

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
1141 Montlimar Drive  
Suite 1006  
Mobile, AL 36609



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## Citation and Notification of Penalty

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**To:**  
iSpice, LLC, dba iSpice Foods  
and its successors  
6450 Highway 43  
Jackson, AL 36545

**Inspection Number:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
**Issuance Date:** 12/08/2021

**Inspection Site:**  
6450 Highway 43  
Jackson, AL 36545

*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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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 (251) 441-6131. 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](http://www.pay.gov). At the top of the [pay.gov](http://www.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](http://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 12/08/2021. The conference will be held by telephone or at the OSHA office located at 1141

Montlimar Drive, Suite 1006, Mobile, AL 36609 on \_\_\_\_\_ at

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



## CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

**Inspection Number: 1547420**

Company Name: iSpice, LLC, dba iSpice Foods  
Inspection Site: 6450 Highway 43, Jackson, AL 36545  
Issuance Date: 12/08/2021

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, 1141 Montlimar Drive, Suite 1006, Mobile, AL 36609.**

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:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

29 CFR 1910.28(b)(1)(i): The employer did not ensure that each employee on a walking-working surface with an unprotected side or edge that was 4 feet (1.2 m) or more above a lower level was protected from falling by one or more of the following: Guardrail systems, safety net systems, or personal fall arrest systems:

a) Mezzanine over Line 1; On or about August 10, 2021 and at times prior, the employer exposed employees to fall hazards in that employees were allowed to walk and work on open sided mezzanine 12 feet above the next level that had open access points approximately 8 feet wide each that did not have a mid-rail, safety net systems, or personal fall arrest systems in place.

b) Platform in mixing area; On or about August 10, 2021 and at times prior, the employer exposed employees to fall hazards in that employees were allowed to walk and work on open sided mezzanine 12 feet above the next level that had open access points approximately 8 feet wide each that did not have a mid-rail, safety net systems, or personal fall arrest systems in place.

Date By Which Violation Must be Abated:  
Proposed Penalty:

December 28, 2021  
\$9,655.00

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

**Inspection Number:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
**Issuance Date:** 12/08/2021



**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

29 CFR 1910.212(a)(3)(ii): Point(s) of operation of machinery were not guarded to prevent employee(s) from having any part of their body in the danger zone(s) during operating cycle(s):

a) Arpac Machine: On or about August 10, 2021 and at times prior, the employer exposed employees to amputation hazards while working in close proximity and when engaged in changing the wrapping rolls from a side opening that was not guarded at the point of operation.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$13,516.00

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:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
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**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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 3 a** Type of Violation: **Serious**

29 CFR 1910.215(a)(4):Grinding machinery was not used with work rest(s) to support offhand grinding work:

a) Maintenance Shop; On or about August 10, 2021 and at times prior, the employer exposed employees to struck-by hazards in that employees were allowed to operate a bench grinder with a missing work rest.

Date By Which Violation Must be Abated:  
Proposed Penalty:

December 28, 2021  
\$9,655.00

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:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
**Issuance Date:** 12/08/2021



**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

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

a) Maintenance Shop; On or about August 10, 2021 and at times prior, the employer exposed employees to struck-by hazards in that employees were allowed to operate a bench grinder where the tongue guard opening measured 1/2 inch between the adjustable tongue guard and the abrasive wheel periphery .

Date By Which Violation Must be Abated:  
Proposed Penalty:

December 28, 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:** 1547420  
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**Issuance Date:** 12/08/2021



**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

29 CFR 1910.303(b)(2): Listed or labeled electrical equipment was not used or installed in accordance with instructions included in the listing or labeling:

- a) Production area line 1; On or about August 10, 2021 and at times prior, the employer exposed employees to electrical hazards in that employees were required to use a 120 VAC electrical outlet constructed from a 4 " x 4" metal box with pre-punched knockouts on a flexible cord that was not listed or labeled for that use.
- b) Production area line 2; On or about August 10, 2021 and at times prior, the employer exposed employees to electrical hazards in that employees were required to use a 120 VAC electrical outlet constructed from a 4 " x 4" metal box with pre-punched knockouts on a flexible cord that was not listed or labeled for that use.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**December 28, 2021**  
**\$13,516.00**

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:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
**Issuance Date:** 12/08/2021



**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

29 CFR 1910.303(g)(2)(i): Except as elsewhere required or permitted by Subpart S of Part 1910, live parts of electric equipment operating at 50 volts or more were not guarded against accidental contact by use of approved cabinets or other forms of approved enclosures or by any of the means identified in paragraphs (A), (B), (C), and (D) of 29 CFR 1910.303(g)(2)(i):

a) Line 1 Labeler; On or about August 10, 2021 and at times prior, the employer exposed employees to electrical hazards in that employees were allowed to walk and work around a labeling machine with the cover removed exposing live parts over 50 volts AC.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$13,516.00

