

U.S. Department of Labor Occupational Safety and Health Administration
2296 Henderson Mill Road
Suite 200
Atlanta, GA 30345



07/22/2021

Foundation Food Group, Inc.
and its successors
2093 Industrial Drive
Gainesville, GA 30504

Dear Employer:

Enclosed you will find citations for violations of the Occupational Safety and Health Act of 1970 (the Act) which may have accompanying proposed penalties. Also enclosed is a booklet entitled, "Employer Rights and Responsibilities Following an OSHA Inspection", (OSHA 3000-04R) revised 2018, which explains your rights and responsibilities under the Act. If you have any questions about the enclosed citations and penalties, I would welcome further discussions in person or by telephone. Please contact me at (770) 493-6644.

You will note on page 6 of the booklet that, for violations which you do not contest, you must (1) notify this office promptly by letter that you have taken appropriate corrective action within the time set forth on the citation; and (2) pay any penalties assessed. Please inform me of the abatement steps you have taken and of their dates together with adequate supporting documentation; e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results. This information will allow us to close the case.

As indicated on page 3 of the booklet, you may request an informal conference with me during the 15-working-day notice of contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation or the penalty.

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 the citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete the attached notice at the bottom of this letter and post it next to the Citations as soon as the time, date and the place of the informal conference have been determined. Be sure to bring to the conference with you any and all supporting documentation of existing conditions as well as of 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.

You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of 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.

Sincerely,

Condell Eastmond
Acting Area Director

Enclosures

U.S. Department of Labor
Occupational Safety and Health Administration
2296 Henderson Mill Road
Suite 200
Atlanta, GA 30345



Citation and Notification of Penalty

To:
Foundation Food Group, Inc.
and its successors
2093 Industrial Drive
Gainesville, GA 30504

Inspection Number: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021

Inspection Site:
2076 Memorial Park Drive
Gainesville, GA 30501

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 by calling (770) 493-6644. 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 at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From **OSHA Penalty Payment Form** search result, select Continue. 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 07/22/2021. The conference will be held by telephone or at the OSHA office located at 2296 Henderson Mill Road, Suite 200, Atlanta, GA 30345 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1512132

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501
Issuance Date: 07/22/2021

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, 2296 Henderson Mill Road, Suite 200, Atlanta, GA 30345.**

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.22(a)(3): The employer did not ensure that walking-working surfaces were maintained free of hazards such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice.

a - On or about February 3, 2021, at Plant 4, in Line 4 packout area, the employer exposed employees to trip hazards as walking-working surfaces were not properly maintained, in that three (3) bolts protruded from the floor surface.

b - On or about February 3, 2021, at Plant 4, in the Line 3 packout area, the employer exposed employees to trip hazards as walking-working surfaces were not properly maintained, in that a metal plate protruded from the floor surface.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$8,582.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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 1910.25(b)(3): The employer did not ensure that stairs had uniform riser heights and tread depths between landings.

a - On or about January 28, 2021, at Plant 4, ammonia engine room #1 exit stairs, the employer exposed employees to trip hazards as stairs were not uniform. The first riser of the stairs, leading into the building, was 13 1/2 inches and all other stair riser heights were 8 inches.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:

August 17, 2021

Proposed Penalty:

\$8,582.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.25(c)(2): The employer did not ensure that standard stairs had a maximum riser height of 9.5 inches (24 cm).

a - On or about January 28, 2021, at Plant 4, ammonia engine room #1 exit stairs, the employer exposed employees to trip hazards as the first riser on the stairs was approximately 13 1/2 inches in height.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:

August 17, 2021

Proposed Penalty:

\$0.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.36(g)(2): Exit access(es) were not at least 28 inches (71.1 cm) wide at all points.

a - On or about January 28, 2021, at Plant 4, in the Line 3 packout area, the employer exposed employees to hazards associated with fire and chemical emergencies as work platforms and conveyor equipment protruded into exit routes reducing access to 8 inches to 15 inches wide.

