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APR 22 2019

INDIANA DEPT OF LABOR
I.O.S.H.A

SETTLEMENT AGREEMENT

The Commissioner of Labor (hereinafter referred to as "Commissioner") and *Five Star Commercial Roofing 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. *318105079* issued to the Employer on February 14, 2019, in the following manner.

SAFETY ORDER 01:

Item 1: Upheld; penalty reduced to \$ 5,250.00, *abatement has been verified on March 14, 2019.*

(Work activity of employer is completed)

Item 2: *DELETE*; penalty reduced to \$ 0.00.

Item 3: Upheld; penalty reduced to \$ 5,250.00.

Item 4: *DELETE*; penalty reduced to \$ 0.00.

SAFETY ORDER 02:

Item 1: Upheld; penalty reduced to \$ 52,500.00, *abatement has been modified until May 6, 2019.*

Item 2: Upheld; penalty reduced to \$ 52,500.00, *abatement has been verified on March 14, 2019.*

(Work activity of employer is completed)

Item 3: Upheld; penalty reduced to \$ 10,500.00, *abatement has been verified on March 14, 2019.*

(Work activity of employer is completed)

The agreed penalty for Inspection No. 318105079 Safety Order is \$126,000.00.

The agreed penalty for Inspection No. 318092020 unresolved Safety Order is \$2,112.25.

The agreed penalty for Inspection No. 318092095 unresolved Safety Order is \$3,412.50.

The TOTAL AGREED PENALTY to resolve all three Safety Orders is \$ 131,524.75

In exchange, The Employer agrees:

- 1. Refresher training for all employee(s) who have a safety responsible in a limited scope Construction Fall Protection safety course, within thirty (30) days of signed Settlement Agreement. Also provide Competent Person training for supervisors.*
- 2. Provide IDOL with a copy of your Safety and Health programs within thirty (60) days of this agreement, with a current site checklist for onsite inspections by CP.*
- 3. The Employer shall provide an agenda and the class sign in sheet to IDOL upon completion of the course.*
- 4. Agreed Plan of PAYMENT: Employer may take up to a total of 48 consecutive months to pay the total agreed penalty. Employer shall make one payment of at least \$2,000.00 each consecutive month until the total agreed penalty of \$131,524.75 is paid in full; the first payment being due with Employer's execution of this Agreement. Subsequent payments shall be due by the 20th day of each consecutive month until said penalty is paid in full. Please note that making only minimum monthly payments will not pay the total agreed penalty within 48 months, so a larger payment must be made on or before the 48th month in order to pay the balance of entire agreed penalty.*

The Employer further agrees that if Employer fails to make timely payments or fails to pay the full total agreed penalty as stated herein, the full amount of the penalty initially assessed against the Employer in the Safety Order(s) and Notification(s) of Penalty for Inspection Nos. 318105079, 318092020, and 318092095, which are the subject of this Agreement, minus any payments already made, is due and payable immediately to the Indiana Department of Labor. The Commissioner may use every legal remedy available to collect such unpaid amount, interest shall begin to accrue on said unpaid amount at the rate of 12% apr compounded daily, and the Commissioner may collect legal fees from the Employer for any collection action that may be necessary. Upon verification of all abatement and receipt of full total agreed penalty as stated herein, Commissioner agrees to close all three inspections identified herein.

Employer understands that a request must be made in writing to IOSHA for a Petition for Modification of Abatement prior to the above abatement date if abatement cannot be met by the respective dates and an extension is required. Employer confirms Commissioner's right to re-inspect its workplaces if needed to verify abatement of the alleged violations.

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

Please make your check or money order payable to "Indiana DOL/IOSHA," indicate IOSHA's Inspection Numbers (indicated above) on your remittance, and send payments to the following address:

*Indiana Department of Labor
402 West Washington Street – Room W195
Indianapolis, Indiana 46204*

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.

Five Star Commercial Roofing Inc
By: Chris Galt
Title: President
Date: 4/16/19

COMMISSIONER OF LABOR
By: [Signature]
Title: Deputy Director
Date: 4 22 19

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



Safety Order and Notification of Penalty

To:
Five Star Commercial Roofing Inc
1119 S St Rd 3
Hartford City, IN 47348

Inspection Number: 318105079
CSHO ID: L9647
Optional Report No.: 01919
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019

Inspection Site:
2526 Western Ave
Plymouth, IN 46563

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 2/14/2019. 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: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

Safety Order 01 Item 001

Type of Violation: **Serious**

29 CFR 1926.501(b)(4)(i): Each employee on a walking/working surfaces was not protected from falling through holes (including skylights) more than 6 feet above a lower level by personal fall arrest systems, covers, or guardrail system erected around such holes:

Roof - 2526 Western Ave, Plymouth IN 46563 - On or about November 8, 2018, during construction activities, employee working directly at the edge of the skylights that was 4 feet wide, 8 feet long, and 19 feet above the lower level, was not protected from falls.

Date By Which Violation Must Be Abated: 2/26/2019
Proposed Penalty: \$7,000.00

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

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

29 CFR 1926.502(d)(20): The employer did not provide for prompt rescue of employees in the event of a fall or assure that employees were able to rescue themselves:

Jobsite at 2526 Western Ave, Plymouth IN 46563-On or about November 8, 2018, during construction activities, the employer did not have a prompt rescue plan in place or assure the employees were able to self rescue.

