

## SETTLEMENT AGREEMENT

The Commissioner of Labor (hereinafter referred to as "Commissioner") and Gulfstream Coach Inc., (hereinafter referred to as "Employer") hereby agree as follows:

The Commissioner amends the Safety Order(s) and Notification(s) of Penalty, IOSHA Inspection No. 314212523 issued to the Employer on May 11, 2010 in the following manner.

### SAFETY ORDER 01:

- Item 1: Upheld, penalty reduced to \$2,250.00, abatement to 7/7/10
- Item 3: Upheld, grouped with Item 2, penalty deleted
- Item 6: Upheld, grouped with Item 5, penalty deleted
- Item 7: Upheld,

### SAFETY ORDER 02:

- Item 3: Upheld, penalty deleted
- Item 5: Upheld, penalty deleted

Except for the above specified amendments all other provisions of Safety Orders Number 1 and 2 are retained intact.

**The TOTAL AGREED PENALTY is \$9,900.00**

THE EMPLOYER IS SATISFIED WITH THE AMENDMENTS STATED ABOVE AND ACCORDINGLY WAIVES ITS RIGHT TO FILE A NOTICE OF CONTEST OF THE SAFETY ORDER(S) AND NOTIFICATION(S) OF PENALTY AS AMENDED AND AGREES TO WITHDRAW ANY PREVIOUSLY FILED NOTICES OF CONTEST IN THIS MATTER.

Upon full execution of this Settlement Agreement the Employer will post this Agreement for three (3) working days or until abatement is completed, whichever period is longer.

The total AGREED PENALTY is due and payable within fifteen (15) working days from the Employer's execution of this Agreement. The Employer further agrees that if the AGREED PENALTY is not paid within fifteen working days from the Employer's execution of this Agreement, that the full amount of the penalty initially assessed against the Employer in the Safety Order(s) and Notification(s) of Penalty which are the subject of this Agreement is due and payable immediately.

The Safety Order(s) and Notification(s) of Penalty are, and shall be, herein a final and enforceable Order of the Board of Safety Review.

Except for this agreement, and matters arising out of this agreement, and any other subsequent IOSHA proceedings between the parties, none of the foregoing agreements,

statements, findings, and actions taken by Employer shall be deemed an admission by Employer of the allegations contained within the Safety Order(s) and Notification(s) of Penalty. The agreements, statements, findings and actions taken herein are made in order to compromise and settle this matter economically and amicably, and they shall not be used for any other purpose, except as herein stated.

GULFSTREAM COACH, INC

COMMISSIONER OF LABOR

By: James O. Thomas

By: R. Fackler

Title: Safety

Title: Director IC

Date: 5-25-10

Date: 5-25-10

Indiana Department of Labor  
Indiana Occupational Safety and Health Administration  
402 West Washington Street  
Room W195  
Indianapolis, IN 46204-2751  
Phone: 317/232-1979 Fax: 317/233-8509



*Certified Mail # 7003 1010 0003 5730 8644*

*5-11-10*

*JF*

## Safety Order and Notification of Penalty

**To:**  
GulfStream Coach, Inc,  
and its successors  
PO Box 27  
Nappanee, IN 46550

**Inspection Number:** 314212523  
**Inspection Date(s):** 03/22/2010 - 03/30/2010  
**Issuance Date:** 05/11/2010

**Inspection Site:**  
503 S. Oakland Ave  
Nappanee, IN 46550

*The violation(s) described in this Safety Order 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.*

An inspection of your place of employment has revealed conditions which we believe do not comply with the provisions of the Indiana Occupational Safety and Health Act (Indiana Code Chapter 22-8-1.1) or the standards or rules adopted thereunder. Accordingly, enclosed please find safety order(s) and notification(s) of penalty describing such violation(s) with references to applicable standards, rules, or provisions of the statute and stating the amount of any penalty(ies).

