



**U.S. Department of Labor**  
 Occupational Safety and Health Administration  
 Fort Worth Area Office  
 8713 Airport Freeway, Suite 302  
 Fort Worth, TX 76180-7610  
 Phone: (817)581-7303 FAX: (817) 581-7723

## Citation and Notification of Penalty

**To:**  
 Hobbs Bonded Fibers Inc.  
 and its successors  
 200 S. Commerce St.  
 Waco, TX 76710

**Inspection Number:** 314281221  
**Inspection Date(s):** 09/20/2011 - 03/16/2012  
**Issuance Date:** 03/16/2012

**Inspection Site:**  
 200 S. Commerce St.  
 Waco, TX 76710

*The violation(s) described in this Citation 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.*

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation 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 this Citation is affirmed by the Review Commission or a court.

**Posting** - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or , if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer. **The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.**

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be

submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 4 Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Right to Contest** - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.

**Penalty Payment** - Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to "DOL-OSHA". Please indicate the Inspection Number on the remittance.

OSHA does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

**Notification of Corrective Action** - For violations which you do not contest, you should notify the U.S. Department of Labor Area Office promptly by letter that you have taken appropriate corrective action within the time frame set forth on this Citation. Please inform the Area Office in writing of the abatement steps you have taken and of their dates, together with adequate supporting documentation, e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results, etc.

**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 U.S. Department of Labor Area Office at the address shown above.

**Employer Rights and Responsibilities** - The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

**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 U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

**Inspection Activity Data** - You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are

encouraged to review the information concerning your establishment at [WWW.OSHA.GOV](http://WWW.OSHA.GOV). If you have any dispute with the accuracy of the information displayed, please contact this office.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 03/16/2012. The conference will be held at the OSHA office located at Fort Worth Area Office, 8713 Airport Freeway, Suite 302, Fort Worth, TX, 76180-7610 on \_\_\_\_\_ at \_\_\_\_\_ . Employees and/or representatives of employees have a right to attend an informal conference.

Fort Worth Area Office

Inspection Number: 314281221  
Inspection Dates: 09/20/2011 - 03/16/2012  
Issuance Date: 03/16/2012



**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 1 Item 1a** Type of Violation: **Serious**

29 CFR 1910.36(g)(1): The ceiling of an exit route must be at least seven feet six inches high.

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the height of the designated exit route located underneath the apron of the Spinbau measured at least seven feet six inches. The height of the apron was five feet eleven inches. Employees required to walk underneath the apron of the Spinbau machine are exposed to a struck by and fire hazard.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that the ceiling of the designated exit route measures at least seven feet six inches.

Date By Which Violation Must be Abated:	04/11/2012
Proposed Penalty:	\$ 6930.00

**Citation 1 Item 1b** Type of Violation: **Serious**

29 CFR 1910.36(g)(2): Every exit access must be at least 28 inches wide at all points.

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the aisle between the 101 Garnett and the Spinbau measured at least 28 inches. The aisle was 17 inches wide. Employees are exposed to a fire hazard.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that the aisle between the 101 Garnett and Spinbau measures at least 28 inches.

Date By Which Violation Must be Abated:	04/11/2012
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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 1 Item 2** Type of Violation: **Serious**

29 CFR 1910.37(a)(2): Exit routes must be arranged so that employees will not have to travel toward a high hazard area.

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the exit route was arranged properly. Employees working between the 101 Garnett and the Spinbau are required to walk underneath the apron of the Spinbau machine to access the aisle between the 101 Garnett and the Spinbau. Employees are exposed to a struck by hazard.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that the exit routes are arranged so that employee would not have to travel toward a high hazard area.

Date By Which Violation Must be Abated: 04/11/2012  
Proposed Penalty: \$ 6930.00

**Citation 1 Item 3** Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(i): Procedures were not developed, documented and utilized for the control of potentially hazardous energy when employees were engaged in activities covered by this section:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer has not developed procedures for employees using cardboard tubing to rake underneath the 101 Garnett while it is operating. Employees were exposed to crushing and/or amputation hazards.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that energy control procedures has been developed, documented and utilized for raking/cleaning under the 101 Garnett while it is operating.

Date By Which Violation Must be Abated: 04/11/2012  
Proposed Penalty: \$ 6930.00

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Fort Worth Area Office

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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 1 Item 4a Type of Violation: **Serious****

29 CFR 1910.147(c)(4)(ii): The energy control procedures did not clearly and specifically outline the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, including, but not limited to items (a) through (d) of this section:

On or about September 20, 2011, and times prior thereto, at Line 3, the lockout tagout procedures developed for Line 3 when pulling chokes or performing other maintenance activities were deficient.