b - On or about January 28, 2021, at Plant 4, at Line 2, the employer exposed employees to hazards associated with fire and chemical emergencies as a conveyor and tote blocked the exit route.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	August 17, 2021
Proposed Penalty:	\$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.37(a)(3): Exit route(s) were not kept free and unobstructed.

a - On or about January 28, 2021, at Plant 4, in the Dry Storage Warehouse, the employer exposed employees to fire and chemical hazards as egress routes were not free and unobstructed. Pallets of products and boxes blocked egress routes.

b - On or about January 28, 2021, at Plant 4, in production at Line 2, the employer exposed employees to fire and chemical hazards as egress routes were not free and unobstructed. Two exits were blocked with equipment and totes.

c - On or about January 28, 2021, at Plant 4, between the Cooked (Ready To Eat) and the Raw sides, the employer exposed employees to fire and chemical hazards as egress routes were not free and unobstructed. A gate was welded shut in the main route of egress.

d - On or about January 28, 2021, at Plant 4, at the Shipping Dock, the employer exposed employees to fire and chemical hazards as egress routes were not free and unobstructed. The exit was blocked with product totes on pallets.

e - On or about January 28, 2021, at Plant 4, in the Line 4 Freezer room, employees were exposed to hazards associated with fire and chemical emergencies due to restricted route of egress from the manifold side of the freezer. Employees had to climb under equipment in an effort to exit from behind the freezer. One route was limited in height to 3.1 ft. and the second route under a platform was 4.4 ft. in height.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$13,653.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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 5 a Type of Violation: **Serious**

29 CFR 1910.37(b)(1): Each exit route was not adequately lighted so that an employee with normal vision can see along the exit route.

a - On or about January 28, 2021, at Plant 4, in the vicinity of the Line 4 freezer, the employer exposed employees to hazards associated with fire and chemical emergencies as exit routes were not provided with adequate lighting in the event of an emergency.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:

August 17, 2021

Proposed Penalty:

\$10,728.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 1 Item 5 b 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.

a - On or about January 28, 2021, at Plant 4, in the Line 4 freezer room, employees were exposed to hazards associated with fire and chemical emergencies during an emergency as the employer did not ensure exit signs in the facility were illuminated.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$0.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.132(d)(1): The employer did not assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE).

a - On or about January 28, 2021, at Plant 4, Lines 2 and 4, the employer exposed employees to chemical hazards as a hazard assessment was not performed for employees exposed to liquid nitrogen in freezers at the facility.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$10,728.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.146(c)(2): The employer did not inform exposed employees, by posting danger signs or by any other equally effective means, of the existence and location of, and the danger posed by the permit spaces:

a - On or about January 28, 2021, at Plant 4, in the Line 4 freezer room, the employer exposed employees to mechanical, thermal and asphyxiation hazards as employees were not informed, by posting danger signs or by any other means, that the Immersion freezer tub and areas in the Spiral freezer were permit required confined spaces.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	September 08, 2021
Proposed Penalty:	\$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.146(c)(4): When the employer decided that its employees would enter permit spaces, the employer did not develop and implement a written permit space entry program that complied with 29 CFR 1910.146:

a - On or about January 28, 2021, at Plant 4, in the Line 2 and the Line 4 liquid nitrogen freezers, the employer exposed employees to mechanical, thermal and asphyxiation hazards as a written permit space program was not implemented for employees who entered permit confined space areas within the liquid nitrogen freezers.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: August 17, 2021
Proposed Penalty: \$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.146(c)(8): When an employer (host employer) arranged to have employees of another employer (contractor) perform work that involves permit space entry, the host employer did not comply with the requirements specified in section 1910.146(c)(8)(i) through (v):

a - On or about January 28, 2021, at Plant 4, in the Line 4 freezer room, the employer exposed employees to mechanical, thermal and asphyxiation hazards as Packers Sanitation Services, Inc., Ltd. (PSSI) (contractor) employees who entered the permit required confined spaces (PRCS) within the Line 4 liquid nitrogen Immersion/Spiral freezer for cleaning and sanitation, were not informed of Foundation Food Group, Inc.'s, (host employer) permit space requirements.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	September 08, 2021
Proposed Penalty:	\$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 1 Item 10 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.