**Informal Conference** - Please be advised that it may be possible to informally settle any potential dispute without initiating the more elaborate proceedings brought on by a petition for review. Prior to filing a petition for review, you may request an informal conference concerning any of the results of the inspection (safety orders, penalties, abatement dates, etc.) by contacting the Indiana Department of Labor/IOSHA, preferably by telephone, in a prompt manner. Please be advised that a request for an informal conference cannot extend the fifteen working day period for filing a petition for review. Informal conferences frequently resolve any possible disputes, and therefore you are urged to take advantage of this opportunity. Because of the limited time period and in order to facilitate scheduling, any requests for an informal conference should be made promptly upon your receipt of the safety order(s) and notification(s) of penalty.

**Right to Contest** - You are hereby also notified that you are entitled to seek administrative review of the safety order(s), penalty(ies), or both by filing a written petition for review at the above address postmarked within fifteen working days of your receipt of the safety order(s) and notification(s) of penalty. ("Working days" means Mondays through Fridays, but does not include Saturdays, Sundays, legal holidays under a state statute or days

on which the Indiana Department of Labor's offices are closed during regular business hours). If you do not file such a petition for review (contest), the safety order(s) and penalty(ies) shall be deemed final orders of the Board of Safety Review and not subject to review by any court or agency. The issuance of a safety order does not constitute a finding that a violation has occurred unless no petition for review is filed, or if a petition for review (contest) is filed, it must contain a statement of its basis and should reference the above inspection number. Upon receipt of your petition for review, we will affirm, amend or dismiss the safety order(s) and notification(s) of penalty. If we affirm, your petition for review will be granted (unless it was not timely) and the dispute will be certified by the Board of Safety Review for further proceedings. The Board of Safety Review is an independent agency appointed by the governor with authority to conduct hearings and to issue decisions concerning disputed safety order(s) and notification(s) of penalty. If we amend the safety order(s) or notification(s) of penalty, your petition for review shall be deemed moot. However, you will then be given an opportunity to file a petition for review concerning the amended safety order(s) and notification(s) of penalty.

Please be advised that an employee or representative of employees may file a petition for review to contest the reasonableness of the time stated in the safety order(s) for the abatement of any violation.

**Posting** - Upon receipt of any safety order(s) you are required to post such safety order(s), or a copy thereof, unedited, at or near each place an alleged violation referred to in the safety order(s) occurred. However, if your operations are such that it is not practicable to post the safety order(s) at or near each place of alleged violation, such safety order(s) shall be posted, unedited, in a prominent place where it will be readily observable by all affected employees. For example, if you are engaged in activities which are physically dispersed, the safety order(s) may be posted at the location from which the employees operate to carry out their activities. You must take steps to ensure that the safety order is not altered, defaced, or covered by other material. Posting shall be until the violation is abated, or for three working days, whichever is longer.

**Penalties** - Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Abatement does not constitute payment of penalties.

**Abatement** - The conditions cited in the safety order(s) must be corrected (abated) on or before the date shown for each item on the safety order(s) and notification(s) of penalty unless:

(1) You file a petition for review concerning the violation, in which case the full abatement period shall commence from the issuance of a final decision by the Board of Safety Review or the courts which requires compliance with the safety order; or

(2) The abatement period is extended by the granting of a petition for modification of abatement date.

**PMAs** - The petition for modification of abatement date is a manner in which you may seek additional time to correct (abate) a violation without having to file a petition for review concerning the safety order, or after the expiration of the time period to file such a petition for review when it becomes apparent that you need extra time to abate the violation. A petition for modification of abatement date shall be in writing and shall include the following information:

(1) All steps you have taken, and the dates of such actions, in an effort to achieve compliance during the prescribed abatement period.

(2) The specific additional abatement time necessary in order to achieve compliance.

(3) The reasons such additional time is necessary, including the unavailability of professional or technical personnel or of materials and equipment, or because necessary construction or alteration of facilities cannot be completed by the original abatement date.

