

## SETTLEMENT AGREEMENT

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

The Commissioner amends the Proposed Safety Order(s) and Notification(s) of Penalty, IOSHA Inspection No. 317862183 issued to the Employer on June 12, 2015 in the following manner:

### SAFETY ORDER 01:

- Item 1: Upheld. Penalty reduced to \$2250.00.
- Item 2a-2d: Upheld. Penalty reduced to \$900.00. Abatement extended to July 9, 2015.
- Item 3a-3b: Upheld. Penalty reduced to \$2250.00.
- Item 4: Upheld. Penalty reduced to \$900.00.

### SAFETY ORDER 02:

- Item 1: Upheld.
- Item 2: Upheld.

Employer agrees to work with InSafe and to provide a copy of the initial agreement from InSafe as proof of consultation by September 15, 2015.

**The TOTAL AGREED PENALTY is \$ 6,300.00.  
(This is a 50% reduction from the Proposed Penalty.)**

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 ("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 OSHA 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.

VANDER HAAGS, INC.

By: Paul Comfitoff  
Title: Safety Coordinator (Wisnau)  
Date: 06/22/15

COMMISSIONER OF LABOR

By: [Signature]  
Title: Director  
Date: 8-4-15

# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
402 West Washington St - Room W195  
Indianapolis, IN 46204  
Phone: 317-232-2691 FAX: (317)233-3790



*Certified mail # 917190 00052720 0045 4185 6-12-15 JAS*

## Safety Order and Notification of Penalty

**To:**  
Vander Haags Inc  
495 East 150 South  
Winamac, IN 46996

**Inspection Number:** 317862183  
**CSHO ID:** A0302  
**Optional Report No.:** 15003  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015

**Inspection Site:**  
495 East 150 South  
Winamac, IN 46996

*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.

**Indiana Department of Labor**

**NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the safety order(s) issued on 6/12/2015. 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:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015  
**CSHO ID:** A0302  
**Optional Report No.:** 15003

**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
**Inspection Site:** 495 East 150 South, Winamac, IN 46996

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**Safety Order 01 Item 001**                      Type of Violation: **Serious**

IC 22-8-1.1 Section 2: The employer did not establish and maintain conditions of work which were reasonably safe and healthful for employees, and free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to a fall hazard of approximately six feet:

Shop - On 01/14/2015, an employee was exposed to a fall hazard of approximately six feet while working from a wood crate on the raised forks of a powered industrial truck.

Among other methods, one feasible and acceptable abatement method to correct this hazard would be to ensure that the provisions of ASME B56.1-2004, Safety Standard for Low Lift and High Lift Trucks, Section 4.17 Elevating Personnel, are complied with for the protection of personnel lifted by forklifts.

**Date By Which Violation Must Be Abated:**                      7/9/2015  
**Proposed Penalty:**    \$4,500.00



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

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**Inspection Date(s):** 1/30/2015 - 2/11/2015  
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**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
**Inspection Site:** 495 East 150 South, Winamac, IN 46996

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

**Safety Order 01 Item 002a**                      Type of Violation: **Serious**

29 CFR 1910.178(a)(4): Modifications and additions which affect capacity and safe operation of powered industrial truck were performed by the employer without the manufacturer's prior written approval:

a) Shop area - A hole was cut into the metal body of a diesel-powered Yale forklift, a metal rod was stuck through the hole, and the rod was attached to the carburetor body. The rod was used to shut the engine off because the keyed ignition assembly would not shut the engine off when the key was turned to the off position.

**Date By Which Violation Must Be Abated:**                      **6/30/2015**  
**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:** Vander Haags Inc  
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**Safety Order 01 Item 002b**                      **Type of Violation: Serious**

29 CFR 1910.178(a)(6): The employer did not ensure that all nameplates or markings were maintained in a legible condition:

Shop - Shop workers were required to operate the diesel-powered Yale forklift on a daily basis, with a damaged data plate, without knowledge of information including, but not limited to the forklift's maximum lifting capacity.

**Date By Which Violation Must Be Abated:**                      **7/9/2015**  
**Proposed Penalty:**    **\$0.00**

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

**Inspection Number:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015  
**CSHO ID:** A0302  
**Optional Report No.:** 15003

**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
**Inspection Site:** 495 East 150 South, Winamac, IN 46996

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**Safety Order 01 Item 002c**                      **Type of Violation: Serious**

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

Shop area - A diesel-powered Yale forklift was not removed from service when conditions indicated that it was not in safe operating condition including, but not limited to, the keyed ignition being damaged in a way that would not allow the engine to shut off after the key was turned into the off position.

**Date By Which Violation Must Be Abated:**                      **7/9/2015**  
**Proposed Penalty:**    **\$0.00**

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

**Inspection Number:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015  
**CSHO ID:** A0302  
**Optional Report No.:** 15003

**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
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**Safety Order 01 Item 002d**                      **Type of Violation: Serious**

29 CFR 1910.178(q)(7): Industrial trucks were not examined before being placed in service:

Shop area - Prior to utilizing a diesel-powered Yale forklift, the operator did not perform an effective inspection including, but not limited to, recognizing that the keyed ignition was damaged in a way that would not allow the engine to shut off after the key was turned into the off position.