Date By Which Violation Must Be Abated: **2/26/2019**
Proposed Penalty: **\$7,000.00**

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

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

29 CFR 1926.502(f)(2)(IV): Warning lines of rope, wire, or chain did not have a minimum tensile strength of 500 pounds after being attached to stanchions:

Roof-2526 Western Ave, Plymouth IN 46563-On or about November 8, 2018, during construction activities, I observed the warning lines of plastic "caution tape", attached to stanchions, did not have a tensile strength of at least 500 pounds.

Date By Which Violation Must Be Abated:
Proposed Penalty:

Corrected During Inspection
\$7,000.00

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

Safety Order 01 Item 004

Type of Violation: **Serious**

29 CFR 1926.503(c): The employer did not retrain each employee when use of fall protection or equipment indicated the employee had not retained the requisite understanding or skill:

Roof, 2526 Western Ave Plymouth IN 46563- On or about November 8, 2018, the employer did not retrain employees, when inadequacies in their knowledge, by not using guardrails or personal fall protection while working around skylights on the 19 feet high roof, indicated they had not retained the requisite understanding or skill.

Date By Which Violation Must Be Abated:
Proposed Penalty:

4/2/2019
\$7,000.00

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

Safety Order 02 Item 001

Type of Violation: **Repeat**

29 CFR 1926.20(b)(2): The employer's safety and health program did not provide for frequent and regular inspections of the jobsite and equipment and/or was not enforced by a competent person:

Roof - 2526 Western Ave, Plymouth IN 46563 - On or about November 8, 2018, during construction activities, the employers competent person on site, failed to identify existing and predictable hazards and/or take the necessary measures to correct hazards where employees were exposed to falls.

Five Star Commercial Roofing Inc. was previously cited for a violation of this Occupational Safety and Health Standard or its equivalent Standard 1926.20(b)(2), which was contained in OSHA inspection number 318092020, citation number 01, item number 003, issued on 2/9/18, with respect to a workplace location at 211 E Garro Street, Plymouth IN 46563. This is the 5th time cited in last 5 years.

Date By Which Violation Must Be Abated:
Proposed Penalty:

4/2/2019
\$70,000.00

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

Safety Order 02 Item 002

Type of Violation: **Repeat**

29 CFR 1926.501(b)(10): Each employee engaged in roofing activities on low slope roofs with unprotected sides and edges 6 feet or more above lower levels was not protected from falling by guardrail systems, safety net systems, personal fall arrest systems or a combination of warning line system and guardrail system, warning line system and safety net system, or warning line system and personal fall arrest system or a warning line system and a safety monitoring system:

Roof-2526 Western Ave, Plymouth IN 46563-on or about November 8, 2018, during construction activities, employees engaged in roofing activities on a flat roof, 19 to 24 feet above the lower level, were not protected from falls.

Five Star Commercial Roofing Inc. was previously cited for a violation of this Occupational Safety and Health Standard or its equivalent Standard 1926.501(b)(10), which was contained in OSHA inspection number 318092020, citation number 01, item number 005, issued on 2/9/18, with respect to a workplace location at 211 E Garro Street, Plymouth IN 46563. This is the seventh time cited in last five years.

Date By Which Violation Must Be Abated:
Proposed Penalty:

2/26/2019
\$70,000.00

Indiana Department of Labor
Occupational Safety and Health Administration

Inspection Number: 318105079
Inspection Date(s): 11/8/2018 - 2/11/2019
Issuance Date: 2/14/2019
CSHO ID: L9647
Optional Report No.: 01919

Safety Order and Notification of Penalty

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563

Safety Order 02 Item 003 Type of Violation: **Repeat**

29 CFR 1926.502(h)(1)(v): The safety monitor shall not other responsibilities which would take the monitors attention from the monitoring function:

Roof, 2526 Western Ave, Plymouth IN 46563-on or about November 8, 2018, during construction activities, the safety monitor was engaged in other roofing activities, whereas the attention of the monitor was not only for the monitoring function.

Five Star Commercial Roofing Inc. was previously cited for a violation of this Occupational Safety and Health Standard or its equivalent Standard 1926.502(h)(1)(v), which was contained in OSHA inspection number 1204382.015, citation number 01, item number 002, issued on 4/13/17, with respect to a workplace location at 1 Drarborn Square, Kankakee IL 60901. This is the second time cited in last five years.

Date By Which Violation Must Be Abated: **4/2/2019**
Proposed Penalty: **\$14,000.00**

Jerry W. Lander
Director of Construction Safety

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



INVOICE/DEBT COLLECTION NOTICE

Company Name: Five Star Commercial Roofing Inc
Inspection Site: 2526 Western Ave, Plymouth, IN 46563
Issuance Date: 2/14/2019

Summary of Penalties for Inspection Number: 318105079

Safety Order 1, Serious	= \$28,000.00
Safety Order 2, Repeat	= \$154,000.00
TOTAL PENALTIES	= \$182,000.00

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 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).


Jerry W. Lander
Director of Construction Safety

2-14-19
Date