(4) All available interim steps being taken to safeguard employees against the cited hazard during the abatement period.

(5) A certification that a copy of the petition has been posted, and if appropriate, served on the authorized representative of affected employees, and a certification of the date upon which such posting and service was made.

A petition for modification of abatement date shall be filed with the Indiana Department of Labor/IOSHA no later than the close of the next working day following the date on which abatement was originally required. A later-filed petition shall be accompanied by the employer's statement of exceptional circumstances explaining the delay. A copy of such petition shall be posted in a conspicuous place where all affected employees will have notice thereof or near such location where the violation occurred. The petition shall remain posted until the time period for the filing of a petition for review of the Commissioner's granting or denying the petition expires. Where affected employees are represented by an authorized representative, said representative shall be served a copy of such petition.

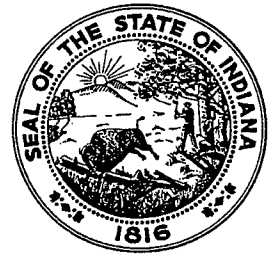
**Notification of Corrective Action** - Correction of the alleged violations which have an abatement period of thirty (30) days or less should be reported in writing to us promptly upon correction. A "Letter of Abatement" form and an "Abatement Photographs" worksheet are enclosed for your assistance in providing adequate documentation of abatement. Reports of corrections should show specific corrective action on each alleged violation and the date of such action. On alleged violations with abatement periods of more than thirty (30) days, a written progress report should be submitted, detailing what has been done, what remains to be done, and the time needed to fully abate each such violation. When the alleged violation is fully abated, we should be so advised. Timely correction of an alleged violation does not affect the initial proposed penalty.

**Followup Inspections** - Please be advised that a followup inspection may be made for the purpose of ascertaining that you have posted the safety order(s) and corrected the alleged violations. Failure to correct an alleged violation may result in additional penalties for each day that the violation has not been corrected.

**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 Indiana Department of Labor/IOSHA at the address shown above.

**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 Indiana Department of Labor/IOSHA at the address shown above within fifteen (15) working days (excluding weekends and State holidays) or receipt by the employer of this safety order and penalty.

If you wish additional information, you may direct such requests to us at the address or telephone number stated above.



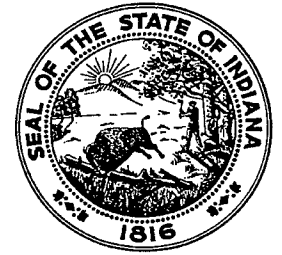
## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 05/11/2010. The conference will be held at the IOSHA office located at 402 West Washington Street, Room W195, Indianapolis, IN 46204 on \_\_\_\_\_ at \_\_\_\_\_.

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

**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314212523  
**Inspection Dates:** 03/22/2010 - 03/30/2010  
**Issuance Date:** 05/11/2010



**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

**Safety Order 1 Item 1 Type of Violation: **Serious****

29 CFR 1910.23(c)(1): Open sided floor(s) or platform(s) 4 feet or more above the adjacent floor or ground level were not guarded by standard railings (or the equivalent as specified in 29 CFR 1910.23(e)(3)(i) through (v)), on all open sides:

- a) Plant 67, Rubber Roof - Employees worked on and walked across the rv unit's roof without adequate guard rail system.
- b) Plant 51, Rubber Roof - Employees worked on and walked across the rv's unit roof without adequate guard rail system.
- c) Plant 58, Metal - Top rail of the guard rail on the adjustable work platform was at 31 inches above the floor of the work platform instead of the required 42 inches.

**Date By Which Violation Must be Abated:** 06/07/2010  
**Proposed Penalty:** \$4,500.00

**Safety Order 1 Item 2 Type of Violation: **Serious****

29 CFR 1910.106(e)(2)(ii)(b)(2): More than 120 gallons of Class IB, IC, II or III flammable or combustible liquids in containers were located outside of inside storage room(s) or storage cabinet(s):

Plant 58, Lamination - A 55-gallon drum of Omniwax 1620, a class II combustible liquid, a 55-gallon drum of Denatured alcohol a class IB flammable liquid and a 55-gallon drum of isopropyl alcohol a class IB flammable liquid were stored next to the lamination line.

