

U.S. Department of Labor

Occupational Safety and Health Administration
6393 Oak Tree Blvd
Suite 203
Independence, OH 44131
Phone: 216-447-4194 Fax: 216-520-1624



Citation and Notification of Penalty

To:
REPUBLIC STEEL
2633 8TH ST. NE
Canton, OH 44704

Inspection Number: 942968
Inspection Date(s): 10/02/2013 – 02/24/2014
Issuance Date: 03/31/2014

Inspection Site:
2633 8TH ST. NE
Canton, OH 44704

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 \$50,000 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 03/31/2014. The conference will be held by telephone or at the OSHA office located at 6393 Oak Tree Blvd, Suite 203, Independence, OH 44131 on _____ at _____.

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 942968

Company Name: REPUBLIC STEEL
Inspection Site: 2633 8TH ST. NE, Canton, OH 44704
Issuance Date: 03/31/2014

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, 6393 Oak Tree Blvd, Suite 203, Independence, OH 44131**

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

U.S. Department of Labor
Occupational Safety and Health Administration

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Citation and Notification of Penalty

Company Name: REPUBLIC STEEL
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Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.1025(e)(3)(ii)(F): The written compliance program did not include a work practice program:

On or about December 6, 2013, the company's lead program for the Canton facility did not include a work practice program indicating how the requirements of 1910.1025(h) will be met.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:	04/18/2014
Proposed Penalty:	\$7000.00

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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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 1910.141(a)(3)(i): Places of employment were not kept clean to the extent that the nature of the work allowed:

Wipe samples were taken from locations throughout the Melt Shop, Flexcast, and CBCF areas. Analytical results indicated the presence of toxic metals, as follows:

a) Melt Shop main locker room locker: 186.62 $\mu\text{g}/\text{ft}^2$ copper fume, 4792.5 $\mu\text{g}/\text{ft}^2$ manganese fume, 106.5 $\mu\text{g}/\text{ft}^2$ vanadium fume, 9262.1 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 221.77 $\mu\text{g}/\text{ft}^2$ lead, 6.3634 $\mu\text{g}/\text{ft}^2$ cadmium, 69.389 mg/ft² iron oxide fume, 432.88 $\mu\text{g}/\text{ft}^2$ chromium.

b) Melt Shop lead room locker: 947.36 $\mu\text{g}/\text{ft}^2$ copper fume, 28.481 $\mu\text{g}/\text{ft}^2$ manganese fume, 520.17 $\mu\text{g}/\text{ft}^2$ vanadium fume, 52.884 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 1030.6 $\mu\text{g}/\text{ft}^2$ lead, 364.0 mg/ft² iron oxide fume, 1834.0 $\mu\text{g}/\text{ft}^2$ chromium.

c) Melt Shop locker room water cooler: 33.698 μg copper fume, 896.82 μg manganese fume, 20.227 μg vanadium fume, 1800.4 μg zinc oxide fume, 45.823 μg lead, 1.06 μg cadmium, 15.366 mg iron oxide fume, 85.357 μg chromium.

d) Melt Shop #9 pulpit water cooler: 26.386 $\mu\text{g}/\text{ft}^2$ copper fume, 866.74 $\mu\text{g}/\text{ft}^2$ manganese fume, 14.024 $\mu\text{g}/\text{ft}^2$ vanadium fume, 1465.012 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 30.966 $\mu\text{g}/\text{ft}^2$ lead, 13.573 mg/ft² iron oxide fume, 65.528 $\mu\text{g}/\text{ft}^2$ chromium.

e) Melt Shop canteen microwave top: 459.03 $\mu\text{g}/\text{ft}^2$ copper fume, 19.288 $\mu\text{g}/\text{ft}^2$ manganese fume, 302.6 $\mu\text{g}/\text{ft}^2$ vanadium fume, 28.107 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 412.73 $\mu\text{g}/\text{ft}^2$ lead, 223.08 mg/ft² iron oxide fume, 1335.0 $\mu\text{g}/\text{ft}^2$ chromium.

