



# INDIANA DEPARTMENT OF LABOR

ERIC J. HOLCOMB, GOVERNOR

*David Redden, Commissioner*

402 West Washington Street, Room W195

Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655

Fax: (317) 233-3790

## Safety Order and Notification of Penalty

**To:**

Enkei America Inc.  
and its successors  
2900 West Inwood Drive  
Columbus, IN 47201

**Inspection Number:** 1617232

**CSHO ID:** D1060

**Optional Report No.:** N/A

**Inspection Date(s):** 08/25/2022 - 01/20/2023

**Issuance Date:** 02/23/2023

**Inspection Site:**

2900 West Inwood Drive  
Columbus, IN 47201

*The violation(s) described in this Safety Order and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

An inspection of your workplace of employment has revealed conditions which we believe do not comply with the provisions of the Indiana Occupational Safety and Health Act (Indiana Code Chapter 22-8-1.1) or the standards or rules adopted thereunder. Accordingly, enclosed please find safety order(s) and notification(s) of penalty describing such violation(s) with references to applicable standards, rules or provisions of the statute and stating the amount of any penalty(ies).

**Informal Conference – Please be advised that it may be possible to informally settle any potential dispute without initiating the more elaborate proceedings brought on by a petition for review. Prior to filing a petition for review, you may request an informal conference concerning any results of the inspection (safety orders, penalties, abatement dates, etc.) by contacting the Indiana Department of Labor/IOSHA, preferably by telephone, in a prompt manner. Please be advised that a request for an informal conference cannot extend the fifteen working day period for filing a petition for review. Informal conferences frequently resolve any possible disputes, and therefore you are urged to take advantage of this opportunity. Because of the limited time period and in order to facilitate scheduling, any requests for an informal conference should be made promptly upon your receipt of the safety order(s) and notification(s) of penalty.**

**Right to Contest –** You are hereby also notified that you are entitled to seek administrative review of the safety order(s), penalty(ies), or both by filing a written petition for review at the above address postmarked within fifteen working days of your receipt of the safety order(s) and notification(s) of penalty. (“Working days” means Mondays through Fridays, but does not include Saturdays, Sundays, legal holidays under a state statute or days on which the Indiana Department of Labor’s offices are closed during regular business hours). If you do not file such a petition for review (contest), the safety order(s)

and penalty(ies) shall be deemed final orders of the Board of Safety Review and not subject to review by any court or agency. The issuance of a safety order does not constitute a finding that a violation has occurred unless no petition for review is filed, or if a petition for review (contest) is filed, it must contain a statement of its basis and should reference the above inspection number. Upon receipt of your petition for review, we will affirm, amend, or dismiss the safety order(s) and notification(s) of penalty. If we affirm, your petition for review will be granted (unless it was not timely) and the dispute will be certified by the Board of Safety Review for further proceedings. The Board of Safety Review is an independent board appointed by the governor with authority to conduct legal proceedings leading up to and including administrative hearings or assign an Administrative Law Judge (ALJ) to conduct the same, and to issue decisions concerning disputed safety orders and notifications of penalties. If we amend the safety order(s) or notification(s) of penalty, your petition for review shall be deemed moot. However, you will then be given an opportunity to file a petition for review concerning the amended safety order(s) and notification(s) of penalty.

Please be advised that an employee or representative of employees may file a petition for review to contest the reasonableness of the time stated in the safety order(s) for the abatement of any violation.

**Posting** - Upon receipt of any safety order(s) you are required to post such safety order(s), or a copy thereof, unedited, at or near each place an alleged violation referred to in the safety order(s) occurred. However, if your operations are such that it is not practicable to post the safety order(s) at or near each place of alleged violation, such safety order(s) shall be posted, unedited, in a prominent place where it will be readily observable by all affected employees. For example, if you are engaged in activities which are physically dispersed, the safety order(s) may be posted at the location from which the employees operate to carry out their activities. You must take steps to ensure that the safety order is not altered, defaced, or covered by other material. Posting shall be until the violation is abated, or for three working days, whichever is longer.

**Penalties** - Penalties are due within fifteen (15) working days of receipt of this notification unless contested. Abatement does not constitute payment of penalties.