**Date By Which Violation Must be Abated:** 06/07/2010  
**Proposed Penalty:** \$1,800.00



**Indiana Department of Labor**

Occupational Safety and Health Administration

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**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

**Safety Order 1 Item 3 Type of Violation: **Serious****

29 CFR 1910.106(e)(9)(iii): Combustible waste material and residues were not stored in covered metal receptacles and disposed of daily:

Plant 58, Lamination - A rag saturated with alcohol was laid over the edge of a plastic trash can.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$1,800.00**

**Safety Order 1 Item 4 Type of Violation: **Serious****

29 CFR 1910.212(a)(1): Machine guarding was not provided to protect operator(s) and other employees from hazard(s) created by rotating parts:

Plant 58, Metal - The Rockwell band saw had no guarding for the portion of the blade beneath the work table, which thereby exposed employees to laceration.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$1,800.00**

**Safety Order 1 Item 5 Type of Violation: **Serious****

29 CFR 1910.303(g)(2)(i): Live parts of electric equipment operating at 50 volts or more were not guarded against accidental contact by approved cabinets or other forms of approved enclosures, or other means listed under this provision:

Plant 58, Frames - Welding - The QC Load Center breaker box had an opening which allowed access to the 240 Volt buss bar inside the box.

**Date By Which Violation Must be Abated:** **06/07/2010**  
**Proposed Penalty:** **\$2,250.00**

**Indiana Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 314212523  
**Inspection Dates:** 03/22/2010 - 03/30/2010  
**Issuance Date:** 05/11/2010



**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

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**Safety Order 1 Item 6 Type of Violation: **Serious****

29CFR 1910.304(g)(5): The path to ground from circuits, equipment, and enclosures was not permanent, continuous, and effective.

Plant 67, Appliance Set - Powerstrip used to energize a refrigerator and a battery charging station was missing its' ground prong.

<b>Date By Which Violation Must be Abated:</b>	<b>Corrected During Inspection</b>
<b>Proposed Penalty:</b>	<b>\$1,800.00</b>

**Safety Order 1 Item 7 Type of Violation: **Serious****

29 CFR 1910.332(b)(1): Employees were not trained in and familiar with the safety related work practices required by 29 CFR 1910.331 through 29 CFR 1910.335 that pertained to their respective job assignments:

Company Wide - Employees who work with and around electrically powered equipment and electric systems were not trained in safety related work practices including but not limited to the inspection of portable cords and equipment prior to use.

<b>Date By Which Violation Must be Abated:</b>	<b>06/07/2010</b>
<b>Proposed Penalty:</b>	<b>\$1,800.00</b>

**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314212523  
**Inspection Dates:** 03/22/2010 - 03/30/2010  
**Issuance Date:** 05/11/2010



**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

**Safety Order 2 Item 1** Type of Violation: **Nonserious**

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:

Plant 22, Outside of building - Two dust collectors both permit required confined spaces were not identified as such.

**Date By Which Violation Must be Abated:** 06/07/2010  
**Proposed Penalty:** \$0.00

**Safety Order 2 Item 2** Type of Violation: **Nonserious**

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

Plant 22, North wall - Breaker's purpose was not identified in the Square D 480 Volt breaker box.

**Date By Which Violation Must be Abated:** Corrected During Inspection  
**Proposed Penalty:** \$0.00

**Safety Order 2 Item 3** Type of Violation: **Nonserious**

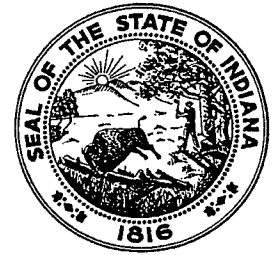
29 CFR 1910.305(b)(1)(ii): Unused openings in cabinets, boxes, and fittings were not effectively closed.

