



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Division of Occupational Safety and Health  
PO Box 44600 • Olympia, Washington 98504-4600

March 19, 2015

SMARTTALENT LLC  
1414 Market St Ste 100  
Kirkland, WA 98033-5408

Inspection: 317612018  
UBI: 602133153  
Region: 2-Health  
Inspector ID: J2313  
Reference: 203278445

Dear Employer:

Enclosed are the results of the safety and health inspection of your workplace. This packet contains:

- **Citation Invoice** – The total assessed penalty is \$120,400.00
- **Citation and Notice of Assessment** – Washington Administrative Code (WAC) Violations.
- **Employer Certification of Abatement instruction and form** - Correct all violations and return written verification or additional penalties may result.
- **Employer Appeal Rights** – You have 15 working days to appeal this citation.

You must immediately post this Citation and Notice of Assessment at or near where the violation(s) occurred, where employees can easily find and read it, or where employees normally receive posted information. All postings must remain until you have corrected all violations, or for three working days, whichever is longer. “Working day” means a calendar day, except Saturdays, Sundays and all legal state holidays.

Because this inspection is public information, the result will be posted online 30 days after the above date by the Department of Labor & Industries. You may view it at <https://secure.lni.wa.gov/verify/>.

**If you have questions, call the compliance supervisor, EDWARD GUY, at (253) 596-3912.**

Respectfully,

*Anne F. Soiza*

Anne F. Soiza  
Assistant Director  
Division of Occupational Safety & Health

Enclosure(s)



## Invoice

### Inspection: 317612018

<b>UBI:</b> 602133153 <b>Legal Name:</b> SMARTTALENT LLC <b>DBA Name:</b> SMARTTALENT LLC <b>Inspection:</b> 5005 Pacific Hwy E # 180, <b>Site:</b> Fife, WA, 98033	<b>Issued:</b> March 19, 2015 <b>Opening Conference:</b> October 30, 2014 <b>Closing Conference:</b> March 16, 2015 <b>Inspector ID:</b> J2313
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### Summary of Assessed Penalties Due

The Citation and Notice of Assessment includes a full description of each violation.

Violation Item	Violation Type	WAC	Correction Due Date	Penalty Amount
1-1	Serious	296-800-17005	4/21/2015	\$4,200.00
1-2	Serious	296-800-17030	4/21/2015	\$4,200.00
1-3	Serious	296-809-20002	4/21/2015	\$7,000.00
1-4	Serious	296-809-20004(1)	4/21/2015	\$7,000.00
1-5	Serious	296-809-30002	4/21/2015	\$7,000.00
1-6	Serious	296-809-30004	4/21/2015	\$7,000.00
1-7a	Serious	296-809-40002	4/21/2015	\$7,000.00
1-7b	Serious	296-809-40004	4/21/2015	\$0.00
1-8	Serious	296-809-50002	4/21/2015	\$7,000.00
1-9	Serious	296-809-50004	4/21/2015	\$7,000.00
1-10	Serious	296-809-50006	4/21/2015	\$7,000.00
1-11	Serious	296-809-50008	4/21/2015	\$7,000.00
1-12	Serious	296-809-50010	4/21/2015	\$7,000.00
1-13	Serious	296-809-50012	4/21/2015	\$7,000.00
1-14	Serious	296-809-50016	4/21/2015	\$7,000.00
1-15	Serious	296-809-50018	4/21/2015	\$7,000.00
1-16	Serious	296-809-50020	4/21/2015	\$7,000.00
1-17	Serious	296-809-50022	4/21/2015	\$7,000.00
1-18	Serious	296-809-50024	4/21/2015	\$7,000.00
2-1	General	296-800-16005	4/21/2015	\$0.00
2-2	General	296-800-16015(1)	4/21/2015	\$0.00
2-3	General	296-800-16020	4/21/2015	\$0.00
2-4	General	296-800-16025	4/21/2015	\$0.00
<u>Total Penalty Due</u>				\$120,400.00

PAYMENT INFORMATION

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**Payment is due 15 working days from receipt of this citation.**

Make check payable to the Department of Labor and Industries.

