

U.S. Department of Labor

Mine Safety and Health Administration
135 Gemini Circle, Suite 212
Birmingham, Alabama 35209



July 14, 2014

Re: I.D. Z484

Mr. G. Richard Jolley
Vice President
Industrial Maintenance & Automation, Inc.
2409 South Post Road
Shelby, NC 28152

Dear Mr. Jolley

Your proposed training plan for the above referenced operation has been received and is approved in accordance with the provisions of Title 30, Code of Federal Regulations, Part 48, Subpart B. Please note that the District Manager has added statutory rights of miners and their representatives under the Act for Annual Refresher Training.

As an additional requirement and pursuant to 30 CFR section 48.23 (e), You are required to notify MSHA at least 14 days prior to conducting an 8 hour Annual Refresher or a New Miner training class except for emergency or unforeseen circumstances, so that arrangements can be made to monitor the class should that be deemed necessary. That notification can be made to Alan R Coburn, Educational Field Services at coburn.alan@dol.gov or 205-290-7294.

If we may be of further assistance, please do not hesitate to contact us.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sam Pierce".

Samuel Pierce
District Manager
Southeastern District
Metal & Nonmetal Mine Safety & Health

PART 48 - SUBPART B - TRAINING PLAN FOR SURFACE EMPLOYEES

Company Name: Industrial Maintenance & Automation, Inc. Mine Name: NA MSHA ID No. #Z484

Mailing Address: 2409 South Post Road County: Cleveland State: NC Zip Code: 28152
 City: Shelby Product: N/A

Person Responsible For Health and Safety Training Of The Company:
 Name: G. Richard Jolley Position: Vice-President Phone No: 704-481-1144 E-mail: rickjolley@imcontractors.com
R. Lee Glenn Safety Director Safety Director leem@imcontractors.com

MSHA Approved Instructors:

<u>Name</u>	<u>Last 4 Digits SSN</u>	<u>Courses Approved To Teach</u>
Carl A. Burton	M19364170	New Miner, Newly-Hired Experienced Miner, Annual Refresher
Sydney S. Franklin	M01463256	New Miner, Newly-Hired Experienced Miner, Annual Refresher
William W. Gerringer	M63276095	New Miner, Newly-Hired Experienced Miner, Annual Refresher
Allan C. Greene	M73869801	New Miner, Newly-Hired Experienced Miner, Annual Refresher
James M. Spigner	M34613554	New Miner, Newly-Hired Experienced Miner, Annual Refresher

Date Plan Submitted: 6/23/2014

Approximate number of surface employees at the mine: varies

Maximum number of employees attending each training session: 1-25

Location where training courses will be given: North Carolina, Statewide

The predicted time or periods of time when regularly scheduled refresher training will be given: 1st Quarter

Length of each session: 8 hours

PART 48.25 New Miner Training Program (Contd.)

- A. Each new miner will receive no less than 24 hours of training as prescribed in section 48.25.
- B. Request that part of New Miner Training be given after work assignment?
(Consideration will only be given to the following factors: Mine size, mine safety record, and rate of employee turnover)
1. Yes No If yes, give justification: _____
 2. Hours of training to be given before assignment to work duties: 24
 - a. All courses will be taught at the mine site or company facility by a MSHA approved instructor.
 - b. Courses to be covered during this pre-assignment training:
 - (1) Introduction to Work Environment (Required)
 - (2) Hazard Recognition (Required)
 - (3) Health and Safety Aspects of Task to be assigned including HazCom information. (Required)
 - (4) Miners' Rights and Responsibilities
 - (5) Other (List): _____

Note: Miners who have not received the full 24 hours of new miner training shall be required to work under the close supervision of an experienced miner. The required 24 hours of New Miner Training must be completed within 60 days.

New Task Training – Subpart B – Part 48.27

OUTLINE OF TRAINING PROCEDURE FOR NEW TASK TRAINING – SURFACE

Miners who are assigned to a new task in which they have had no previous experience will be trained in the safety and health aspects and safe work procedures of the task, including information about the physical and health hazards of chemicals in the miner's work area, the protective measures a miner can take against these hazards, and the contents of the mine's HazCom program, as specified in Section 48.27(a),(b),(c), & (d), prior to performing such task. Such training will be conducted according to the following:

TITLE: All Job Titles Listed on Attached Matrix

TASKS: As listed on Attached Matrix

1. PROCEDURES

The miner will be taught the *health and safety aspects and safe operating procedures for work tasks*, equipment and machinery, *supervised practice during non-production*. *Supervised operation during production*, safe operating procedures for new or modified machines and equipment, welding and cutting hazards, and electrical lock out tag out procedures. Will be able to locate and understand Hazcom program and understand how to read MSDSs.

- All task training will be accomplished by a thorough review of the following procedures, as applicable.
- Know the function and working relationship of the new task to overall goals of the operations.
 - Be able to perform pre and post operation checks on any equipment necessary to the performance of the new tasks.
 - Demonstrate proper start-up and shutdown procedures on such equipment.
 - Describe and demonstrate safe operating procedures.
 - Be knowledgeable in any required maintenance and servicing requirements.
 - Know how to deal with or report any problems or malfunctions.
 - Demonstrate knowledge of company and federal health and safety procedures applicable to the new task.

2. INSTRUCTOR

This training will be given by a qualified trainer or a supervisor experienced in the assigned tasks, or other person experienced in the assigned task.

3. METHODS

The following methods will be used where applicable to the task.

- Classroom lecture, discussion, demonstration
- Question and Answer
- Supervised student practice
- Supervised on the job training and feedback

4. EVALUATION

The primary methods of evaluation will be by oral questions and answers and direct observations during practice and on the job training as to the trainee's comprehension and performance of the new task.

5. MATERIALS

- Lesson plans
- Instructors knowledge
- Operator's manual
- Plant diagram
- Company policies and procedures, including written HazCom program & MSDS's
- Federal and State Mining Code

Part 48.31 Hazard Training Program - Surface

Subject (48.31)	Training Method	Course Material	Evaluation Method(s)
1. Hazard recognition and avoidance	Lecture, discussion, and/or reading checklist	Mine hazards and avoidance procedures, company rules and policies, and checklist if applicable	Oral and/or written questions
2. Emergency and evacuation procedures	Lecture, discussion, and/or reading checklist	Mine map and checklist, if applicable	Oral and/or written questions
3. Health and safety standards; safety rules and safe working procedures	Lecture, discussion, and/or reading checklist	Applicable parts of Title 30 CFR, company safety rules, and checklist, if applicable	Oral and/or written questions
4. Self-rescue and respiratory devices	Lecture, discussion, and/or reading checklist, Donning Procedures, Performance Method	Models of applicable equipment and devices, and checklist, if applicable	Oral and/or written questions, demonstrations

The Hazard Training Program will include the course of instruction as specified in Section 48.31 which is applicable to the duty of miners