Plant 58, table near slide out - Four knockouts were pushed in on the side of the junction box.

**Date By Which Violation Must be Abated:** Corrected During Inspection  
**Proposed Penalty:** \$900.00

**Indiana Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 314212523  
**Inspection Dates:** 03/22/2010 - 03/30/2010  
**Issuance Date:** 05/11/2010



**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

**Safety Order 2 Item 4 Type of Violation: **Nonserious****

29 CFR 1910.305(b)(2)(i): All pull boxes, junction boxes, and fittings were not provided with covers identified for the purpose.

Plant 67, Rubber Roof - Junction box mounted on the bottom of the platform was missing its' cover plate.

**Date By Which Violation Must be Abated:** **Corrected During Inspection**  
**Proposed Penalty:** **\$ .00**

**Safety Order 2 Item 5 Type of Violation: **Nonserious****

29 CFR 1910.305(g)(1)(iv): Flexible cords and cables were used as a substitute for the fixed wiring of a structure and/or; were run through holes in walls, ceilings, floors, doorways, windows, or similar openings, and/or; were attached to building structures.

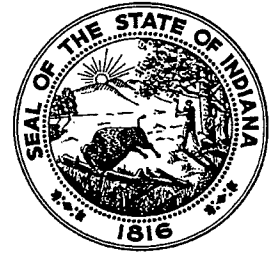
- a) Plant 67, Engineering Office - Extension cord was used in lieu of permanent wiring to energize a Samsung Air Conditioner, and this cord passed through the doorway into the office. *AS*
- b) Plant 67, Appliance Set - Extension cord was being used to energize a powerstrip which then powered a refrigerator and a battery charging station. *AS*
- c) Plant 58, Slideout - Extension cord was being used to energize a DeWalt chop saw, this cord was attached to the metal frame around an I beam.
- d) Plant 22 - Extension cord was being used to energize a drill press and a sander.

**Date By Which Violation Must be Abated:** **06/07/2010**  
**Proposed Penalty:** **\$900.00**

**Indiana Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 314212523  
**Inspection Dates:** 03/22/2010 - 03/30/2010  
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**Safety Order and Notification of Penalty**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550

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**Safety Order 2 Item 6 Type of Violation: **Nonserious****

29 CFR 1910.305(g)(2)(iii): Flexible cords were not connected to devices and fittings so that tension would not be transmitted to joints or terminal screws:

Plant 58, Chassis Prep - The wiring to the Homemade chop saw was pulled away from the box mounted on the saw's motor, and thereby exposed wiring.

**Date By Which Violation Must be Abated:** 06/07/2010  
**Proposed Penalty:** \$ .00

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Robert A. Kattau  
Director, Industrial Compliance

**Indiana Department of Labor**

Indiana Occupational Safety and Health Administration  
402 West Washington Street  
Room W195  
Indianapolis, IN 46204-2751  
Phone: 317/232-1979 Fax: 317/233-8509



**INVOICE/DEBT COLLECTION NOTICE**

**Company Name:** GulfStream Coach, Inc  
**Inspection Site:** 503 S. Oakland Ave, Nappanee, IN 46550  
**Issuance Date:** 05/11/2010

**Summary of Penalties for Inspection Number 314212523**


Safety Order 01, Serious	=	\$15,750.00
Safety Order 02, Nonserious	=	\$1,800.00
Total Proposed Penalties		\$17,550.00

Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

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

Corrective action, taken by you for each alleged violation should be submitted to this office on or about the abatement dates indicated on the Safety Order and Notification of Penalty.

A work sheet has been provided to assist in providing the required abatement information. A completed copy of this work sheet should be posted at the worksite with the safety order(s).

  
Robert A. Kattau  
Director, Industrial Compliance

5-11-10  
Date