

U.S. Department of Labor

Occupational Safety and Health Administration
1141 Montlimar Drive
Suite 1006
Mobile, AL 36609
Phone: 251-441-6131 Fax: 251-441-6396



Citation and Notification of Penalty

To:

Liberty Staffing, LLC
and its successors
2200 Gateway Dr.
Suite A
Opelika, AL 36801

Inspection Number: 1000184**Inspection Date(s):** 10/08/2014 - 10/30/2014**Issuance Date:** 01/29/2015**Inspection Site:**

764 West Veterans blvd
Auburn, AL 36832

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 01/29/2015. The conference will be held by telephone or at the OSHA office located at 1141

Montlimar Drive, Suite 1006, Mobile, AL 36609 on _____ at

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

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1000184

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832
Issuance Date: 01/29/2015

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, 1141 Montlimar Drive, Suite 1006, Mobile, AL 36609**

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

Inspection Number: 1000184
Inspection Date(s): 10/08/2014 - 10/30/2014
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

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

29 CFR 1910.23(c)(1): Open sided floor(s) or platform(s) 4 feet or more above the adjacent floor or ground level were not guarded by standard railings (or the equivalent as specified in 29 CFR 1910.23(e)(3)(i) through (v)), on all open sides:

a) Machine Mold: On or about October 8, 2014 and at times prior; the employer exposed his employees to a 67 inches (5'-7") fall hazard in that employees were allowed to work on top of the machine molds without a railing system when performing tasks such as installing and removing the I-bolts.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/18/2015
\$4000.00

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: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

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

29 CFR 1910.24(h): Standard railings were not provided on the open sides of all exposed stairways and stair platforms:

- a) Regrind area; On or about October 8, 2014 and at times prior to, the employer exposed employees to fall hazards of up to 70" (5'-10") in that employees were allowed to ascend/descend stairs of the big grinder machine (approximately 31" in width) that were not equipped with a standard stair railing in one side when performing tasks such as grind plastic parts. ~~YYb~~
- b) Regrind area; On or about October 8, 2014 and at times prior to, the employer exposed employees to fall hazards of up to 42" (3'-9") in that employees were allowed to ascend/descend stairs of the T-20 grinder machine (approximately 27" in width) that were not equipped with a standard stair railing in one side when performing tasks such as grind plastic parts.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/18/2015
\$3000.00



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

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

29 CFR 1910.151(c): Where employees were exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body were not provided within the work area for immediate emergency use.

a) Forklift battery charging station: On or about October 8, 2014 and at times prior; employees handling forklift batteries containing sulfuric acid (corrosive chemical) are not provided with a functional eye and body wash station.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/25/2015
\$5000.00



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

Citation 1 Item 4 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) Injection molding machine#15: On or about October 8, 2014 and at times prior; the employer exposed his employees to struck-by hazards in that employees were allowed to operate the injection molding machine #12 with an unguarded robotic arm.

b) Ultrasonic Welding machine: On or about October 8, 2014 and at times prior; the employer exposed his employees to crushing hazards in that employees were allowed to operate the ultrasonic welding machine without the safety guard on.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/18/2015
\$6000.00



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

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 5 a Type of Violation: **Serious**

29 CFR 1910.253(b)(2)(ii): Assigned storage spaces for cylinders was not located away from elevators, stairs, or gangways where cylinders could not be knocked over or damaged by passing or falling objects, or subject to tampering by unauthorized persons.

a) Storage Area: On or about October 8, 2014 and at times prior; the employer exposed employees to struck by hazards in that employees were allowed to walk and work in the same area where cylinders were stored but were not secured to prevent the cylinders from being knocked over.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/10/2015
\$4000.00

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

Inspection Number: 1000184
Inspection Date(s): 10/08/2014 - 10/30/2014
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

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

29 CFR 1910.253(b)(2)(iv): Valve protection caps, where cylinders were designed to accept caps, were not always in place, hand-tight, except when cylinders were in use or connected for use:

a) Storage Area: On or about October 8, 2014 and at times prior; the employer exposed employees to fire / explosion hazards in that employees were allowed to walk and work in the storage area next to cylinders without caps in place.

Date By Which Violation Must be Abated:

02/10/2015

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: 1000184
Inspection Date(s): 10/08/2014 - 10/30/2014
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Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

Citation 1 Item 6 Type of Violation: **Serious**

29 CFR 1910.303(b)(2): Listed or labeled electrical equipment was not used or installed in accordance with instructions included in the listing or labeling:

a) Mold shop area: On or about October 8, 2014 and at times prior; the employer exposed employees to electrical hazards in that employees were allowed to walk and work in the same area where a metallic outlet box, designed for fixed installation, was wired with a black flexible cord and was not securely affixed to any surface.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/10/2015
\$5000.00

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: 1000184
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Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

Citation 1 Item 7 Type of Violation: **Serious**

29 CFR 1910.305(b)(2)(i): Pull boxes, junction boxes, and fittings were not provided with covers approved for the purpose.

a) Regrind area: On or about October 8, 2014 and at times prior, the employer exposed employees to electrical hazards in that employees were required to walk and work next to a junction box without the cover exposing live electrical parts in the box.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/10/2015
\$5000.00

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: 1000184
Inspection Date(s): 10/08/2014 - 10/30/2014
Issuance Date: 01/29/2015



Citation and Notification of Penalty

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832

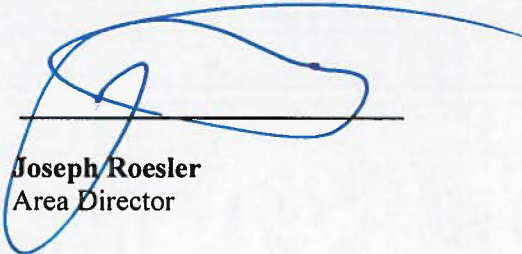
Citation 2 Item 1 Type of Violation: **Other-than-Serious**

29 CFR 1910.305(b)(1)(ii): Unused openings in boxes, cabinets, or fittings were not effectively closed.

a) Regrind area: On or about October 8, 2014 and at times prior, the employer exposed employees to electrical hazards in that employees were required to walk and work next to a junction box with unused openings that were not closed exposing live electrical parts in the box.

Date By Which Violation Must be Abated:
Proposed Penalty:

02/10/2015
\$0.00



Joseph Roesler
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
1141 Montlimar Drive
Suite 1006
Mobile, AL 36609
Phone: 251-441-6131 Fax: 251-441-6396



INVOICE / DEBT COLLECTION NOTICE

Company Name: Liberty Staffing, LLC
Inspection Site: 764 West Veterans blvd, Auburn, AL 36832
Issuance Date: 01/29/2015

Summary of Penalties for Inspection Number	1000184
Citation 1, Serious	\$32000.00
Citation 2, Other-than-Serious	\$0.00
TOTAL PROPOSED PENALTIES	\$32000.00

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

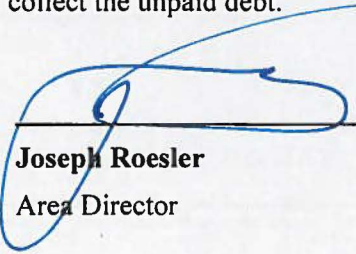
account, the bank will attempt to make the transfer up to 2 times.

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.



Joseph Roesler
Area Director

1/29/2015

Date