Write Inspection number 317612018 on the check and mail to:

**Attn: DOSH Cashier  
Department of Labor and Industries  
PO Box 44835  
Olympia, WA 98504-4835  
Or deliver to: Any L&I office**



Washington State Department of  
**Labor & Industries**  
 Division of Occupational Safety and Health

**Post This Document**

**Citation and Notice of Assessment  
 Inspection: 317612018**

**UBI:** 602133153

**Issued:** March 19, 2015

**Legal Name:** SMARTTALENT LLC

**Opening Conference:** October 30, 2014

**DBA Name:** SMARTTALENT LLC

**Closing Conference:** March 16, 2015

**Inspection Site:** 5005 Pacific Hwy E # 180 Fife, WA 98033

**Inspector ID:** J2313

**Violation 1 Item 1**

**Violation Type: Serious**

WAC 296-800-17005

Employer did not develop a written Chemical Hazard Communication (HazCom) program. Cited for no written HazCom program for employees who must enter tanks which contain residues of hazardous chemicals. Without written guidance, employees may not know how to work around or with chemicals safely, and could experience burns to the eye, skin irritation, respiratory effects, or other serious injury should a chemical splash or chemical vapor inhalation occur.

The following additional correction documentation is required for this violation:  
 Send copy of completed Chemical Hazard Communication program to:

Lisa Van Loo  
 950 Broadway, Suite 200  
 Tacoma, WA 98402-4453

FAX: 253-596-3903  
 E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$4,200.00**

**Violation 1 Item 2**

Violation Type: Serious

WAC 296-800-17030

Employer did not inform and train employees about hazardous chemicals in the workplace. Cited for not providing Chemical Hazard Communication training for employees who enter fuel tanks which may contain residues of hazardous chemicals. Without training, employees may not know about the hazards of the chemical residues and vapors found in the fuel tanks at Innovative Repairs, and are at risk of receiving eye burns, skin burns, other serious injuries, or death from exposure to hazardous or explosive atmospheres contained in the tanks.

The following additional correction documentation is required for this violation:  
Send copy of Chemical Hazard Communication training documentation to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**

**Assessed penalty: \$4,200.00**



**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 3**

Violation Type: Serious

WAC 296-809-20002

Employer did not identify a permit-required confined space. Cited for not evaluating and identifying the fuel tanks as permit-required confined spaces. Without evaluation and identification as permit-required confined spaces, an employee entering those spaces may be exposed to hazardous conditions such as low oxygen, hazardous atmospheres, or explosive atmospheres, possibly leading to serious injury or death.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 4**

Violation Type: Serious

WAC 296-809-20004(1)

Employer did not post warning signs on or near the tanks warning employees and others that these were permit-required confined spaces. Cited for not posting permit-required confined space signs on or near the tanks. Without signs warning employees about the presence of permit-required confined spaces, employees may enter the spaces, and are at risk of receiving serious injury or death from asphyxiation or exposure to hazardous or explosive atmospheres.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 5**

Violation Type: Serious

WAC 296-809-30002

Employer did not develop a written permit-required confined space program that describes the means, procedures, and practices used for safe entry into confined spaces. Cited for not developing a written confined space program tailored to this work site, to include tanks which may be entered by employees to perform routine maintenance and cleaning tasks; that describes employee duties, training requirements, and documentation needed to safely enter permit-required confined spaces. Without detailed, written information, employees are at risk of serious injury or death due to improperly or unsafely entering permit-required confined spaces which may contain asphyxiation hazards, hazardous atmospheres, or explosive atmospheres.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**





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**Violation 1 Item 6**

Violation Type: Serious

WAC 296-809-30004

Employer did not coordinate entry operations with client employer prior to permit-required confined space entry. Cited for not coordinating entry, obtaining information from, or providing site-specific permit-required confined information to Innovative Repairs. Without coordinated entry operations direction, employees are at risk of serious injury or death by entering permit-required confined spaces where low oxygen, atmospheric hazards or explosive hazards may be found.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



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**Inspection: 317612018**

**Violation 1 Item 7a**

Violation Type: Serious

WAC 296-809-40002

Employer did not provide employee confined space training. Cited for not providing training for employees who enter empty tanks for cleaning and maintenance. Without training, employees could receive serious injury or death by not following proper procedures for entering permit-required confined spaces, with possible exposure to hazardous atmospheres, explosive atmospheres, or asphyxiation hazards.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 7b**

Violation Type: Serious

WAC 296-809-40004

Employer did not certify employee proficiency before allowing them to make confined space entries. Cited for not documenting that employees had been observed performing all parts of pre-entry preparation, ventilation set-up, rescue equipment use, and PPE donning before entering permit-required confined spaces. Without being certified as to knowledge and proficiency, employees may perform tasks incorrectly or skip one or more steps, leading to possible serious injury or death as the result of exposure to asphyxiation hazards, atmospheric hazards, or explosive hazards contained within the permit-required confined spaces being entered.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

The violations above have been grouped because they involve similar or related hazards that may increase the potential for illness or injury resulting from an exposure or accident. A single penalty is applied to the first item in the group.