a - On or about January 28, 2021, at the worksite Foundation Food Group, Inc., located at 2076 Memorial Park Drive, Gainesville, GA, Plant 4, were exposed to thermal, gravitational, mechanical and chemical hazards while performing service and maintenance work to on the Line 4 Immersion/Spiral freezer as the employer did not provide adequate lockout training to employees.

b - On or about January 28, 2021, at the worksite Foundation Food Group, Inc., located at 2076 Memorial Park Drive, Gainesville, GA, Plant 4, employees were exposed to thermal, gravitational, mechanical and chemical hazards, while performing service and maintenance work to on the Line 2 Spiral freezer as the employer did not provide adequate lockout training to employees.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: September 08, 2021
Proposed Penalty: \$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.147(d): The established procedure for the application of energy control (the lockout or tagout procedures) did not cover the actions listed in and was not done in sequence as required by 29 CFR 1910.147(d)(1)-(6).

a - On or about January 28, 2021, at Plant 4, in the Line 4 Immersion/Spiral freezer the employer exposed employees to thermal, asphyxiation, and mechanical hazards as lockout was not utilized by authorized employees to control hazardous energies while performing servicing and maintenance in the Line 4 Immersion/Spiral freezer.

b - On or about January 28, 2021, at Plant 4, the Line 2 Spiral freezer, the employer exposed employees to thermal, asphyxiation, and mechanical hazards as lockout was not utilized by authorized employees to control hazardous energies while performing servicing and maintenance in the Line 2 Spiral freezer.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: September 08, 2021
Proposed Penalty: \$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.147(f)(2)(i): When outside servicing personnel were engaged in activities in a facility, the onsite employer and the outside employer did not inform each other of their respective lockout or tagout procedures.

a - On or about January 28, 2021, at Plant 4, in the Line 4 freezer room, the employer exposed employees to mechanical, thermal and asphyxiation hazards while servicing the Line 4 liquid nitrogen Immersion/Spiral freezer as the employer did not ensure its employees understood and complied with requirements of the outside employer's energy control program.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: September 08, 2021
Proposed Penalty: \$13,653.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.151(c): Where employees were exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body were not provided within the work area for immediate emergency use.

a - On or about January 28, 2021, at Plant 4 in the chemical dispensing area on the back dock, employees were exposed to corrosive chemical hazards while dispensing, mixing, and using corrosive chemicals as the employer did not ensure an emergency eye wash was provided.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$10,728.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.1200(f)(6)(ii): Except as provided in 29 CFR 1910.1200(f)(7) and 29 CFR 1910.1200(f)(8), the employer did not ensure that each container of hazardous chemicals in the workplace was labeled, tagged or marked with the 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, would provide employees with the specific information regarding the physical and health hazards of the hazardous chemical.

a - On or about January 27, 2021, at Plant 4, in the Line 4 freezer room, the employer exposed employees to asphyxiation hazards as the Immersion/Spiral freezers were not labeled, tagged or marked with nitrogen identifiers, words, pictures, symbols or a combination thereof, to provide at least general information regarding the hazards of nitrogen.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: August 17, 2021
Proposed Penalty: \$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 1 Item 15 Type of Violation: **Serious**

29 CFR 1910.1200(g)(8): The employer did not maintain in the workplace copies of the required safety data sheets for each hazardous chemical, and did not ensure that they were readily accessible during each work shift to employees when they were in their work area(s):

a - On or about January 28, 2021, at Plant 4 production areas, the employer exposed employees to chemical hazards when a new chemical was introduced to the work place and a Safety Data Sheet (SDS) was not provided to employees. The facility began to use liquid nitrogen in May, 2020 but did not make the SDS available to employees.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	August 17, 2021
Proposed Penalty:	\$13,653.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

Section 5(a)(1) of the Occupational Safety and Health Act of 1970: The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to thermal and asphyxiation hazards created by the use of liquid nitrogen and nitrogen vapor in freezer systems.

a - On or about January 28, 2021, at Plant 4, Employees were exposed to thermal and asphyxiation injuries or death caused by hazards resulting from the uncontrolled release of liquid nitrogen and nitrogen vapor from the liquid nitrogen system, including but not limited to the Line 2 freezer equipment, the Line 4 freezer equipment, and the storage tanks, that was not operated in a manner that would protect employees from serious injuries and death.

