covers identified for the purpose. If metal covers are used, they shall be grounded. In completed installations, each outlet box shall have a cover, faceplate, or fixture canopy. Covers of outlet boxes having holes through which flexible cord pendants pass shall be provided with bushings designed for the purpose or shall have smooth, well-rounded surfaces on which the cords may bear.

a. Line 1 - Zn Chloride Line - On or about June 16, 2015, employees had access to an electrical box with open covers that had energized wires that were exposed and protruding outside the box on the south wall post, in an aisle employees use to access equipment, thereby exposing employees to shock and electrocution hazard.

b. Line 2 - Zn Chloride Plate Line - On or about June 16, 2015, employees had access to a control boxes that had energized wires that were exposed and protruding outside the box, near the dryers, thereby exposing employees to shock and electrocution hazards.

c. Chemical Storage Area - On or about June 16, 2015, employees had access to a control box with a missing start button that had energized wires that were exposed, thereby exposing employees to shock and electrocution hazard.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

12/22/2015
\$5390.00

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

Inspection Number: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.305(g)(1)(iv)(A):

Unless specifically permitted otherwise in paragraph (g)(1)(ii) of this section, flexible cords and cable may not be used as a substitute for the fixed wiring of a structure;

Chemical Storage - On or about June 16, 2015, flexible cords were used as a substitute for fixed wiring of a structure near the baler, thereby exposing employees to electrical fire hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	01/29/2016
Proposed Penalty:	\$2310.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.22(a)(1): All places of employment, passageways, storerooms, and service rooms shall be kept clean and orderly and in a sanitary condition.

On or about June 16, 2015, the employer failed to keep the work place clean and orderly, thereby exposing employees to slip and trip hazards due to chemicals and garbage on floor.

Electronic Plating Company was previously cited for a violation of this occupational safety and health standard or its equivalent standard 29 CFR 1910.22(a)(1), which was contained in OSHA inspection number 315157792, citation number 1, item number 1 and was affirmed as a final order on November 30, 2011, with respect to a workplace located at 1821 S. 54th Ave., Cicero, IL 60650.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	12/22/2015
Proposed Penalty:	\$4620.00

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: 1072932
Inspection Date(s): 06/16/2015 - 09/30/2015
Issuance Date: 12/10/2015



Citation and Notification of Penalty

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804

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

29 CFR 1910.303(g)(2)(i): Except as elsewhere required or permitted by this standard, live parts of electric equipment operating at 50 volts or more shall be guarded against accidental contact by use of approved cabinets or other forms of approved enclosures or by any of the following means:

On or about June 16, 2015, employees were exposed to live electrical wires when required to work adjacent to the tank lines in which the electrical wires energizing the motors were not fully enclosed, thereby exposing employees to electrical hazards.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

01/29/2016
\$10780.00

A handwritten signature in cursive script, appearing to read "Kathy Webb", written over a horizontal line.

Kathy Webb
Area Director

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
1600 167th Street
Suite 9
Calumet City, IL 60409
Phone: 708-891-3800 Fax: 708-862-9659



INVOICE / DEBT COLLECTION NOTICE

Company Name: ELECTRONIC PLATING COMPANY
Inspection Site: 1821 S. 54TH AVE., Cicero, IL 60804
Issuance Date: 12/10/2015

Summary of Penalties for Inspection Number	1072932
Citation 1, Serious	\$35420.00
Citation 2, Repeat	\$15400.00
TOTAL PROPOSED PENALTIES	\$50820.00

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

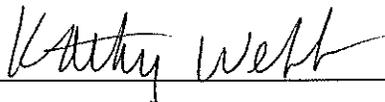
account, the bank will attempt to make the transfer up to 2 times.

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.

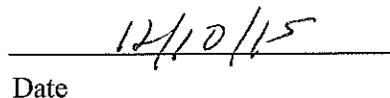
Interest: Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (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.



Kathy Webb
Area Director



Date