**Correct by: 4/21/2015**  
**Assessed penalty: Included in Violation 1 Item 7A**

**Violation 1 Item 8**

Violation Type: Serious

WAC 296-809-50002

Employer did not implement procedures for entry permits. Cited for not having entry permit procedures that:

1. Identify and evaluate, before employees enter, potential hazards from the permit-required confined space and the work to be performed.
2. Complete an entry permit before entry is authorized, documenting that the means, procedures and practices necessary for safe entry and work are completed.
3. Make sure that entrants or their representatives have an opportunity to observe any monitoring or testing, or any actions to eliminate or control hazards, performed to complete the permit.
4. Identify the entry supervisor.
5. Make sure the entry supervisor signs the entry permit, authorizing entry, before the space is entered.
6. Make the completed permit available to entrants or their authorized representatives at the time of entry, by either posting the completed permit at the entry location, or by any other equally effective means.
7. Make sure the duration of the permit does not exceed the time required to complete the assigned task or job identified on the permit.
8. Note any problems encountered during an entry operation on the permit. Use the information to make appropriate revisions to your program, entry operations, means, systems, procedures and practices.

Without entry permit procedures, employees may not know if all hazards have been controlled prior to making entry into permit-required confined spaces, and may be exposed to the risk of serious injury or death from possible asphyxiation hazards, atmospheric hazards, or explosive hazards contained within the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



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**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 9**

Violation Type: Serious

WAC 296-809-50004

The employer did not ensure confined space entry permits were used for permit-required entries. Cited for not having entry permits prior to allowing employees to enter fuel tanks for cleaning and maintenance purposes. Employees who enter permit-required confined spaces without a confined space permit may miss critical pre-entry safety steps, and are at risk of potentially serious injury or death from atmospheric, asphyxiation, or explosive hazards which may be located in the permit-required confined space.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 10**

Violation Type: Serious

WAC 296-809-50006

Employer did not keep entry permits for at least one year. Cited for not keeping entry permits for at least one year, and not reviewing entry permits annually. Without annual review, employers may not know what changes and improvements need to be made to their permit-required confined space program or procedures, and employees may be at risk of serious injury or death from inadequate protection against asphyxiation hazards, hazardous atmospheres, or explosive hazards which may be contained within the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



**Post This Document**  
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**Violation 1 Item 11**

Violation Type: Serious

WAC 296-809-50008

Employer did not take measures to prevent unauthorized entry. Cited for not taking measures such as warning tape, or an attendant, to prevent untrained employees, visitors, or other unauthorized persons from being able to enter permit-required confined spaces located at the worksite. Without preventing unauthorized entry, entrants and unauthorized employees are at risk of serious injury or death from exposure to atmospheric, asphyxiation, or explosive hazards contained in the fuel tanks.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 12**

Violation Type: Serious

WAC 296-809-50010

Employer did not provide, maintain, and use proper equipment for confined space entry. Cited for not providing atmospheric testing equipment, forced-air ventilation equipment, rescue and emergency equipment, and personal protective equipment prior to employees entering permit-required confined spaces located in the fuel storage tanks. Also cited for providing incorrect ventilation in the form of a box fan placed at the top of the tank, presenting insufficient air flow, and potential explosion hazard. Without atmospheric testing, correct forced-air ventilation, rescue equipment, or personal protective equipment, employees are at risk of serious injury or death from asphyxiation or exposure to hazardous atmospheres or explosive hazards contained in the fuel tanks.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**





**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 13**  
**WAC 296-809-50012**

Violation Type: Serious

Employer did not evaluate and control hazards for safe entry of permit-required confined spaces. Cited for neither performing atmospheric testing nor providing adequate forced-air ventilation prior to allowing employees to enter permit-required confined spaces located inside the fuel tanks. Without evaluation and control hazards contained within the fuel tanks, employees are at risk of serious injury or death from exposure to atmospheric, explosive or asphyxiation hazards which may be contained in the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 14**