Among other methods, feasible and acceptable means of abatement include:

a - Ensure oxygen deficiency monitoring and alarm system, with both audible and visual notification, is installed within enclosed areas and use of personal oxygen monitors, where the liquid nitrogen (LN2) process equipment operates.

b - Ensure the process enclosure ventilation system design provides adequate air movement (i.e., air changes per hour) across all portions of the room or area to prevent the accumulation of nitrogen vapors.

c - Ensure the liquid nitrogen process equipment including the Line 4 liquid nitrogen Immersion/Spiral freezer has signage identifying the source isolation valves.

d - Develop and implement operations procedures for both normal startup, shutdown, and emergency shutdown conditions, as well as equipment maintenance procedures for cryogenic systems at the facility including the Line 2 liquid nitrogen Spiral freezer and the Line 4 liquid nitrogen Immersion/Spiral freezer.

e - Ensure respiratory protection is provided for employees needing to enter a space where the quality of the air in that space is uncertain.

f - Ensure the liquid nitrogen receiving/supply vessels are inspected and certified for operation.

g - Ensure the liquid nitrogen offloading/fill connection is located at least 10 ft. away from building exits.

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

h - Secure liquid nitrogen bulk handling and process equipment from physical damage or tampering.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: September 08, 2021
Proposed Penalty: \$136,532.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.147(c)(4)(i): Procedures were not developed, documented and utilized for the control of potentially hazardous energy when employees were engaged in activities covered by this section.

a - On or about January 28, 2021, at Plant 4, the employer exposed employees to thermal, chemical and mechanical hazards as specific lockout procedures were not developed and documented by authorized employees performing servicing and maintenance on the liquid nitrogen Line 4 Immersion/Spiral freezer.

b - On or about January 28, 2021, at Plant 4, the employer exposed employees to thermal, chemical and mechanical hazards as specific lockout procedures were not developed and documented by authorized employees servicing and maintaining the Line 2 Spiral freezer.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	September 08, 2021
Proposed Penalty:	\$136,532.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

Citation 2 Item 3 a Type of Violation: **Willful - Serious**

29 CFR 1910.1200(h)(2)(ii): The employer did not provide information to the employees on operations in their work area where hazardous chemicals were present:

a - On or about January 28, 2021, at Plant 4, the employer exposed employees to asphyxiation hazards while performing work duties around the freezers as information on liquid nitrogen, an asphyxiate, used as a refrigerant in the Line 2 Spiral Freezer and the Line 4 liquid nitrogen Spiral/Immersion Freezer was not provided.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: August 17, 2021
Proposed Penalty: \$136,532.00



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 2 Item 3 b Type of Violation: **Willful - Serious**

29 CFR 1910.1200(h)(3)(i): The employee training did not include the methods and observations used to detect the presence or release of a hazardous chemical in the work area.

a - On or about January 28, 2021, at Plant 4, on Lines 2 and 4, the employer exposed employees to asphyxiation hazards as employees were not trained on the methods and observations used to detect the presence or release of liquid nitrogen, used as a refrigerant in freezers, as required by the hazard communication standard.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	August 17, 2021
Proposed Penalty:	\$0.00



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 2 Item 3 c Type of Violation: **Willful - Serious**

29 CFR 1910.1200(h)(3)(ii): Employee training did not include the physical and health hazards of the chemicals in the work area:

a - On or about January 28, 2021, at Plant 4, the employer exposed employees to asphyxiation hazards as training on the physical and health hazards of liquid nitrogen, used as a refrigerant, and dry ice, was not provided as required by the hazard communication standard.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: August 17, 2021
Proposed Penalty: \$0.00

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: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 2 Item 3 d Type of Violation: **Willful - Serious**

