

SETTLEMENT AGREEMENT

The Commissioner of Labor (hereinafter referred to as "Commissioner") and Forest River (hereinafter referred to as "Employer" or "ER") hereby agree as follows:

The Commissioner amends the Safety Order(s) and Notification(s) of Penalty IOSHA Inspection No. 318089265 issued to the Employer on October 31, 2019 in the following manner:

SAFETY ORDER 01:

- Item 1: Upheld. Penalty <sup>reduced to</sup> ~~remains~~ \$2500. Abatement completed. *DJ*
- Item 2: Upheld and Grouped with Item 3. Penalty remains \$5000. Abatement completed.
- Item 3: Grouped with Item 2. Penalty reduced to Zero Dollars. Abatement completed.
- Item 4: Upheld. Penalty remains \$2500. Abatement completed.
- Item 5: Upheld. Penalty ~~remains~~ <sup>reduced to</sup> \$2500. Abatement completed. *DJ*

SAFETY ORDER 02:

- Item 1: Reduced to a Serious violation. Penalty reduced to \$7000 Dollars.

SAFETY ORDER 03:

- Item 1: Upheld. Penalty remains Zero Dollars. Abatement completed.
- Item 2: Upheld. Penalty remains Zero Dollars. Abatement completed.
- ~~Item 3: Upheld. Penalty remains Zero Dollars. Abatement completed.~~

In consideration of the above amendments, the Employer:

1. Developed (or revised) and implemented the following corporate safety standards across all Indiana production operations, including employee training under each program, policy or procedure: Elevated Working Surfaces & Platforms, Lockout-Tagout, Machine Guarding, Emergency Action Plan, Exposure Control Plan (bloodborne pathogens), Fall Protection, HAZCOM, Forklift Operations, PPE, and Respiratory Protection;
2. Developed and implemented the following safety processes across all Indiana production operations: Monthly Plant Inspections, Monthly Supervisor Toolbox Talks, Plant Safety Committees, Accident Investigations, Safety Alert notices, Safety data tracking by plant (shared monthly with all Plant Managers and management above Plant Managers);
3. Created Safety Coordinator positions to have a Safety Coordinator assigned to each production plant in Indiana to oversee implementation of the above safety standards and procedures at each plant, including employee training;
4. Conducted a review across all Indiana production operations of machine guarding on all equipment, including but not limited to saws and table saws in particular, to ensure that all machines are guarded at the point of operation, as well as trained employees regarding use of guards and that guards are not to be removed during production operations.

The TOTAL AGREED PENALTY is \$23,000. *19,500 ja DJ*

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.

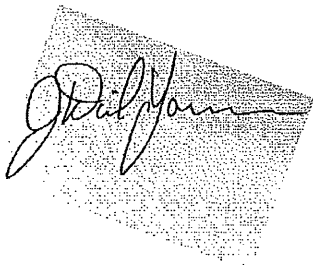
The Safety Order(s) and Notification(s) of Penalty are, and shall be, herein a final and enforceable Order of the Board of Safety Review.

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.

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.

FOREST RIVER

COMMISSIONER OF LABOR



By: David Youmans

Title: Director of Health & Safety

Date: February 16, 2021

By:   
Title: Director

Date: 02-16-21

\*CDI denotes that abatement was Completed During Inspection.

Note: EE refers throughout the document to Employee

# 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 # 70163010 0001 0290 4488 10-10-17 JJA*

## Safety Order and Notification of Penalty

**To:**  
Forest River  
P.O. BOX 3030  
Elkhart, IN 46515

**Inspection Number:** 318089265  
**CSHO ID:** K9073  
**Optional Report No.:** 2117  
**Inspection Date(s):** 8/2/2017 - 9/7/2017  
**Issuance Date:** 10/10/2017

**Inspection Site:**  
105 14th Avenue  
Middlebury, IN 46540

*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 10/10/2017. 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:** 318089265  
**Inspection Date(s):** 8/2/2017 - 9/7/2017  
**Issuance Date:** 10/10/2017  
**CSHO ID:** K9073  
**Optional Report No.:** 2117

**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

**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 contact with rotating saw blades.

Mill Room - The operators of the Powermatic table saw were not effectively trained on proper operating procedure for safe operation of the table saw.

Among other methods, one feasible and acceptable method to correct this hazard is to follow ANSI O1.1-2004 Woodworking Machinery Safety Requirements, section 7.1.3 which requires "The employer shall be responsible for instructing the operator(s) and helper(s) as required on the hazard(s) of the machine(s) he or she is to operate or assist in operating and the safe method(s) to be used. These instructions given should include, but not be limited, to: A description of the assigned task(s); the function of controls to be encountered in performing the assigned tasks; the hazards associated with the assigned task(s); the designated method of feeding; the designated method of safeguarding; the methods of function-testing or otherwise assuring the proper function of safeguarding; responding to and reporting inconsistent or unpredictable performance.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$5,000.00



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

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**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

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

29 CFR 1910.28(b)(1)(i): The employer must ensure that each employee on a walking-working surface with an unprotected side or edge that is 4 feet (1.2 m) or more above a lower level is protected from falling by one or more of the following: (A) Guardrail systems; (B) Safety net systems; or (C) Personal fall protection systems, such as personal fall arrest, travel restraint, or positioning systems.