Violation Type: Serious

WAC 296-809-50016

Employer did not provide a non-entry rescue system for employees who enter confined spaces. Cited for not providing means for rescuing employees who enter the fuel tanks for the purpose of cleaning or performing maintenance. Without a non-entry means of rescue, employees are at risk of serious injury or death from asphyxiation or exposure to hazardous atmospheres or explosive hazards by having to enter the tanks in order to assist an entrant in distress.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**



**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 15**  
**WAC 296-809-50018**

Violation Type: Serious

Employer did not make sure entry supervisors perform their responsibilities and duties. Cited for not having an entry supervisor designated to oversee the entry process for employees making permit-required confined space entries into fuel tanks at Innovative Repairs. Without an entry supervisor to ensure entry procedures are followed, employees who make improper permit-required confined space entries may be exposed to atmospheric hazards, explosive atmospheres, low-oxygen environments, or other hazards with the possibility of serious injury or death as a result.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 16**

Violation Type: Serious

WAC 296-809-50020

Employer did not ensure attendant was stationed outside the permit-required confined space. Cited for not providing an attendant while employees were inside permit-required confined spaces contained in the fuel tanks. Without an attendant present, unauthorized persons cannot be warned that a permit-required confined space is present and should not be approached, conditions within the fuel tanks cannot be monitored, and entrants who are in distress cannot be removed from the spaces in a timely fashion. Without an attendant to monitor and communicate conditions both inside and outside the fuel tanks, employees may be exposed to the risk of serious injury or death from exposure to hazardous atmospheres, asphyxiation hazards, or explosive hazards which may be contained in the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 1 Item 17**

Violation Type: Serious

WAC 296-809-50022

Employer did not make sure entrants know the hazardous conditions and their duties. Cited for not ensuring employees are aware of the hazards of entering the fuel tanks, that they communicate via voice, signs, or other means with the attendant as necessary to indicate exposure to hazardous atmospheres or other signs of distress during entry procedures. Without understanding the hazards and their responsibilities prior to entering the fuel tanks, employees are at risk of serious injury or death from asphyxiation, or exposure to atmospheric hazards or explosive hazards which may be contained within the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: [vlis235@lni.wa.gov](mailto:vlis235@lni.wa.gov)

**Correct by: 4/21/2015**

**Assessed penalty: \$7,000.00**



**Post This Document**  
**Citation and Notice of Assessment**  
**Inspection: 317612018**

**Violation 1 Item 18**

Violation Type: Serious

WAC 296-809-50024

Employer did not implement procedures for ending permit-required confined space entry. Cited for not implementing procedures for ensuring entrants leave permit-required confined spaces safely, all equipment is removed and stored correctly, and fuel tank covers are replaced and secured so that no unauthorized persons may enter the tanks. Without procedures to end permitted confined space entry, employees may be exposed to serious injury or death from exposure to hazardous atmospheres, explosive atmospheres, or asphyxiation hazards which may be contained within the permit-required confined spaces.

The following additional correction documentation is required for this violation:  
Send copy of formal Confined Space policies and procedures to:

Lisa Van Loo  
950 Broadway, Suite 200  
Tacoma, WA 98402-4453

FAX: 253-596-3903  
E-Mail: vlis235@lni.wa.gov

**Correct by: 4/21/2015**  
**Assessed penalty: \$7,000.00**

**Violation 2 Item 1**

Violation Type: General

WAC 296-800-16005

Employer did not do a hazard assessment for personal protective equipment (PPE). Cited for not performing a written Hazard Assessment to determine what PPE is adequate. Without a Hazard Assessment, employees may not have adequate protection from hazards encountered in the workplace.

**Correct by: 4/21/2015**  
**Assessed penalty: \$0.00**



**Post This Document**

**Citation and Notice of Assessment  
Inspection: 317612018**

**Violation 2 Item 2**

Violation Type: General

WAC 296-800-16015(1)

Employer did not select appropriate PPE for employees. Cited for not providing appropriate PPE for employees working with specific hazards, such as chemicals and thermal hazards (liquid nitrogen, freezers, hot waffle irons). Without proper PPE, employees are at risk of injuries such as burns or a splash to the eye.

**Correct by: 4/21/2015  
Assessed penalty: \$0.00**

**Violation 2 Item 3**

Violation Type: General

WAC 296-800-16020

Employer did not provide PPE to employees. Cited for not providing or ensuring employees were provided with appropriate PPE for fuel tank washing and tank drying tasks. Without proper PPE, employees are exposed to possible injury from contact with fuel and other residues inside the tanks.