- a. "Notify operator" procedures for lockout tagout do not clearly explain the notification process.
- b. Lockout tagout for "Authorized Personnel 1. Supervisor 2. Operator 3. Maintenance" does not include the feedman and pick and roll as authorized personnel.

Employees were exposed to crushing and/or amputation hazards.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that specific energy control procedures has been developed when pulling chokes or performing maintenance on the 101 Garnett.

Date By Which Violation Must be Abated:	04/11/2012
Proposed Penalty:	\$ 6930.00

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Company Name: Hobbs Bonded Fibers Inc.  
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**Citation 1 Item 4b Type of Violation: **Serious****

29 CFR 1910.147(c)(4)(ii) (C): The energy control procedure did not clearly and specifically outline the steps for placement, removal and transfer of lockout devices or tagout devices and the responsibility for them:

On or about September 20, 2011, and times prior thereto, at Line 3, the lockout tagout procedures developed for line 3 when pulling chokes or performing other maintenance activities were deficient. Current lockout tagout procedures developed for Line 3 which includes to "isolate all energy sources by switching disconnects (D1 & D2) and applying locks," do not address the removal and transfer of lockout devices and the responsibility for them.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that specific energy control procedures has been developed when pulling chokes or performing maintenance on the 101 Garnett.

**Date By Which Violation Must be Abated: 04/11/2012**

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 1 Item 4c Type of Violation: **Serious****

29 CFR 1910.147(c)(4)(ii) (D): The energy control procedures did not clearly and specifically outline the requirements for testing a machine or equipment to determine and verify the effectiveness of lockout devices, tagout devices, and other energy control measures:

On or about September 20, 2011, and times prior thereto, at Line 3, the lockout tagout procedures developed for line 3 when pulling chokes or performing other maintenance activities were deficient. The lockout tagout procedures, "verify total de-energization of all sources," do not address specific requirements for testing the machine or equipment to determine and verify the effectiveness of lockout devices, and other energy control measures.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that specific energy control procedures has been developed when pulling chokes or performing maintenance on the 101 Garnett.

**Date By Which Violation Must be Abated: 04/11/2012**

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
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**Citation 1 Item 5 Type of Violation: **Serious****

29 CFR 1910.147(c)(7)(iii) (A): Retraining was not provided for authorized and affected employees when there was a change in their job assignments, a change in machines, equipment or processes that presented a new hazard, or when there was a change in the energy control procedures:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that employees changing from their prior job assignment and machine were provided retraining in the company's energy control program for the 101 Garnett.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that procedures are in place to ensure that adequate retraining is provided when there is a change in job assignment or a change in the machinery.

Date By Which Violation Must be Abated:	04/11/2012
Proposed Penalty:	\$ 6930.00

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

Fort Worth Area Office

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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
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**Citation 2 Item 1a** Type of Violation: **Willful**

29 CFR 1910.212(a)(1): Machine guarding was not provided to protect operator(s) and other employees from hazard(s) created by:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the apron of the 101 Garnett was guarded. Employees are exposed to an ingoing nip points, caught in between and struck-by hazards.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

Date By Which Violation Must be Abated:	04/11/2012
Proposed Penalty:	\$ 69300.00

**Citation 2 Item 1b** Type of Violation: **Willful**

29 CFR 1910.212(a)(2): Guard(s) on machine(s) were not affixed to the machine or secured elsewhere when attachment to the machine was not possible:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that guards on the 101 Garnett and the Spinbau were affixed and secured to protect operators and employees from rotating parts, ingoing nip points, caught in between and struck-by hazards.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that the guards are affixed and secured.

Date By Which Violation Must be Abated:	04/11/2012
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Fort Worth Area Office

Inspection Number: 314281221  
Inspection Dates: 09/20/2011 - 03/16/2012  
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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
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**Citation 2 Item 1c** Type of Violation: **Willful**

29 CFR 1910.219(c)(4)(i): Shaft ends projected more than one-half the diameter of the shaft and were not guarded by nonrotating caps or safety sleeves.