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- f) Melt Shop canteen vending machine tray: 179.19 $\mu\text{g}/\text{ft}^2$ copper fume, 4068.9 $\mu\text{g}/\text{ft}^2$ manganese fume, 53.279 $\mu\text{g}/\text{ft}^2$ vanadium fume, 111.64 $\mu\text{g}/\text{ft}^2$ nickel, 7315.3 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 297.78 $\mu\text{g}/\text{ft}^2$ lead, 4.3553 $\mu\text{g}/\text{ft}^2$ cadmium, 52.239 mg/ft² iron oxide fume, 295.7 $\mu\text{g}/\text{ft}^2$ chromium.
- g) Melt Shop maintenance shanty refrigerator handle: 25.059 μg copper fume, 205.19 μg manganese fume, 520.18 μg zinc oxide fume, 12.376 μg lead, 2909.9 μg iron oxide fume.
- h) Melt Shop maintenance shanty water cooler: 102.61 μg copper fume, 1488.4 μg manganese fume, 26.676 μg vanadium fume, 2689.5 μg zinc oxide fume, 81.612 μg lead, 3.6763 μg cadmium, 20.487mg iron oxide fume, 129.56 μg chromium.
- i) Melt Shop #7 pulpit water cooler bottle top: 145.77 μg copper fume, 5735.2 μg manganese fume, 71.095 μg vanadium fume, 5707.5 μg zinc oxide fume, 99.785 μg lead, 76.953 mg iron oxide fume, 348.41 μg chromium.
- j) Flexcast control room table top: 6.1175 $\mu\text{g}/\text{ft}^2$ copper fume, 123.19 $\mu\text{g}/\text{ft}^2$ manganese fume, 170.93 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 11.645 $\mu\text{g}/\text{ft}^2$ lead, 2780.2 $\mu\text{g}/\text{ft}^2$ iron oxide fume.
- k) Flexcast control room desk top: 5.9099 $\mu\text{g}/\text{ft}^2$ copper fume, 62.912 $\mu\text{g}/\text{ft}^2$ manganese fume, 95.331 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 676.01 $\mu\text{g}/\text{ft}^2$ iron oxide fume.
- l) Flexcast lunchroom countertop: 10.083 $\mu\text{g}/\text{ft}^2$ copper fume, 192.71 $\mu\text{g}/\text{ft}^2$ manganese fume, 170.8 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 15.657 $\mu\text{g}/\text{ft}^2$ lead, 4622.2 $\mu\text{g}/\text{ft}^2$ iron oxide fume, 21.095 $\mu\text{g}/\text{ft}^2$ chromium.
- m) Flexcast casting pulpit fabric chair: 16.993 $\mu\text{g}/\text{ft}^2$ copper fume, 482.79 $\mu\text{g}/\text{ft}^2$ manganese fume, 8.2646 $\mu\text{g}/\text{ft}^2$ vanadium fume, 355.52 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 39.357 $\mu\text{g}/\text{ft}^2$ lead, 10.272 mg/ft² iron oxide fume, 47.467 $\mu\text{g}/\text{ft}^2$ chromium.
- n) Flexcast lead locker room locker: 661.49 $\mu\text{g}/\text{ft}^2$ copper fume, 15.629 $\mu\text{g}/\text{ft}^2$ manganese fume, 331.61 $\mu\text{g}/\text{ft}^2$ vanadium fume, 16.316 $\mu\text{g}/\text{ft}^2$ zinc oxide fume, 756.11

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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µg/ft² lead, 28.153 µg/ft² cadmium, 414.19 mg/ft² iron oxide fume, 1452.2 µg/ft² chromium.

o) Flexcast lead locker room floor: 87.904 µg/ft² copper fume, 4322.5 µg/ft² manganese fume, 74.393 µg/ft² vanadium fume, 3541.1 µg/ft² zinc oxide fume, 434.68 µg/ft² lead, 55.234 mg/ft² iron oxide fume, 309.4 µg/ft² chromium.

p) Flexcast water bottle storage: 164.0 µg/ft² copper fume, 6919.0 µg/ft² manganese fume, 142.21 µg/ft² vanadium fume, 6150.06 µg/ft² zinc oxide fume, 503.44 µg/ft² lead, 83.0083 mg/ft² iron oxide fume, 576.57 µg/ft² chromium.

q) Flexcast ladle deck pulpit phone: 9.5008 µg copper fume, 368.34 µg manganese fume, 6.7224 µg vanadium fume, 377.66 µg zinc oxide fume, 53.23 µg lead, 5048.6 µg iron oxide fume, 28.671 µg chromium.

r) Flexcast ladle deck pulpit controls: 19.283 µg/ft² copper fume, 722.14 µg/ft² manganese fume, 13.136 µg/ft² vanadium fume, 743.91 µg/ft² zinc oxide fume, 59.866 µg/ft² lead, 11.006 mg/ft² iron oxide fume, 61.49 µg/ft² chromium.

s) CBCF locker room #67 bottom: 1370.4 µg/ft² copper fume, 43.904 µg/ft² manganese fume, 1257.5 µg/ft² vanadium fume, 11.459 µg/ft² zinc oxide fume, 1131.4 µg/ft² lead, 1067.5 mg/ft² iron oxide fume, 2678.9 µg/ft² chromium.

t) CBCF locker room #68 bottom: 754.75 µg/ft² copper fume, 17.096 µg/ft² manganese fume, 662.95 µg/ft² vanadium fume, 4310.4 µg/ft² zinc oxide fume, 761.9 mg/ft² iron oxide fume, 2046.1 µg/ft² chromium.

u) CBCF rolling mill lunchroom table: 18.639 µg/ft² copper fume, 129.61 µg/ft² manganese fume, 152.5 µg/ft² zinc oxide, 8621.0 µg/ft² iron oxide fume, 23.0 µg/ft² chromium.

v) Flexcast mold make up fridge interior: 525.24 µg/ft² copper fume, 1806.6 µg/ft² manganese fume, 1366.3 µg/ft² zinc oxide fume, 705.28 µg/ft² lead, 152.25 mg/ft² iron oxide fume, 852.02 µg/ft² chromium.