**Date By Which Violation Must Be Abated:**                      **7/9/2015**  
**Proposed Penalty:**    **\$0.00**

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

**Inspection Number:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
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**Optional Report No.:** 15003

**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
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The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

**Safety Order 01 Item 003a**                      Type of Violation: **Serious**

29 CFR 1910.178(l)(1)(ii): The employer did not ensure that each operator had successfully completed the training required by paragraph (l), except as permitted by paragraph (l)(5), prior to permitting an employee to operate a powered industrial truck:

Facility wide - Shop workers operated forklifts such as, but not limited to, a diesel-powered Yale forklift without being trained by the company.

**Date By Which Violation Must Be Abated:**                      **7/9/2015**  
**Proposed Penalty:**    **\$4,500.00**



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

**Inspection Number:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015  
**CSHO ID:** A0302  
**Optional Report No.:** 15003

**Safety Order and Notification of Penalty**

**Company Name:** Vander Haags Inc  
**Inspection Site:** 495 East 150 South, Winamac, IN 46996

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**Safety Order 01 Item 004**                      **Type of Violation: Serious**

29 CFR 1910.178(m)(5)(i): When a powered industrial truck was left unattended, load engaging means were not fully lowered, controls were not neutralized, power was not shut off, and brakes set:

- a) Shop - A diesel-powered Yale forklift was left unattended in the facility without the parking brake set and with the forks left in the air approximately six inches.
- b) Shop - A diesel-powered forklift was left unattended in the facility without the parking brake set.
- c) Outside of shop - A diesel-powered forklift was left unattended outside the facility without the parking brake set and with the engine running.

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

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

**Inspection Number:** 317862183  
**Inspection Date(s):** 1/30/2015 - 2/11/2015  
**Issuance Date:** 6/12/2015  
**CSHO ID:** A0302  
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**Safety Order and Notification of Penalty**

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**Safety Order 02 Item 001**                      **Type of Violation: NonSerious**

29 CFR 1904.29(a): The employer did not use an OSHA 300, 301 and 300A Form or equivalent:

Facility wide - The employer did not maintain OSHA 300 logs for the facility, which had a recordable injury that occurred in January, 2015.

**Date By Which Violation Must Be Abated:**                      **7/9/2015**  
**Proposed Penalty:**    **\$0.00**



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

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**Safety Order and Notification of Penalty**

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**Safety Order 02 Item 002**

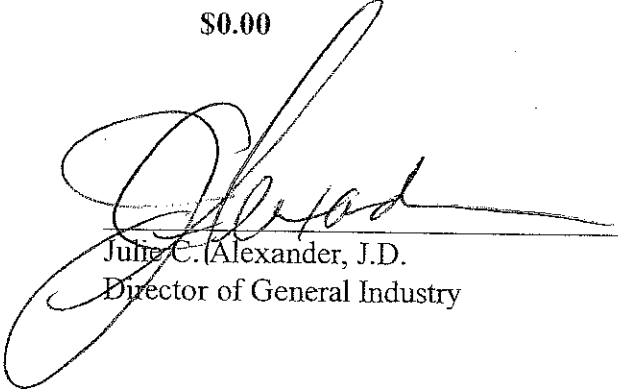
Type of Violation: **NonSerious**

29 CFR 1910.1200(e)(1): The employer did not develop, implement, and/or maintain at the workplace a written hazard communication program which describes how the criteria specified in 29 CFR 1910.1200(f), (g), and (h) will be met:

Facility wide - A written hazard communication program was not maintained in the workplace where employees used products such as, but not limited to, diesel fuel.

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

**7/9/2015**  
**\$0.00**

  
Julie C. Alexander, J.D.  
Director of General Industry

# Indiana Department of Labor

Indiana Occupational Safety and Health Administration  
402 West Washington St - Room W195  
Indianapolis, IN 46204  
Phone: (317)232-2691 FAX: (317)233-3790



## INVOICE/DEBT COLLECTION NOTICE

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**Company Name:** Vander Haags Inc  
**Inspection Site:** 495 East 150 South, Winamac, IN 46996  
**Issuance Date:** 6/12/2015

**Summary of Penalties for Inspection Number: 317862183**

<b>Safety Order 1, Serious</b>	<b>= \$12,600.00</b>
<b>Safety Order 2, NonSerious</b>	<b>= \$0.00</b>
<b>TOTAL PENALTIES</b>	<b>= \$12,600.00</b>

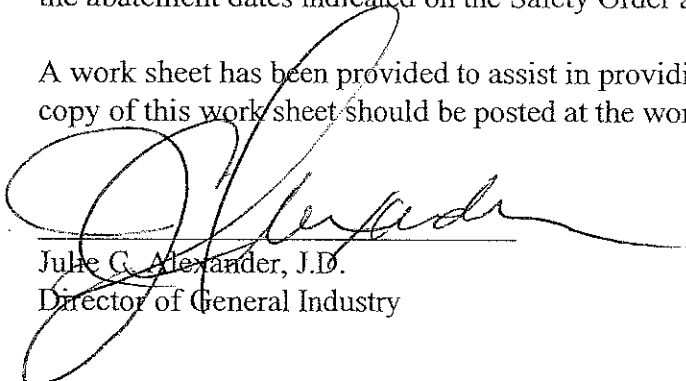
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Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

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 not 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).

  
Julie C. Alexander, J.D.  
Director of General Industry

Date

6/12/15