**Correct by: 4/21/2015  
Assessed penalty: \$0.00**

**Violation 2 Item 4**

Violation Type: General

WAC 296-800-16025

Employer did not provide PPE training to employees. Cited for not providing training to employees prior to sending them on assignment to wash, dry, and perform other routine maintenance tasks on fuel tanks at Innovative Repairs in Fife and Seattle. Without proper training on PPE, employees may not use the correct PPE, or may use it incorrectly, exposing them to chemical residues, high pressure water streams and other hazards which may cause injury.

**Correct by: 4/21/2015  
Assessed penalty: \$0.00**

### What you must do now:

- Check the correction due date(s) shown on the enclosed Employer Certification of Abatement Form. You must fully correct the hazards by these dates.
  - Describe on the form how you corrected each hazard, rather than what you *intend to do* in the future. Examples:
    - Right:** *All staff have received the required training.*
    - Wrong:** *All staff will receive the required training next week.*
- Use attachments if you need more space. Submit additional documentation of hazard correction if requested in the citation packet.
- Fill in the date you corrected the hazard and sign.
  - Post a copy of the completed form for at least three working days, or until you have corrected all violations, whichever is longer. It must be posted near the hazard location or in a place that is readily accessible by affected employees and their representatives.
  - Send your completed form to the address provided.

**Note:** If we do not receive written confirmation you have corrected the hazards, we will take follow-up action, which may include additional penalties. If you provide us with false information, you may face criminal penalties.

### If you are unable to fix the hazard(s) by the correction due date(s):

We must receive your written request for an extension **before** the correction due date(s) listed for the hazard(s). Correction due dates are shown on the enclosed Citation and Notice of Assessment and on your Employer Certification of Abatement Form(s).

Extensions are not automatically granted. To be considered for an extension, you must provide the following:

- Inspection number, employer name, telephone number, and site address.
- Violation and Item number for each requested extension.
- Correction due date on the citation and additional time needed.
- Steps taken to fix the hazard by the correction due date.
- Why you cannot correct the hazard by the correction due date.
- How you will protect your employees until you fix the hazard.

For more information, contact:  
Or call: (253) 596-3912

EDWARD GUY, Compliance Supervisor  
Department of Labor and Industries  
950 Broadway  
Tacoma, WA 98402

You must post all documentation associated with your request for extension with your citation packet. All postings must remain until you have corrected all violations, or unless you have appealed and received and posted your hearing notice.





# Employer Certification of Abatement Form

## Inspection: 317612018

**UBI:** 602133153

**Issued:** March 19, 2015

**Legal Name:** SMARTTALENT LLC

**DBA Name:** SMARTTALENT LLC

**Site Address:** 5005 Pacific Hwy E # 180, Fife, WA, 98033

**You must complete this form and return it to:** LISA VAN LOO, Department of Labor & Industries  
950 Broadway St. Ste 200, Tacoma, WA 98405-4453  
Or Fax to:

Violation(s) are fully described in the Citation and Notice of Assessment section.

Violation, Item & Group#	Type of Violation	WAC# Violated	Correction Due Date
1-1	Serious	296-800-17005	4/21/2015
Violation Summary: Develop written Chemical Hazard Communication prog			
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-2	Serious	296-800-17030	4/21/2015
Violation Summary: Provide Chemical Hazard Communication training			
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-3	Serious	296-809-20002	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-4	Serious	296-809-20004(1)	4/21/2015

I certify that the hazards described in this Employer Certification of Abatement Form have been corrected as described above. Affected employees and their representatives have been informed of the correction activities. I am aware that knowingly providing false information may result in criminal penalties (RCW 49.17.190(2)).

\_\_\_\_\_  
Signature Name

\_\_\_\_\_  
Title Date Phone No.

**DOSH USE ONLY**

\_\_\_\_\_  
DOSH Reviewer's Signature Date



# Employer Certification of Abatement Form

## Inspection: 317612018

**UBI:** 602133153

**Issued:** March 19, 2015

**Legal Name:** SMARTTALENT LLC

**DBA Name:** SMARTTALENT LLC

**Site Address:** 5005 Pacific Hwy E # 180, Fife, WA, 98033

**You must complete this form and return it to:** LISA VAN LOO, Department of Labor & Industries  
950 Broadway St. Ste 200, Tacoma, WA 98405-4453  
Or Fax to:

<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-5	Serious	296-809-30002	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-6	Serious	296-809-30004	4/21/2015
Violation Summary: Review confined space hazards with client employer			
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-7a	Serious	296-809-40002	4/21/2015
<b>How you corrected the hazard →</b>			

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Signature Name

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<b>Date you corrected the hazard →</b>			
1-7b	Serious	296-809-40004	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-8	Serious	296-809-50002	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-9	Serious	296-809-50004	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-10	Serious	296-809-50006	4/21/2015

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Signature Name

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Or Fax to:

<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-11	Serious	296-809-50008	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-12	Serious	296-809-50010	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-13	Serious	296-809-50012	4/21/2015
<b>How you corrected the hazard →</b>			

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\_\_\_\_\_  
Signature Name

\_\_\_\_\_  
Title Date Phone No.