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w) CBCF main lunchroom microwave: 26.115 µg/ft² copper fume, 357.77 µg/ft² manganese fume, 213.93 µg/ft² zinc oxide fume, 54.242 µg/ft² lead, 4993.4 µg/ft² iron oxide fume, 33.092 µg/ft² chromium.

x) CBCF casting pulpit desk surface: 14.493 µg/ft² copper fume, 183.57 µg/ft² manganese fume, 123.51 µg/ft² zinc oxide fume, 33.834 µg/ft² lead, 5442.0 µg/ft² iron oxide fume, 22.813 µg/ft² chromium.

y) Cast roll pulpit desk top: 17.22 µg/ft² copper fume, 519.83 µg/ft² manganese fume, 8.4033 µg/ft² vanadium fume, 106.55 µg/ft² zinc oxide fume, 15.037 µg/ft² lead, 20.73 mg/ft² iron oxide fume, 181.43 µg/ft² chromium.

z) CBCF refining pulpit fridge interior: 155.36 µg/ft² copper fume, 370.66 µg/ft² manganese fume, 22.446 µg/ft² vanadium fume, 296.17 µg/ft² zinc oxide fume, 15.347 µg/ft² lead, 3783.8 mg/ft² iron oxide fume, 20.634 µg/ft² chromium.

aa) Pit canteen drink machine tray: 257.3 µg/ft² copper fume, 6860.5 µg/ft² manganese fume, 98.147 µg/ft² vanadium fume, 11.393 µg/ft² zinc oxide fume, 571.02 µg/ft² lead, 75.527 mg/ft² iron oxide fume, 476.21 µg/ft² chromium.

This most recently occurred during the week of October 13, 2013, at 2633 8th Street NE, Canton, Ohio. Employees are exposed to toxic metals on surfaces including, but not limited to, lunchroom tables, microwaves, water coolers, water bottles, refrigerators, and telephones.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated: 04/18/2014
Proposed Penalty: \$70000.00



Citation and Notification of Penalty

Company Name: REPUBLIC STEEL
Inspection Site: 2633 8TH ST. NE, Canton, OH 44704

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

29 CFR 1910.1025(h)(1): All surfaces were not maintained as free as practicable of accumulations of lead:

Wipe samples were taken from locations throughout the Melt Shop, Flexcast, and CBCF areas. Analytical results indicated the presence of lead, as follows: a) Melt Shop locker: 221.77 µg/ft².

- b) Melt Shop locker lead room: 1030.6 µg/ft².
- c) Melt Shop canteen microwave: 412.73 µg/ft².
- d) Melt Shop canteen vending machine tray: 297.78 µg/ft².
- e) Flexcast lead locker room locker: 756.11 µg/ft².
- f) Flexcast lead locker room floor: 434.68 µg/ft².
- g) Flexcast water bottle storage: 503.44 µg/ft².
- h) CBCF Locker Room #67 1131.4 µg/ft².
- i) Flexcast mold make up refrigerator interior 705.28 µg/ft².
- j) Pit canteen drink machine tray 571.02 µg/ft².

Surfaces were not maintained as free as practicable from accumulations of lead.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 942968
Inspection Date(s): 10/02/2013 – 02/24/2014
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Inspection Site: 2633 8TH ST. NE, Canton, OH 44704

This most recently occurred during the week of October 13, 2013, at 2633 8th Street NE, Canton, Ohio. Employees are exposed to toxic metals on surfaces including, but not limited to, lunchroom tables, microwaves, water coolers, water bottles, refrigerators, and telephones.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

04/18/2014

A handwritten signature in blue ink, appearing to read "H. Eberts", written over a horizontal line.

Howard B. Eberts
Area Director

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
6393 Oak Tree Blvd
Suite 203
Independence, OH 44131
Phone: 216-447-4194 Fax: 216-520-1624



INVOICE / DEBT COLLECTION NOTICE

Company Name: REPUBLIC STEEL
Inspection Site: 2633 8TH ST. NE, Canton, OH 44704
Issuance Date: 03/31/2014

Summary of Penalties for Inspection Number	942968
Citation 1, Serious	\$7000.00
Citation 2, Willful	\$70000.00
TOTAL PROPOSED PENALTIES	\$77000.00

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 \$50,000 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.

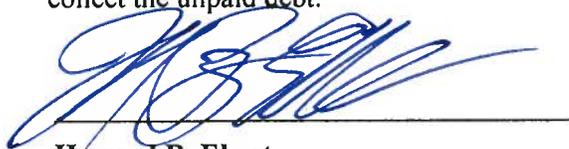
The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

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.



Howard B. Eberts

Area Director

3-31-2014

Date