

# Indiana Department of Labor

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



## Safety Order and Notification of Penalty

**To:**

Toyota Boshoku Indiana LLC  
and its successors  
1698 S 100 W  
Princeton, IN 47670

**Inspection Site:**

1698 S 100 W  
Princeton, IN 47670

**Inspection Number:** 1689124**CSHO ID:** R6100**Optional Report No.:****Inspection Date(s):** 08/07/2023 -  
11/01/2023**Issuance Date:** 11/03/2023

*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 workplace 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 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 board appointed by the governor with authority to conduct legal proceedings leading up to and including administrative hearings or assign an Administrative Law Judge (ALJ) to conduct the same, and to issue decisions concerning disputed safety orders and notifications of penalties. 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**

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



### **NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the Safety Order(s) issued on 11/03/2023.

The Informal Conference will be held:

Date: \_\_\_\_\_

Time: \_\_\_\_\_

**Virtually/Telephonically via Microsoft Teams**

Call-in Number: \_\_\_\_\_

Conference ID: \_\_\_\_\_

**In-person at the Indiana Department of Labor, located at the following address:**

402 West Washington Street, Room W195  
Indianapolis, Indiana 46204

Meeting/Conference Room: \_\_\_\_\_

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



**Safety Order and Notification of Penalty**

**Company Name:** Toyota Boshoku Indiana LLC  
**Inspection Site:** 1698 S 100 W, Princeton, IN 47670

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

29 CFR 1910.212(a)(1): Guard(s) on machine(s) were not affixed to the machine or secured elsewhere when attachment to the machine was not possible:

Toyota Boshoku Indiana, 698 S 100 W, Princeton, IN 47670, Urethane Mold Line 1 on August 7, 2023, during industrial activity, machine guarding was not adequate as to protect employee from contacting moving parts.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

December 20, 2023

Proposed Penalty:

\$7,000.00

A handwritten signature of Jeremy Galloway in black ink, with a horizontal line extending from the end of the signature. Below the signature, the name "Jeremy Galloway" is printed in a smaller, standard font, followed by "IOSHA Director" and "JG:tj".



## INVOICE/DEBT COLLECTION NOTICE

**Company Name:** Toyota Boshoku Indiana LLC  
**Inspection Site:** 1698 S 100 W, Princeton, IN 47670  
**Issuance Date:** 11/03/2023

**Summary of Penalties for Inspection Number:** 1689124

**Safety Order 1 Item 1, Serious** \$7,000.00

**TOTAL PROPOSED PENALTIES:** \$7,000.00

Penalties are due within fifteen (15) working days of receipt of this notification unless requested. Make your check or money order payable to: "Indiana DOL/IOSHA." Please indicate IOSHA's Inspection Number (indicated above) on the remittance. You may also make a payment online at <https://payinggov.com/dol/>. Your account number is your inspection number.

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 worksheet has been provided to assist in providing the required abatement information. A completed copy of this worksheet should be posted at the worksite with safety orders.

A handwritten signature of Jeremy Galloway in black ink.

Jeremy Galloway  
IOSHA Director

JG:tj

11/03/2023  
\_\_\_\_\_  
Date



# INDIANA

## DEPARTMENT OF LABOR

ERIC J. HOLCOMB, GOVERNOR

*David Redden, Commissioner*

402 West Washington Street, Room W195

Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655

Fax: (317) 233-3790

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November 1, 2023

Mr. Todd Logsdon  
Fisher & Phillips LLP  
220 West Main Street  
Louisville, Kentucky 40202

RE: Toyota Boshoku Indiana LLC  
1698 S 100 W, Princeton, Indiana  
IOSHA Inspection Number 1689124

Dear Mr. Logsdon:

This correspondence is in response to a limited scope inspection performed by an authorized representative of the Indiana Occupational Safety and Health Administration (IOSHA) at the address listed above. This inspection disclosed the following hazard(s):

Toyota Boshoku Indiana, 698 S 100 W, Princeton, IN 47670, Urethane Mold Line 1 on August 7, 2023, the employer failed to adequately train employees to recognize caught in between hazards and the employer failed to enforce at risk behavior by employees. Employees engaged in at risk behavior by retrieving parts from below the urethane molds during production on line one without complete understanding of the hazard or fear of any discipline action.

An occupational safety and health standard does not apply to this situation, and it is not appropriate at this time to issue an IOSHA General Duty Clause safety order (Indiana Code § 22-8-1.1 Section 2), and thus no safety order is currently being issued for the above-referenced hazard.

In the interest of employee workplace safety and health, it is recommended you take the following steps to voluntarily eliminate or reduce exposure to the hazard(s) as described above:

- Enhanced employee training on the hazard(s) as described above.
- Enforcement through a progressive disciplinary program.