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Or Fax to:

<b>Date you corrected the hazard →</b>			
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1-14	Serious	296-809-50016	4/21/2015
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<b>How you corrected the hazard →</b>			

<b>Date you corrected the hazard →</b>			
--	--	--	--

1-15	Serious	296-809-50018	4/21/2015
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**Violation Summary:** Assign entry supervisor.

<b>How you corrected the hazard →</b>			

<b>Date you corrected the hazard →</b>			
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1-16	Serious	296-809-50020	4/21/2015
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<b>How you corrected the hazard →</b>			

<b>Date you corrected the hazard →</b>			
--	--	--	--

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Signature	Name
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Title	Date	Phone No.
-------	------	-----------

**DOSH USE ONLY**

DOSH Reviewer's Signature	Date
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Or Fax to:

1-17	Serious	296-809-50022	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
1-18	Serious	296-809-50024	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
2-1	General	296-800-16005	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
2-2	General	296-800-16015(1)	4/21/2015
<b>How you corrected the hazard →</b>			

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Signature Name

\_\_\_\_\_  
Title Date Phone No.

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Or Fax to:

<b>Date you corrected the hazard →</b>			
2-3	General	296-800-16020	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			
2-4	General	296-800-16025	4/21/2015
<b>How you corrected the hazard →</b>			
<b>Date you corrected the hazard →</b>			

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\_\_\_\_\_  
Signature Name

\_\_\_\_\_  
Title Date Phone No.

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## For Employers

If you are cited for a violation of Occupational Safety and/or Health rules, you have the right to appeal the citation. **You have 15 working days from the date you receive this citation to appeal.** (RCW 49.17.140(1)) "Working day" means a calendar day, except Saturdays, Sundays and all legal state holidays. Your appeal must be in writing. It may be mailed, faxed, or personally delivered.

For violations classified as serious, willful, repeat serious, or failure to abate serious, an employer must correct the violations by the date listed on the Citation and Notice / Employer's Certification of Abatement form unless a stay of abatement date is requested in the appeal as described on this page. A stay of abatement date means the employer's requirement to abate or correct the hazard is put on hold until the appeal is resolved. All general and repeat general violations under appeal automatically have stay of abatement dates until a final order on those violations has been issued. If you only need an extension of an abatement date, please see the above section entitled, **"If you are unable to fix the hazard(s) by the correction due date(s)"**.

### Your appeal must include:

- Name, address, telephone number, and fax number if available of the employer who is appealing, and for the employer's representative, if any, such as an attorney or interpreter.
- Inspection Number (You will find this nine-digit number in the top right corner of this page.)
- Statement explaining:
  1. What you think is wrong with the citation and any related facts.
  2. How you think the citation should be changed.
  3. What relief you are seeking and why.

**If you are requesting a stay of abatement date for serious, willful, repeat serious or failure to abate serious, you must also include:**

- Each violation and item number for which a stay of abatement date is requested; and
- The reason for the stay of abatement date request.

Note: Employees and/or employee representatives may elect to participate in appeal hearings.

## Posting requirement:

You must post your appeal documents (along with this citation packet) until the appeal is resolved. You must also post all other documents related to this appeal.

## For Employees or Their Representatives

If your employer is cited, you may only appeal the correction due date(s).

### Your appeal must include:

- Your name, address, telephone number, and fax number if available and the same information for anyone who is representing you, if any.
- Inspection number.
- Statement explaining why the correction due date should be changed.

### Send all appeals to:

**Assistant Director for DOSH**  
**Attn: Appeals Program**  
**PO Box 44604**  
**Olympia, WA 98504-4604**  
Fax to: **(360) 902-5581** or deliver to: **Any L&I office**

For more information call the Appeals Program: **(360) 902-5486.**



SMARTTALENT LLC  
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1414 Market St Ste 100  
Kirkland, WA 98033-5408

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