**Abatement** - The conditions cited in the safety order(s) must be corrected (abated) on or before the date shown for each item on the safety order(s) and notification(s) of penalty unless:

(1) You file a petition for review concerning the violation, in which case the full abatement period shall commence from the issuance of a final decision by the Board of Safety Review or the courts which requires compliance with the safety order; or

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

**PMAs** - The petition for modification of abatement date is a manner in which you may seek additional time to correct (abate) a violation without having to file a petition for review concerning the safety order, or after the expiration of the time period to file such a petition for review when it becomes apparent that you need extra time to abate the violation. A petition for modification of abatement date shall be in writing and shall include the following information:

(1) All steps you have taken, and the dates of such actions, in an effort to achieve compliance during the prescribed abatement period.

(2) The specific additional abatement time necessary in order to achieve compliance.

(3) The reasons such additional time is necessary, including the unavailability of professional or technical personnel or of materials and equipment, or because necessary construction or alteration of facilities cannot be completed by the original abatement date.

(4) All available interim steps being taken to safeguard employees against the cited hazard during the abatement period.

(5) A certification that a copy of the petition has been posted, and if appropriate, served on the authorized representative of affected employees, and a certification of the date upon which such posting, and service was made.

A petition for modification of abatement date shall be filed with the Indiana Department of Labor/IOSHA no later than the close of the next working day following the date on which abatement was originally required. A later-filed petition shall be accompanied by the employer's statement of exceptional circumstances explaining the delay. A copy of such petition shall be posted in a conspicuous place where all affected employees will have notice thereof or near such location where the violation occurred. The petition shall remain posted until the time period for the filing of a petition for review of the Commissioner's granting or denying the petition expires. Where affected employees are represented by an authorized representative, said representative shall be served a copy of such petition.

**Notification of Corrective Action** - Correction of the alleged violations which have an abatement period of thirty (30) days or less should be reported in writing to us promptly upon correction. A "Letter of Abatement" form and an "Abatement Photographs" worksheet are enclosed for your assistance in providing adequate documentation of abatement. Reports of corrections should show specific corrective action on each alleged violation and the date of such action. On alleged violations with abatement periods of more than thirty (30) days, a written progress report should be submitted, detailing what has been done, what remains to be done, and the time needed to fully abate each such violation. When the alleged violation is fully abated, we should be so advised. Timely correction of an alleged violation does not affect the initial proposed penalty.

**Follow-up Inspections** - Please be advised that a follow-up inspection may be made for the purpose of ascertaining that you have posted the safety order(s) and corrected the alleged violations. Failure to correct an alleged violation may result in additional penalties for each day that the violation has not been corrected.

**Employer Discrimination Unlawful** - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the Indiana Department of Labor/IOSHA at the address shown above.

**Notice to Employees** - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Indiana Department of Labor/IOSHA at the address shown above within fifteen (15) working days (excluding weekends and State holidays) or receipt by the employer of this safety order and penalty.

If you wish additional information, you may direct such requests to us at the address or telephone number stated above.

**Indiana Department of Labor**

**NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE**

An informal conference has been scheduled with IOSHA to discuss the citation(s) issued on 02/23/2023.

The Informal Conference will be held:

Virtually/Telephonically via Microsoft Teams

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

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

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

402 West Washington Street, Room W195  
Indianapolis, Indiana 46204

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

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

**Safety Order and Notification of Penalty**

**Company Name:** Enkei America Inc.

**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

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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.

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

29 CFR 1910.147(c)(4)(ii)(A): The energy control procedure shall clearly and specifically outline the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, and the means to enforce compliance including, but not limited to, a specific statement of the intended use of the procedure.

Enkei America Inc. - 2900 W Inwood Dr. Columbus, IN 47201 - MAC 3 F-Saw - On or about August 25th, 2022 and at times thereto, employer exposed three employees to hazardous conditions by failing to develop, document, and utilize a hazardous energy control policy that could be read, and understood by employees who primarily speak the Spanish language.

Develop an energy control procedure policy in English and Spanish that clearly and specifically outlines the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, and the means to enforce compliance including, but not limited to, a specific statement for intended use of the procedure.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated:

April 11, 2023

Proposed Penalty:

\$7,000.00

**Safety Order and Notification of Penalty**

**Company Name:** Enkei America Inc.  
**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

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

29 CFR 1910.147(c)(4)(ii)(B): The procedures shall clearly and specifically outline the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, and the means to enforce compliance including, but not limited to, the following: Specific procedural steps for shutting down, isolating, blocking, and securing machines or equipment to control hazardous energy.