Employers may voluntarily provide IOSHA with progress reports on the efforts which have been taken to address these conditions. Employers may request a workplace safety and health consultation or training or educational assistance by contacting the Indiana Department of Labor's workplace safety and health consultation division, INSafe. Services provided by INSafe are at no additional cost to the employer and remain confidential provided the employer corrects any serious hazard identified by the consultant in a timely manner. To learn more about INSafe, visit [www.in.gov/dol/insafe.htm](http://www.in.gov/dol/insafe.htm) or call (317) 232-2688.

Thank you for your interest in Hoosier workplace safety and health.

Sincerely,

A handwritten signature in black ink, appearing to read "D Redden".

David Redden  
IOSHA Director

DR:tj

STATE OF INDIANA      )  
                            ) SS:  
COUNTY OF MARION      )

BEFORE THE IOSHA BOARD OF  
SAFETY REVIEW

FILED

IN THE MATTER OF THE      )  
COMMISSIONER OF LABOR,      )  
                            )  
                            )  
                            )  
Complainant,      )  
                            )  
                            )  
                            )  
v.      )  
                            )  
                            )  
TOYOTA BOSHOKU INDIANA LLC, )  
AND ITS SUCCESSORS,      )  
                            )  
                            )  
                            )  
Respondent.      )

CASE DOCKET NO. 23-051

ADMINISTRATIVE CAUSE NO.  
DOL-2312-003127

**FINAL ORDER**

The parties to the above-referenced proceeding, through their duly authorized representatives, have filed with the Board their Agreed Entry. The Board, being duly advised, now accepts the Respondent's withdrawal of its Notice of Contest, and adopts the Safety Orders and penalty issued by the Commissioner of Labor, as modified by the Agreed Entry, as its final order in this matter.

IT IS ORDERED that the Respondent's withdrawal of its Notice of Contest is accepted and the Safety Orders and penalty issued by the Commissioner of Labor, as modified by the Agreed Entry, is adopted as a final order.

Dated: 29 October 2024

*Danny Deighton*  
\_\_\_\_\_  
Danny Deighton, Chairman

Copies to:

J. Anthony Hardman  
General Counsel  
Department of Labor  
402 W. Washington St., Rm. W195  
Indianapolis, IN 46204

Todd B. Logsdon  
FISHER & PHILLIPS LLP  
220 West Main Street, Suite 1700  
Louisville, KY 40202

Indiana Office of Administrative Law Proceedings  
100 N. Senate Avenue, Rm. N802  
Indianapolis, IN 46204



Filed September 06, 2024

STATE OF INDIANA )  
 ) SS:  
COUNTY OF MARION )

BEFORE THE INDIANA OFFICE OF  
ADMINISTRATIVE LAW PROCEEDINGS,  
SUBJECT TO THE ULTIMATE  
AUTHORITY OF THE IOSHA BOARD OF  
SAFETY REVIEW

**AGREED ENTRY**

The parties to the above-captioned proceeding, the Commissioner of the Indiana Department of Labor (hereinafter "Complainant") and Toyota Boshoku Indiana LLC (hereinafter "Respondent"), through their duly authorized representatives, desiring to enter into this Agreed Entry as final settlement of this matter, do hereby stipulate and agree as follows:

## PART I.

1. From August 7, 2023, through November 1, 2023, authorized employees of the Indiana Department of Labor conducted an inspection at the Respondent's worksite located at 1698 S 100 W, Princeton, IN 47670.
2. On November 3, 2023, Complainant issued a Safety Order and Notification of Penalty (hereinafter "Safety Order") resulting from Indiana Department of Labor Inspection No. 1689124 and alleging that Respondent had violated the Indiana Occupational Safety and Health Act (IC 22-8-1.1 *et seq.*) or the standards or rules thereunder. The Safety Order is attached hereto as Exhibit A and is incorporated herein.

3. On or about December 1, 2023, Respondent duly and timely petitioned for review of the Safety Order.

PART II.

4. The Safety Order consists of Safety Order 1, Item No. 1.

5. Safety Order 1, Item 1 alleges a "Serious" violation of 29 CFR 1910.212(a)(1) and assesses a penalty of Seven Thousand Dollars (\$7,000).

6. The total assessed penalty for Safety Order 1 is Seven Thousand Dollars (\$7,000).

PART III.

7. The Safety Order is hereby amended as follows.

8. Safety Order 1, Item 1 is upheld, but re-classified to "NonSerious" and retains the penalty originally cited.

9. The AGREED total penalty for all violations and all subparts thereunder, subject to this Agreed Entry, is Seven Thousand Dollars (\$7,000).

10. In consideration for reclassification of the citation, Respondent agrees to complete the following enhanced abatement and provide Complainant with verification of each within the time specified:

a. Respondent shall provide guarding plates between the molds on both urethane lines 1 and 2 in the Princeton facility to prevent people and larger material objects from falling to the floor between the molds. Target completion for both lines is by January 1, 2025.

b. Respondent shall provide an abatement plan and at least one progress report to Complainant pursuant to 29 C.F.R. § 1903.19(e) and (f) for the guarding plate installation agreed to above.

