

SETTLEMENT AGREEMENT

The Commissioner of Labor (hereinafter referred to as "Commissioner") and Altec Engineering (hereinafter referred to as "Employer") hereby agree as follows:

The Commissioner amends the Safety Order(s) and Notification(s) of Penalty, IOSHA Inspection No. 318014693 issued to the Employer on August 30, 2016 in the following manner:

SAFETY ORDER 01:

- | | |
|----------|---|
| Item 2b: | Reduced to Nonserious. Penalty reduced to \$0. Abatement date extended to December 1, 2016. |
| Item 3b: | Reduced to Nonserious. Penalty reduced to \$0. |

The above amendments are in consideration of the employer agreeing to have INSAFE or a private consultant resample for styrene and PNOR by December 1, 2016 in the new building and provide those sampling results to IOSHA by December 31, 2016. Employer had also continued adding additional engineering controls at the old location after the original citation was issued.

The TOTAL AGREED PENALTY is \$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 ("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 IOSHA 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 IOSHA matter economically and amicably, and they shall not be used for any other purpose, except as herein stated.

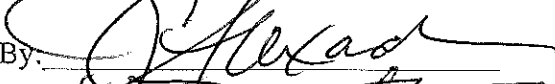
ALTEC ENGINEERING

By: 

Title: H.R. Director

Date: 10/5/16

COMMISSIONER OF LABOR

By: 

Title: Director

Date: 10/6/16

Indiana Department of Labor

Indiana Occupational Safety and Health Administration
402 West Washington St - Room W195
Indianapolis, IN 46204
Phone: (317)232-1979 FAX: (317)233-3790



Certified mail #91 9190 0005 2720 0063 0312 8-30-16 JH

Notification of Failure to Abate Alleged Violations

To:

Altec Engineering Inc.
28274 County Road 20
Elkhart, IN 46517

Original Inspection Number: 317402170

Original Inspection Date(s): 1/3/2014 - 4/2/2014

Inspection Number: 318014693

Inspection Date(s): 06/14/2016

Issuance Date: 8/30/2016

Inspection Site:

28274 County Road 20
Elkhart, IN 46517

The violation(s) described in this Notification of Failure to Abate Alleged Violations is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

After the original inspection, a Safety Order(s) was issued to you in accordance with the provisions of the Occupational Safety and Health Act of 1970 (the Act), notifying you of certain violations of the Act and the dates by which they were to be abated. Based upon reinspection, it is alleged that you have failed to abate the violation(s) listed below within the time prescribed, and the following additional penalties are proposed. The additional penalty is computed by multiplying a daily penalty times the number of days the violation(s) remained unabated. You are to notify the Area Director in writing of the date and nature of the corrective action taken. If you do not abate the violation(s), further penalties may be proposed and other enforcement action to compel abatement may be taken under section 11(b) of the Act.

You are further notified that you must pay the ADDITIONAL PENALTY unless you inform the Area Director in writing that you intend to contest the Notification or the Additional Penalty within 15 working days (excluding weekends and State holidays) from your receipt of this notification. If you do not contest within 15 working days after receipt, the Notification and the additional penalties will become the final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency. Issuance of this Notification 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 the Notification is affirmed by the Review Commission.

Notification of Corrective Action - For **each** violation which you do not contest, you are required by 29 CFR 1903.19 to submit an Abatement Certification to the Area Director of the IOSHA office issuing the

safety order and identification above. The certification **must** be sent by you within **10 calendar days** of the abatement date of the abatement date identification on the safety order. For **Knowing and Repeat** violations, documents (examples: photos, copies of recipes, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the safety order is classified as Serious and the safety orders states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the safety order indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

For each safety order where you do contest the violation or the abatement date, your obligation to submit abatement certification and any documents is delayed until the contest and the 10-day period after the abatement date have expired. See 29CFR 1903.19 and the OSHA 3000 booklet for more information.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the safety order and safety order item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by 29 CFR 1903.19 to be sent to IOSHA, also be posted at the location where the violation appeared and the corrective action took place.

Inspection Activity Data - you should be aware that IOSHA publishes information on its inspection and safety order activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 7 calendar days after the Safety Order Issuance Date. 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.

Make your check or money order payable to "Indiana DOL/IOSHA". Please indicate the Inspection Number on the remittance.

NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with IOSHA to discuss the Notification of Failure to Abate Alleged Violations issued on 5/29/2014. The conference will be held at the OSHA 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

Indiana Occupational Safety and Health Administration

Notification of Failure to Abate Alleged Violation

Original Inspection:	317402170	Inspection Number:	318014693
Original Inspection Date(s):	1/3/2014 - 4/2/2014	Inspection Date(s):	06/14/2016
		Issuance Date:	8/30/2016
		CSHO ID:	E5821
		Optional Report No.:	0186-16

Company Name: Altec Engineering Inc.