Enkei America Inc. - 2900 W Inwood Dr. Columbus, IN 47201 - MAC 3 F-Saw - On or about August 25th, 2022 and at times thereto, employer exposed three employees to hazardous conditions by failing to develop, document, and utilize a machine specific hazardous energy control policy that could be read, and understood by employees who primarily speak the Spanish language.

Develop an energy control procedure policy in English and Spanish that clearly and specifically outlines the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, and the means to enforce compliance including, but not limited to, a specific statement for intended use of the procedure.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: April 11, 2023  
Proposed Penalty: \$0.00

**Safety Order and Notification of Penalty**

**Company Name:** Enkei America Inc.  
**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

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**Safety Order 1 Item 2**      Type of Violation: **Serious**

29 CFR 1910.146(c)(1): The employer shall evaluate the workplace to determine if any spaces are permit-required confined spaces.

NOTE: Proper application of the decision flow chart in Appendix A to section 1910.146 would facilitate compliance with this requirement.

Enkei America Inc. - 2900 W Inwood Dr. Columbus, IN 47201 - MAC 3 F-Saw - On or about August 25th, 2022 and at times thereto, employer exposed three employees to hazardous conditions by failing to evaluate the Riser Cutting Saws as spaces that fall under the category of permit-required confined spaces.

Evaluate, and properly utilize required standard practices for permit-required confined spaces as required by 1910.146, and 1910.146 APP A.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: April 11, 2023  
Proposed Penalty: \$7,000.00

**Safety Order and Notification of Penalty**

**Company Name:** Enkei America Inc.  
**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

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**Safety Order 2 Item 1** Type of Violation: **Knowing-Serious**

29 CFR 1910.147(c)(7)(i): The employer shall provide training to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of the energy controls are acquired by employees.

Enkei America Inc. - 2900 W Inwood Dr. Columbus, IN 47201 - MAC 3 F-Saw - On or about August 25th, 2022 and at times thereto, three Spanish speaking employees were not properly trained in the scope, purpose, authorization, rules and techniques to be utilized for the control of hazardous energy in a language that is most fluent to the employees receiving the training.

Employees should be retrained in the primary language to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of the energy controls are properly acquired by employees.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: April 11, 2023  
Proposed Penalty: \$132,598.00

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

Inspection Number: 1617232  
CSHO ID: D1060  
Optional Report No.: N/A  
Inspection Date(s): 08/25/2022 - 01/20/2023  
Issuance Date: 02/23/2023

**Safety Order and Notification of Penalty**

**Company Name:** Enkei America Inc.  
**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

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**Safety Order 2 Item 2**      Type of Violation: **Knowing-Serious**

29 CFR 1910.147(d): Application of control. The established procedures for the application of energy control (the lockout or tagout procedures) shall cover the following elements and actions and shall be done in the following sequence: Preparation for shutdown, Machine or equipment shutdown, Machine or equipment isolation, Lockout or tagout device application, Release of stored energy, Verification of isolation.

Enkei America Inc. - 2900 W Inwood Dr. Columbus, IN 47201 - MAC 3 F-Saw - On or about August 25th, 2022 and at times thereto, employer exposed employees to hazardous conditions by failing to utilize lockout/tagout procedures while employees were conducting cleaning activities within close proximity to dangerous machinery and moving parts of machinery.

Utilize lockout/tagout procedures in cleaning activities.

**ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM**

Date By Which Violation Must be Abated: April 11, 2023  
Proposed Penalty: \$132,598.00



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Jeremy Galloway  
Director of Safety Compliance

JG: lr-h



# INDIANA DEPARTMENT OF LABOR

ERIC J. HOLCOMB, GOVERNOR

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## INVOICE/DEBT COLLECTION NOTICE

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**Company Name:** Enkei America Inc.

**Inspection Site:** 2900 West Inwood Drive, Columbus, IN 47201

**Issuance Date:** 02/23/2023

**Summary of Penalties for Inspection Number:** 1617232

Citation 1 Item 1a, Serious	\$7,000.00
Citation 1 Item 1b, Serious	\$0.00
Citation 1 Item 2, Serious	\$7,000.00
Citation 2 Item 1, Knowing-Serious	\$132,598.00
Citation 2 Item 2, Knowing-Serious	\$132,598.00
<b>TOTAL PROPOSED PENALTIES:</b>	<b>\$279,196.00</b>

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

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

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

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

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

Jeremy Galloway  
Director of Safety Compliance

2.23.2023

Date

JG: lr-h