29 CFR 1910.1200(h)(3)(iii): Employee training did not include the measures employees can take to protect themselves from chemical hazards, including specific procedures the employer had implemented to protect employees from exposure to hazardous chemicals, such as appropriate work practices, emergency procedures and personal protective equipment to be used.

a - On or about January 28, 2021, at Plant 4, the employer exposed employees to asphyxiation hazards as training was not provided in emergency procedures where liquid nitrogen and anhydrous ammonia were utilized.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	August 17, 2021
Proposed Penalty:	\$0.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.37(b)(2): Each exit was not clearly visible and marked by a sign reading "Exit".

a - On or about January 28, 2021, at Plant 4 Marination room, the emergency evacuation map identified an exit down a hallway in the room; however, the employer did not ensure the door was marked as an exit.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$0.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

Citation 3 Item 2 Type of Violation: **Other-than-Serious**

29 CFR 1910.147(c)(5)(ii): Lockout devices and tagout devices were not singularly identified.

a - On or about March 4, 2021, at the liquid nitrogen tanks located at the front of Plant 4, the employer did not ensure lockout devices were singularly identified.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:
Proposed Penalty:

August 17, 2021
\$0.00

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: 1512132
Inspection Date(s): 01/28/2021 - 07/20/2021
Issuance Date: 07/22/2021



Citation and Notification of Penalty

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501

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

29 CFR 1910.1200(e)(1)(i): The employer did not compile a list of the hazardous chemicals known to be present using a product identifier that was referenced on the appropriate safety data sheet.

a - On or about January 28, 2021, at Plant 4, the employer did not ensure the list of hazardous chemicals compiled by the company included liquid nitrogen used as a refrigerant in freezers.

In accordance with 29 CFR 1903.19(c), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET).

Date By Which Violation Must be Abated:

August 17, 2021

Proposed Penalty:

\$0.00

Condell Eastmond
Acting 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
2296 Henderson Mill Road
Suite 200
Atlanta, GA 30345



**INVOICE /
DEBT COLLECTION NOTICE**

Company Name: Foundation Food Group, Inc.
Inspection Site: 2076 Memorial Park Drive, Gainesville, GA 30501
Issuance Date: 07/22/2021

Summary of Penalties for Inspection Number: 1512132

Citation 1 Item 1, Serious	\$8,582.00
Citation 1 Item 2a, Serious	\$8,582.00
Citation 1 Item 2b, Serious	\$0.00
Citation 1 Item 3, Serious	\$13,653.00
Citation 1 Item 4, Serious	\$13,653.00
Citation 1 Item 5a, Serious	\$10,728.00
Citation 1 Item 5b, Serious	\$0.00
Citation 1 Item 6, Serious	\$10,728.00
Citation 1 Item 7, Serious	\$13,653.00
Citation 1 Item 8, Serious	\$13,653.00
Citation 1 Item 9, Serious	\$13,653.00
Citation 1 Item 10, Serious	\$13,653.00
Citation 1 Item 11, Serious	\$13,653.00
Citation 1 Item 12, Serious	\$13,653.00
Citation 1 Item 13, Serious	\$10,728.00
Citation 1 Item 14, Serious	\$13,653.00
Citation 1 Item 15, Serious	\$13,653.00
Citation 2 Item 1, Willful - Serious	\$136,532.00
Citation 2 Item 2, Willful - Serious	\$136,532.00
Citation 2 Item 3a, Willful - Serious	\$136,532.00
Citation 2 Item 3b, Willful - Serious	\$0.00
Citation 2 Item 3c, Willful - Serious	\$0.00
Citation 2 Item 3d, Willful - Serious	\$0.00
Citation 3 Item 1, Other-than-Serious	\$0.00
Citation 3 Item 2, Other-than-Serious	\$0.00
Citation 3 Item 3, Other-than-Serious	\$0.00

TOTAL PROPOSED PENALTIES: **\$595,474.00**

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 at www.pay.gov. At the top of the pay.gov homepage, type "OSHA" in the Search field and select Search. From the **OSHA Penalty Payment Form** search result, select Continue. 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 two 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.

Condell Eastmond
Acting Area Director

Date