Inspection Site: 28274 County Road 20, Elkhart, IN 46517

Safety Order 01 Item 002b

29 CFR 1910.1000(e): Feasible administrative or engineering controls were not determined and implemented to achieve compliance with the limits prescribed in 29 CFR 1910.1000(a) through (d):

A) Grinding - A grinder was exposed to particulates not otherwise regulated (PNOR), total dust, at a 8-hour TWA of 195.19 mg/m³; approximately 13.01 times the permissible exposure limit of 15 mg/m³. The exposure was derived from a 472 minute sampling period on March 12, 2014. Zero exposure was assumed during the 8 minutes not sampled.

B) Grinding - A grinder was exposed to particulates not otherwise regulated (PNOR), total dust, at a 8-hour TWA of 79.13 mg/m³; approximately 4.8 times the permissible exposure limit of 15 mg/m³. The exposure was derived from a 480 minute sampling period on March 12, 2014.

FAILURE TO ABATE Safety Order 01 Item 002b, INSPECTION NO. 317402170, ISSUED ON May 29, 2014.

Additional Penalty:

\$45,000.00

Indiana Department of Labor

Indiana Occupational Safety and Health Administration

Notification of Failure to Abate Alleged Violation

Original Inspection:	317402170	Inspection Number:	318014693
Original Inspection Date(s):	1/3/2014 - 4/2/2014	Inspection Date(s):	06/14/2016
		Issuance Date:	8/30/2016
		CSHO ID:	E5821
		Optional Report No.:	0186-16

Company Name: Altec Engineering Inc.
Inspection Site: 28274 County Road 20, Elkhart, IN 46517

Safety Order 01 Item 003b

29 CFR 1910.1000(e): Feasible administrative or engineering controls were not determined and implemented to achieve compliance with the limits prescribed in 29 CFR 1910.1000(a) through (d):

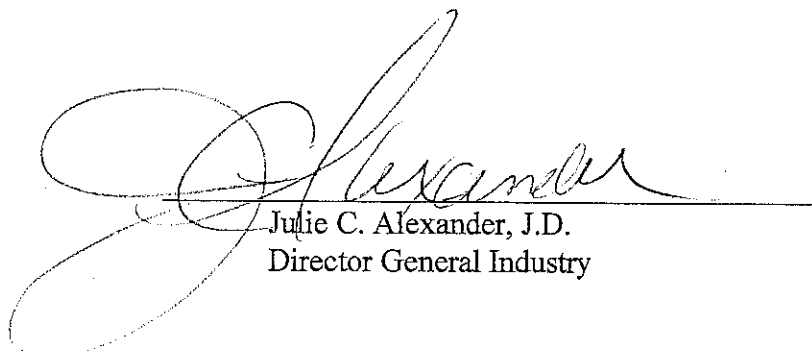
A) Chopping Area - A roller was exposed to styrene, at a 8-hour TWA of 149.6 ppm; approximately 1.5 times the permissible exposure limit of 100 ppm. The exposure was derived from a 457 minute sampling period on March 12, 2014. Zero exposure was assumed during the 23 minutes not sampled.

B) Chopping Area - A roller was exposed to styrene, at a 8-hour TWA of 136.29 ppm; approximately 1.3 times the permissible exposure limit of 100 ppm. The exposure was derived from a 455 minute sampling period on March 12, 2014. Zero exposure was assumed during the 25 minutes not sampled.

FAILURE TO ABATE Safety Order 01 Item 003b, INSPECTION NO. 317402170, ISSUED ON May 29, 2014.

Additional Penalty:

\$63,000.00



Julie C. Alexander, J.D.
Director 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

Company Name: Altec Engineering Inc.
Inspection Site: 28274 County Road 20, Elkhart, IN 46517
Issuance Date: 5/29/2014
Opt. Insp. Nr: 0186-16

Summary of Penalties for Inspection Number: 317402170
Followup Inspection Number: 318014693

Safety Order 1, Serious = \$108,000.00
TOTAL ADDITIONAL PROPOSED PENALTIES = \$108,000.00

To avoid additional charges, please remit payment promptly to this Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "Indiana DOL/IOSHA". Please indicate IOSHA's Inspection Number (indicated above) on the remittance.

OSHA 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.

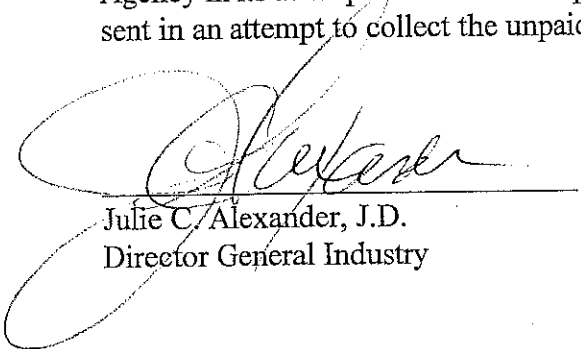
Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts 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 5%. 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 Safety Order 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.



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

8/30/16
Date