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:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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#### **Citation 2 Item 1**    Type of Violation: **Repeat - Serious**

29 CFR 1910.305(b)(1)(i): Conductors entering cutout boxes, cabinets, or fittings were not protected from abrasions and/or opening openings through which conductors enter where not effectively closed:

- a) Line 1 conveyor line out feed conveyor side : On or about August 10, 2021 and at times prior, the employer exposed employees to electrical burns, shock and fire hazards from a 120 V (20 amp) electrical circuit entering an electrical box that was not effectively closed.
- b) Line 1 beginning area above conveyors : On or about August 10, 2021 and at times prior, the employer exposed employees to electrical burns, shock and fire hazards from a 120 V (20 amp) electrical circuit entering an electrical box that was not effectively closed.
- c) Line 1 conveyor line motor stops switch : On or about August 10, 2021 and at times prior, the employer exposed employees to electrical burns, shock and fire hazards from a 120 V (20 amp) electrical circuit entering an electrical box that was not protected from abrasion.
- d) Line 2 corkscrew separator junction box : On or about August 10, 2021 and at times prior, the employer exposed employees to electrical burns, shock and fire hazards from a 120 V (20 amp) electrical circuit entering an electrical box that was not protected from abrasion.
- e) Line 2 conveyor out feed from boxing : On or about August 10, 2021 and at times prior, the employer exposed employees to electrical burns, shock and fire hazards from a 120 V (20 amp) electrical circuit entering an electrical box that was not protected from abrasion.

iSpice Foods Inc. was previously cited for a violation of this occupational safety and health standard, which was contained in OSHA inspection number 1500305, citation number 2, item number 3 and was affirmed as a final order on 5/12/2021, with respect to a workplace located at 6450 US 43 Jackson, AL 36545.

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

**Inspection Number:** 1547420  
**Inspection Date(s):** 08/10/2021 - 09/16/2021  
**Issuance Date:** 12/08/2021



**Citation and Notification of Penalty**

**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

iSpice Foods Inc. was previously cited for a violation of this occupational safety and health standard, which was contained in OSHA inspection number 1302493, citation number 2, item number 3 and was affirmed as a final order on 7/18/2018, with respect to a workplace located at 6450 US 43 Jackson, AL 36545.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:	December 28, 2021
Proposed Penalty:	\$67,582.00

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:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545

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

29 CFR 1910.305(b)(2)(i): Each outlet box in completed installations did not have a cover, faceplate, or fixture canopy:

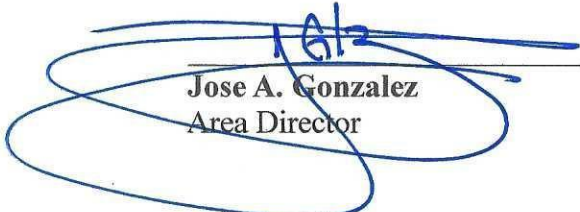
- a) Main production area near time clock; On or about August 10, 2021 and at times prior, the employer exposed employees to electrical hazards in that employees were allowed to walk, work, and access a light switch that did not have a cover.
- b) Main production area beginning of line 1; On or about August 10, 2021 and at times prior, the employer exposed employees to electrical hazards in that employees were allowed to walk, work, and access an outlet box where the cover/faceplate was not attached to the box.

iSpice Foods Inc. was previously cited for a violation of this occupational safety and health standard, which was contained in OSHA inspection number 1500305, citation number 1, item number 6 and was affirmed as a final order on 5/12/2021, with respect to a workplace located at 6450 US 43 Jackson, AL 36545.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:  
Proposed Penalty:

December 28, 2021  
\$19,311.00

  
\_\_\_\_\_  
**Jose A. Gonzalez**  
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  
1141 Montlimar Drive  
Suite 1006  
Mobile, AL 36609



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## INVOICE / DEBT COLLECTION NOTICE

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**Company Name:** iSpice, LLC, dba iSpice Foods  
**Inspection Site:** 6450 Highway 43, Jackson, AL 36545  
**Issuance Date:** 12/08/2021

Summary of Penalties for Inspection Number: 1547420

Citation 1 Item 1, Serious	\$9,655.00
Citation 1 Item 2, Serious	\$13,516.00
Citation 1 Item 3a, Serious	\$9,655.00
Citation 1 Item 3b, Serious	\$0.00
Citation 1 Item 4, Serious	\$13,516.00
Citation 1 Item 5, Serious	\$13,516.00
Citation 2 Item 1, Repeat - Serious	\$67,582.00
Citation 2 Item 2, Repeat - Serious	\$19,311.00

**TOTAL PROPOSED PENALTIES:** **\$146,751.00**

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](http://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.

  
\_\_\_\_\_  
Jose A. Gonzalez  
Area Director

12/8/2021  
\_\_\_\_\_  
Date