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the six protruding shafts of the Spinbau and the three protruding shafts of the 101 Garnett were guarded. Employees are exposed to being caught in the end of the rotating shaft.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated: 04/11/2012**

**Citation 2 Item 1d** Type of Violation: **Willful**

29 CFR 1910.219(c)(4)(ii): The unused keyway(s) of projecting shaft end(s) were not filled up or covered:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the three unused keyways of the protruding shafts of the Spinbau and the 101 Garnett were filled or covered. Employees are exposed to being caught in the end of the rotating shaft.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated: 04/11/2012**

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 2 Item 1e** Type of Violation: **Willful**

29 CFR 1910.219(d)(1): Pulley(s) with part(s) seven feet or less from the floor or work platform were not guarded in accordance with the requirements specified at 29 CFR 1910.219(m) & (o):

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the pulleys of the Spinbau and the 101 Garnett were guarded. Employees are exposed to the rotating pulley.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated:** 04/11/2012

**Citation 2 Item 1f** Type of Violation: **Willful**

29 CFR 1910.219(e)(1)(i): Horizontal belts which had both runs seven feet or less from the floor level were not guarded with a guard that extended to at least fifteen inches above the belt:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the flat belts of the Spinbau were guarded. Employees are exposed to an ingoing nip points, caught in between and struck-by hazards.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated:** 04/11/2012

Fort Worth Area Office

Inspection Number: 314281221  
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Issuance Date: 03/16/2012



**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
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**Citation 2 Item 1g** Type of Violation: **Willful**

29 CFR 1910.219(e)(3)(i): Vertical or inclined belt(s) were not enclosed by guard(s) conforming to the requirements specified at 29 CFR 1910.219(m) and (o):

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the two inclined belts and the one vertical belt of the Spinbau and the 101 Garnett were guarded. Employees are exposed to the rotating belts.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated: 04/11/2012**

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

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**Citation and Notification of Penalty**

Company Name: Hobbs Bonded Fibers Inc.  
Inspection Site: 200 S. Commerce St., Waco, TX 76710

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**Citation 2 Item 1h** Type of Violation: **Willful**

29 CFR 1910.219(f)(3): Sprocket wheels and chains which were seven feet or less above floors or platforms were not enclosed:

On or about September 20, 2011, and times prior thereto, at Line 3, the employer does not ensure that the two chains and sprockets of the Spinbau and the 101 Garnett were guarded. Employees are exposed to the rotating chains and sprocket wheels.

Pursuant to 29 CFR 1903.10, within ten (10) calendar days of the abatement date the employer must submit documentation that adequate machine guards are provided.

**Date By Which Violation Must be Abated: 04/11/2012**

A large, stylized handwritten signature in black ink, appearing to read "Jack A. Reclor". The signature is written over a horizontal line.

Jack A. Reclor  
Area Director

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See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
Fort Worth Area Office  
8713 Airport Freeway, Suite 302  
Fort Worth, TX 76180-7610  
Phone: (817)581-7303 FAX: (817) 581-7723



## INVOICE/ DEBT COLLECTION NOTICE

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**Company Name:** Hobbs Bonded Fibers Inc.  
**Inspection Site:** 200 S. Commerce St., Waco, TX 76710  
**Issuance Date:** 03/16/2012

**Summary of Penalties for Inspection Number 314281221**

<b>Citation 1, Serious</b>	<b>= \$ 34650.00</b>
<b>Citation 2, Willful</b>	<b>= \$ 69300.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>= \$ 103950.00</b>

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

OSHA does not agree to any restrictions or conditions 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 or conditions do not exist.

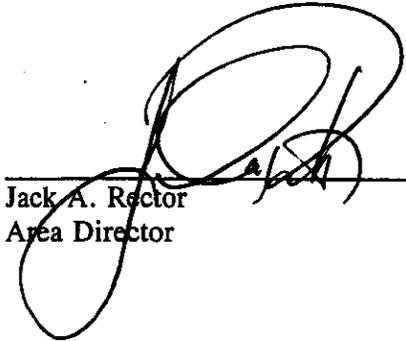
If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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 Citation 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.

  
\_\_\_\_\_  
Jack A. Rector  
Area Director

03/16/2012  
\_\_\_\_\_  
Date

Corrective action, taken by you for each alleged violation should be submitted to this office on or about the abatement dates indicated on the Citation and Notification of Penalty.

If the hazards itemized on this citation(s) are not abated/corrected and a follow-up inspection is conducted, your establishment may receive a Failure to Abate Citation for the uncorrected hazards with subsequent additional monetary penalties of up to thirty (30) times the original penalty amount of the uncorrected hazards.

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 Citation(s).

