

U.S. Department of Labor

Occupational Safety and Health Administration
420 Madison Ave
Suite 600
Toledo, OH 43604
Phone: 419-259-7542 Fax: 419-259-6355



Citation and Notification of Penalty

To:

HBD/Thermoid, Inc.
and its successors
1301 W. Sandusky St
Bellefontaine, OH 43311

Inspection Number: 1007813**Inspection Date(s):** 11/13/2014 - 11/13/2014**Issuance Date:** 04/20/2015**Inspection Site:**

1301 W. Sandusky St
Bellefontaine, OH 43311

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 either call to schedule an informal conference (see paragraph below) or** 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.

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 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. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

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

Notification of Corrective Action – For each violation which you do not contest, you must provide ***abatement certification*** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that ***abatement documentation*** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

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 these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 04/20/2015. The conference will be held by telephone or at the OSHA office located at 420 Madison Ave, Suite 600, Toledo, OH 43604 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1007813

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311
Issuance Date: 04/20/2015

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 420 Madison Ave, Suite 600, Toledo, OH 43604**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

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

29 CFR 1910.23(c)(1): Open-sided floors and/or platforms four feet or more above adjacent floor or ground level were not guarded with standard railings (or equivalent) and toeboards:

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while pushing tubs of product down the roller conveyor, away from the elevator on the Line #2 Intermix. Employees were required to push tubs out of the up going elevator and are exposed to falls of up to 15 feet down the elevator shaft.

- b.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while accessing the Line #7 Finishing Wig Wag. Employees were required to access the platform on Line #7 to string new hose and adjust the conveyor and are exposed to falls of up to 8 feet to the table below.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/19/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

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

29 CFR 1910.23(e)(1): Standard railing(s) did not consist of top rail, intermediate rail and/or posts and/or did not have a vertical height of 42 inches (106.7 cm) nominal from upper surface of top rail to floor, platform runway, or ramp level:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not ensure employees were protected while on the Line #2 Wig Wag platform in the Mixing Department. Employees are required to use the platform to help feed the rubber into the conveyor and are exposed to fall hazards of approximately 5ft. 4 in. in that there is no midrail and the top rail is only 35".

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/19/2015
Proposed Penalty:	\$5,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.

Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

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

29 CFR 1910.147(d)(3): All energy isolating devices that were needed to control the energy to the machine or equipment were not physically located and operated in such a manner as to isolate the machine or equipment from the energy source(s):

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not ensure employees were protected while working on the Line #1 Adamson GE Rubber Mill. Employees are required to perform servicing activities in which they cut excess rubber off of the mill barrel (i.e. bagging) and are exposed to caught by hazards in that the equipment was not properly deenergized.

- b.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not ensure employees were protected while setting up the Line #1 Reeler. Employees are required to setup the spools on the Reeler and are exposed to caught by hazards in that the equipment is not properly deenergized.

- c.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not ensure employees were protected while performing work on the Lappers in the Extrusion Department. On Lines #1-#8, employees are required to perform activities such as, but not limited to threading, changing rings and pins, and fixing thread breaks, and are exposed to caught by hazards in that the equipment is not properly deenergized.

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

Inspection Number: 1007813
Inspection Date(s): 11/13/2014 - 11/13/2014
Issuance Date: 04/20/2015



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/19/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

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

29 CFR 1910.147(f)(3)(ii)(D): Each authorized employee did not affix a personal lockout or tagout device to the group lockout device before working on the machine or equipment:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while working on the GE Intermix #1. Employees were performing maintenance on the mixer while a different employee placed a lock on the electrical panel, exposing them to hazards associated with accidental start up.

b.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while working on the Line #8 cover extruder. Multiple employees were performing maintenance on the extruder while only one employee placed a lock on the electrical panel, exposing them to caught by hazards from accidental start up of the rotating shaft inside the extruder.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 04/28/2015