A) Mezzanine Cabinet Shop - Employees place walls on the slide to be used by employees on the ground level. Chains had been used as a guard rail, but they are not hooked and the walls are longer than where the posts are located.

B) Cabinet Shop - Laborers were exposed to a fall greater than 4 feet without fall protection while setting cabinetry on trailer.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$5,000.00

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Occupational Safety and Health Administration

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**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

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

29 CFR 1910.29(b)(3): Guardrail systems were not capable of withstanding, without failure, a force of at least 200 pounds (890 N) applied in a downward or outward direction within 2 inches (5 cm) of the top edge, at any point along the top rail.

Rubber Roof - The rubber roof mezzanine open edge was enclosed by a standard guard rail. The latch for the guard rail was not sufficient to withstand 200 pounds of force.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$5,000.00

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

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**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

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

29 CFR 1910.133(a)(1): Protective eye equipment was not required where there was a reasonable probability of injury that could be prevented by such equipment:

Cabinet Shop - Employees who assembled cabinets using pneumatic staple guns were not wearing protective eyewear with appropriate side shields.

**Date By Which Violation Must Be Abated:**      **11/13/2017**  
**Proposed Penalty:**      **\$2,500.00**

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

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**Issuance Date:** 10/10/2017  
**CSHO ID:** K9073  
**Optional Report No.:** 2117

**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

**Safety Order 01 Item 005** ... Type of Violation: **Serious**

29 CFR 1910.212(a)(1): One or more methods of machine guarding was not provided to protect the operator and other employees in the machine area from hazards such as those created by ingoing nip points, and rotating parts:

- A) Lamination - An ingoing nip point was created between the rollers and the rod ran through the lamination roll. There was no guarding to prevent employees being caught in these nip points.
- B) Cabinet shop - The dual drills had no guarding for their rotating chucks.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$3,500.00

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

**Inspection Number:** 318089265  
**Inspection Date(s):** 8/2/2017 - 9/7/2017  
**Issuance Date:** 10/10/2017  
**CSHO ID:** K9073  
**Optional Report No.:** 2117

**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

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

29 CFR 1910.176(b): Storage of material created a hazard:

Lamination - Side wall cart had no fall protection, the poles were not in place and employees worked in the area with the side walls unrestrained.

Forest River was previously cited for a violation of this occupational safety and health standard or its equivalent standard 1910.176(b), which was contained in OSHA inspection number 317864569, citation number 1, item number 1 and was affirmed as a final order on 9/9/2015, with respect to a workplace located at 2449 Century Drive, Goshen, IN 46528.

**Date By Which Violation Must Be Abated:**                      **11/13/2017**  
**Proposed Penalty:**    **\$25,000.00**

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

**Inspection Number:** 318089265  
**Inspection Date(s):** 8/2/2017 - 9/7/2017  
**Issuance Date:** 10/10/2017  
**CSHO ID:** K9073  
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**Safety Order and Notification of Penalty**

**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

**Safety Order 03 Item 001**

Type of Violation: **NonSerious**

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:

Service Bay - A metal receptable box, designed to be mounted was hung from the ceiling and used as a pendant box to energize the power cord to the unit.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$0.00

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

**Inspection Number:** 318089265  
**Inspection Date(s):** 8/2/2017 - 9/7/2017  
**Issuance Date:** 10/10/2017  
**CSHO ID:** K9073  
**Optional Report No.:** 2117

**Safety Order and Notification of Penalty**


**Company Name:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540

**Safety Order 03 Item 002** . . . . . Type of Violation: **NonSerious**

29 CFR 1910.305(g)(1)(iv): Flexible cords and/ or cables were used for purposes prohibited by paragraphs (A) through (F) of 29 CFR 1910.305(g)(1)(iv)

Mill Room - Flexible cord was ran from a junction box, across the wall where it was attached to the building in two different spots, and then ran into a fuse box. The fuse box then energized a flexible cable with a receptacle on the end into which the radial saw was plugged. This flexible cable was used in place of fixed wiring.

**Date By Which Violation Must Be Abated:** 11/13/2017  
**Proposed Penalty:** \$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:** Forest River  
**Inspection Site:** 105 14th Avenue, Middlebury, IN 46540  
**Issuance Date:** 10/10/2017

### Summary of Penalties for Inspection Number: 318089265

Safety Order 1, Serious	= \$21,000.00
Safety Order 2, Repeat	= \$25,000.00
Safety Order 3, NonSerious	= \$0.00
<b>TOTAL PENALTIES</b>	<b>= \$46,000.00</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

10-10-2017  
\_\_\_\_\_  
Date