11. It is understood and agreed by the Respondent and Complainant that this Agreed Entry and attachments will constitute a final, enforceable OSHA Safety Order(s) and penalties for the purposes of the Indiana Occupational Safety and Health Act ("Act").

12. Respondent confirms Complainant's right to re-inspect its workplaces, in accordance with the Act, and to verify abatement of the alleged violations.

13. If not already identified in the Safety Order and Notification of Penalty as completed during the inspection, all abatement, including any enhanced abatement identified and agreed upon herein, must still be completed in a timely manner and certified to IOSHA by sending confirmation of abatement, including a detailed description of what was done along with any supporting documentation and photographs, to IOSHA by email to [abatement@dol.in.gov](mailto:abatement@dol.in.gov).

14. Respondent hereby withdraws its petition for review previously filed in this matter, subject to the terms of this agreed entry.

#### PART IV.

15. Nothing contained in this Agreed Entry shall be construed to affect Complainant's interpretation of the Act or any standard or regulation enforced pursuant thereto or the applicable classification thereof.

16. 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 the Respondent shall be deemed an admission by Respondent 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.

17. The invalidity or unenforceability of any section, subsection, clause or provision of this Agreed Entry does not affect the remaining sections, subsections, clauses, or provisions of this Agreed Entry.

18. Respondent, upon full execution of this Agreed Entry, will post this Agreed Entry for three (3) working days or until abatement is completed, whichever period is longer, pursuant to Board of Safety Review Rules of Procedure, 615 IAC 1-2-18(b)(3)(C).

AGREED this 6 day of September 2024.

TOYOTA BOSHOKU INDIANA LLC

By: 99

Printed: Tsunenori Takasaki

Title: President

Approved as to Form:

By: Todd B. Logsdon

Todd B. Logsdon  
Counsel for Respondent

COMMISSIONER OF LABOR

By: Jeremy Galloway

Jeremy Galloway,  
Director of Safety Compliance,  
IOSHA

By: J. Anthony Hardman

J. Anthony Hardman,  
Counsel for Complainant

## Indiana Department of Labor

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



### Safety Order and Notification of Penalty

**To:**  
Toyota Boshoku Indiana LLC  
and its successors  
1698 S 100 W  
Princeton, IN 47670

**Inspection Number:** 1689124  
**CSHO ID:** R6100  
**Optional Report No.:**  
**Inspection Date(s):** 08/07/2023 -  
11/01/2023  
**Issuance Date:** 11/03/2023

**Inspection Site:**  
1698 S 100 W  
Princeton, IN 47670

*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 workplace 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).

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

**PMA**s - 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:

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(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.

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**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

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Indiana Occupational Safety and Health Administration  
402 West Washington Street, Room W195  
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Time: \_\_\_\_\_

Virtually/Telephonically via Microsoft Teams

Call-in Number: \_\_\_\_\_

Conference ID: \_\_\_\_\_

In-person at the Indiana Department of Labor, located at the following address:

402 West Washington Street, Room W195  
Indianapolis, Indiana 46204

Meeting/Conference Room: \_\_\_\_\_

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



**Safety Order and Notification of Penalty**

**Company Name:** Toyota Boshoku Indiana LLC  
**Inspection Site:** 1698 S 100 W, Princeton, IN 47670

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

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Toyota Boshoku Indiana, 698 S 100 W, Princeton, IN 47670, Urethane Mold Line 1 on August 7, 2023, during industrial activity, machine guarding was not adequate as to protect employee from contacting moving parts.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

December 20, 2023

Proposed Penalty:

\$7,000.00

A handwritten signature in black ink, appearing to read "Jeremy Galloway".

Jeremy Galloway  
IOSHA Director  
JG:tj

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



## **INVOICE/DEBT COLLECTION NOTICE**

**Company Name:** Toyota Boshoku Indiana LLC  
**Inspection Site:** 1698 S 100 W, Princeton, IN 47670  
**Issuance Date:** 11/03/2023

**Summary of Penalties for Inspection Number:** **1689124**

**Safety Order 1 Item 1, Serious** **\$7,000.00**

**TOTAL PROPOSED PENALTIES:** **\$7,000.00**

Penalties are due within fifteen (15) working days of receipt of this notification unless requested. Make your check or money order payable to: "Indiana DOL/IOSHA." Please indicate IOSHA's Inspection Number (indicated above) on the remittance. You may also make a payment online at <https://payinggov.com/dol/>. Your account number is your inspection number.

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 worksheet has been provided to assist in providing the required abatement information. A completed copy of this worksheet should be posted at the worksite with safety orders.

A handwritten signature of Jeremy Galloway.

Jeremy Galloway  
IOSHA Director

JG:tj

Date

11/03/2023