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

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

29 CFR 1910.147(c)(7)(i): The employer did not provide adequate training to ensure that the purpose and function of the energy control program was understood by employees:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure that the purpose and function of the energy control program were understood. Employees are required to perform servicing and setup activities on equipment such as, but not limited to, Line #1-8 Lappers, Line #1 Reeler and Line #1 Rubber Mill and are exposed to hazards associated with accidental startup of the equipment.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/12/2015
Proposed Penalty:	\$5,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 5 Type of Violation: **Serious**

29 CFR 1910.178(l)(4)(iii): An evaluation of each powered industrial truck operator's performance was not being conducted at least once every three years:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH 43311; On or about November 13, 2014, the employer did not assure powered industrial vehicle operators were evaluated for operator performance every three years. Employees were required to operate the powered industrial vehicles to move products and material around the facility and were exposed to struck by hazards.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/12/2015
Proposed Penalty:	\$5,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 6 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 point of operation, ingoing nip points, rotating parts, flying chips and sparks:

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while stringing Line #2 Reeler. Employees were required to stand on the reeler platform to string the hose and are exposed to caught by hazards from the rotating wheels from the clutch motor.

- b.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected from the rotating lappers on Lines #1-8 respectively. Employees were required to access areas of the lines and are exposed to caught by hazards from the rotating lappers.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/19/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 7 Type of Violation: **Serious**
29 CFR 1910.212(a)(3)(ii): Point(s) of operation of machinery were not guarded to prevent employee(s) from having any part of their body in the danger zone(s) during operating cycle(s):

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure employees were protected while operating the Quality Quest Crimpers. Employees were required to crimp the end of hoses and are exposed to amputation hazards when placing the end of the hose into the crimper.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/12/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 8 Type of Violation: **Serious**

29 CFR 1910.332(b)(1): Employees were not trained in and familiar with the safety-related work practices required by 1910.331 through 1910.335 that pertained to their respective job assignments:

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about October 25, 2014, the employer did not assure maintenance employees were properly trained in Electrical Safety Related Work Practices while changing out a 480V fuse on a bus bar in the Finishing Department. Employees are exposed to electrical shock and arc flash hazards from 480 volts in that the bus bar was not properly deenergized and locked out.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	06/03/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 9 a Type of Violation: **Serious**

29 CFR 1910.333(a)(1): Live parts to which an employee may be exposed were not deenergized before the employee worked on or was near to them:

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about October 25, 2014, the employer did not assure the 480V electrical box on the bus bar in the Finishing Department was disconnected from all electrical energy sources when maintenance employees replaced a fuse in the box. Employees were exposed to electrical shock and arc flash hazards from 480 volts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	06/03/2015
Proposed Penalty:	\$7,000.00

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: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 9 b Type of Violation: **Serious**

29 CFR 1910.333(a)(2): Where exposed live parts were not deenergized (i.e., for reasons of increased or additional hazards or infeasibility), other safety-related work practices were not used to protect employees who could be exposed to the electrical hazards involved:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure maintenance employees, who conducted troubleshooting on the Hose Cutter, did not use electrical safe work practices to protect employees from contact with energized circuits. Employees were exposed to electrical shock and arc flash hazards from 480 volts.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

06/03/2015



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 9 c Type of Violation: **Serious**

29 CFR 1910.333(b)(2)(i): The employer did not maintain a written copy of the procedures outlined in paragraph (b)(2) of 29 CFR 1910.333 and did not make it available for inspection by the Assistant Secretary of Labor and his or her authorized representatives:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure written lock out tag out procedures were maintained for employees who conducted electrical work, such as, but not limited to troubleshooting on the Hose Cutter and fuse changes on a bus bar. Employees are exposed to 480 volt electrical shock and arc flash hazards.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 06/03/2015



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 1 Item 10 Type of Violation: **Serious**

29 CFR 1910.335(a)(1)(i): Employees working in areas where there were potential electrical hazards were not provided with electrical protective equipment that was appropriate for the specific parts of the body that needed to be protected and for the work being performed:

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not assure maintenance employees, who conducted electrical troubleshooting on the Hose Cutter and performed fuse changes on a bus bar, were provided with and used electrical protective equipment for the hands, eyes, face, head and body. Employees were exposed to 480 volt electrical shock and arc flash hazards.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	06/03/2015
Proposed Penalty:	\$7,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

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

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 point of operation, ingoing nip points, rotating parts, flying chips and sparks:

- a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky. St. Bellefontaine, OH; On or about November 12, 2014, the employer did not assure employees were protected from the front end of the Line #7 Finishing Catapuller. Employees were required to string hose through the finishing department and are exposed to caught by hazards created by in going nip points, when feeding the hose into the Catapuller in the Finishing Department.

- b.) HBD/Thermoid, Inc. located at 1301 W. Sandusky. St. Bellefontaine, OH; On or about November 12, 2014, the employer did not assure employees were protected from the front end of the portable floor Line #7 Catapullers. Employees are required to string hose through the Extrusion Department and were exposed to caught by hazards created by in going nip points, when feeding the hose into the two portable floor Catapullers on Line #7 in the Extrusion Department.

- c.) HBD/Thermoid, Inc. located at 1301 W. Sandusky. St. Bellefontaine, OH; On or about November 12, 2014, the employer did not assure employees were protected while working on the hose balers. Employees were required to place placards on hoses and are exposed to crush hazards from pinch points as the plates close.



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	05/05/2015
Proposed Penalty:	\$70,000.00



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

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

29 CFR 1910.219(c)(3): Vertical or inclined shafting seven (7) feet or less from floor or working platform was not enclosed with stationary casing(s):

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky. St. Bellefontaine, OH; On or about November 12, 2014, the employer did not assure employees were protected from the rotating drive shaft on Line #8 Wig Wag. Employees were required to access the platform to feed hose into the CAT and adjust the conveyor, and are exposed to caught by hazards from a rotating drive shaft.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 04/28/2015



Citation and Notification of Penalty

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311

Citation 3 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.144(a)(1)(iii): Stop. Emergency stop bars on hazardous machines such as rubber mills, wire blocks, flat work ironers, etc., were not red. Stop buttons or electrical switches which letters or other markings appear, used for emergency stopping of machinery were not red.

a.) HBD/Thermoid, Inc. located at 1301 W. Sandusky St. Bellefontaine, OH; On or about November 13, 2014, the employer did not ensure employees were protected while using the Line #2 Adamson GE Rubber Mill. Employees were required to use the Line #2 Mill and are exposed to caught by hazards in that the emergency bar is not red in color.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence, or written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 05/05/2015
Proposed Penalty: \$0.00

A handwritten signature in black ink, appearing to read "Kimberly Nelson". The signature is written over a horizontal line.

Kimberly Nelson
Area Director

U.S. Department of Labor
Occupational Safety and Health Administration
420 Madison Ave
Suite 600
Toledo, OH 43604
Phone: 419-259-7542 Fax: 419-259-6355



INVOICE / DEBT COLLECTION NOTICE

Company Name: HBD/Thermoid, Inc.
Inspection Site: 1301 W. Sandusky St, Bellefontaine, OH 43311
Issuance Date: 04/20/2015

Summary of Penalties for Inspection Number	1007813
Citation 1, Serious	\$64,000.00
Citation 2, Willful	\$70,000.00
Citation 3, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$134,000.00

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. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the 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

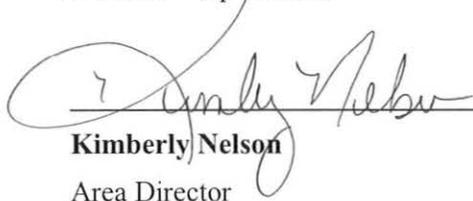
original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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 one percent (1%). 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.



Kimberly Nelson
Area Director



Date