Citation and Notification of Penalty

Company Name: LFP VIDEO GROUP LLC dba HUSTLER VIDEO
Inspection Site: 20932 OSBOURNE ST, CANOGA PARK, CA 91304

Citation 1 Item 1 Type of Violation: Serious

§3203. Injury and Illness Prevention Program.

(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:

(1) Identify the person or persons with authority and responsibility for implementing the Program.

(2) Include a system for ensuring that employees comply with safe and healthy work practices. Substantial compliance with this provision includes recognition of employees who follow safe and healthful work practices, training and retraining programs, disciplinary actions, or any other such means that ensures employee compliance with safe and healthful work practices.

(3) Include a system for communicating with employees in a form readily understandable by all affected employees on matters relating to occupational safety and health, including provisions designed to encourage employees to inform the employer of hazards at the worksite without fear of reprisal. Substantial compliance with this provision includes meetings, training programs, posting, written communications, a system of anonymous notification by employees about hazards, labor/management safety and health committees, or any other means that ensures communication with employees.

EXCEPTION: Employers having fewer than 10 employees shall be permitted to communicate to and instruct employees orally in general safe work practices with specific instructions with respect to hazards unique to the employees' job assignments as compliance with subsection (a)(3).

(4) Include procedures for identifying and evaluating work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards.

(A) When the Program is first established;

EXCEPTION: Those employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with previously existing section 3203.
(B) Whenever new substances, processes, procedures, or equipment are introduced to the workplace that represent a new occupational safety and health hazard; and

(C) Whenever the employer is made aware of a new or previously unrecognized hazard.

(5) Include a procedure to investigate occupational injury or occupational illness.

(6) Include methods and/or procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard:

(A) When observed or discovered; and,

(B) When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, remove all exposed personnel from the area except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided the necessary safeguards.

(7) Provide training and instruction:

(A) When the program is first established;

EXCEPTION: Employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with the previously existing Accident Prevention Program in Section 3203.

(B) To all new employees;

(C) To all employees given new job assignments for which training has not previously been received;

(D) Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;

(E) Whenever the employer is made aware of a new or previously unrecognized hazard; and,

(F) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.
The employer, LFP Video Group LLC dba Hustler Video, failed to establish, implement, or maintain a written Injury and Illness Prevention Program (IIPP) which met the requirements of this standard for employees of Forsaken Pictures who were exposed to hazards in the course of producing adult videos. LFP Video Group LLC dba Hustler Video was responsible for safety and health conditions at 20932 Osbourne Street Canoga Park, CA 91304 by actual practice.

Date By Which Violation Must be Abated: 03/16/2011
Proposed Penalty: $4725.00
Citation and Notification of Penalty

Company Name: LFP VIDEO GROUP LLC dba HUSTLER VIDEO
Inspection Site: 20932 OSBOURNE ST, CANOGA PARK, CA 91304

Citation 2 Item 1 Type of Violation: Serious

§5193. Bloodborne Pathogens.

(c) Exposure Response, Prevention and Control.

(1) Exposure Control Plan.

(A) Each employer having an employee(s) with occupational exposure as defined by subsection (b) of this section shall establish, implement and maintain an effective Exposure Control Plan which is designed to eliminate or minimize employee exposure and which is also consistent with Section 3203.

The employer, LFP Video Group LLC dba Hustler Video failed to establish, implement, or maintain all the required elements of a written Exposure Control Plan for employees of Foresaken Pictures who had reasonably anticipated contact with "other potentially infectious materials (OPIM)," including semen and vaginal secretions, as well as with blood or other fluids contaminated with blood, in the course of producing adult videos. LFP Video Group LLC dba Hustler Video was responsible for safety and health conditions at 20932 Osbourne Street Canoga Park, CA 91304 by actual practice.

Missing elements include but are not limited to the following:

1. The employer, LFP Video Group LLC dba Hustler Video, failed to use engineering and work practice controls to eliminate or minimize exposure to blood and other potentially infectious material for employees of Foresaken Pictures.

2. The employer, LFP Video Group LLC dba Hustler Video, failed to make available hepatitis B vaccine and vaccination series to all employees of Foresaken Pictures who had occupational exposure to blood and other potentially infectious material.

3. The employer, LFP Video Group LLC dba Hustler Video, failed to ensure that employees of Foresaken Pictures with occupational exposure to blood and other potentially infectious material participate in a training program.
Citation and Notification of Penalty

Company Name: LFP VIDEO GROUP LLC dba HUSTLER VIDEO
Inspection Site: 20932 OSBOURNE ST, CANOGA PARK, CA 91304

Date By Which Violation Must be Abated: 03/16/2011
Proposed Penalty: $4725.00
Citation and Notification of Penalty

Company Name: LFP VIDEO GROUP LLC dba HUSTLER VIDEO
Inspection Site: 20932 OSBOURNE ST, CANOGA PARK, CA 91304

Citation 3 Item 1 Type of Violation: Serious

§5193. Bloodborne Pathogens.

(d) Methods of Compliance.

(4) Personal Protective Equipment.

(A) Provision. Where occupational exposure remains after institution of engineering and work practice controls, the employer shall provide, at no cost to the employee, appropriate personal protective equipment such as, but not limited to, gloves, gowns, laboratory coats, face shields or masks and eye protection, and mouthpieces, resuscitation bags, pocket masks, or other ventilation devices. Personal protective equipment will be considered "appropriate" only if it does not permit blood or OPIM to pass through to or reach the employee’s work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes under normal conditions of use and for the duration of time which the protective equipment will be used. Note: For fire fighters, these requirements are in addition to those specified in Sections 3401-3411, and are intended to be consistent with those requirements.

The employer, LFP Video Group LLC dba Hustler Video, failed to ensure the use of appropriate personal protective equipment, such as condoms, to employees of Forsaken Pictures who had reasonably anticipated contact with "other potentially infectious materials (OPIM)," including semen and vaginal secretions, as well as with blood or other fluids contaminated with blood, in the course of producing adult videos.

Date By Which Violation Must Be Abated: 03/16/2011
Proposed Penalty: $4725.00

[Signature]
Compliance Officer/District Manager

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.
State of California
Division of Occupational Safety and Health
Cal/OSHA High Hazard Compliance Unit
2000 East McFadden Avenue, Suite 111
Santa Ana, CA 92705
Tel (714) 567-7100 Fax (714) 567-6074

NOTICE OF PROPOSED PENALTIES

Company Name: LFP VIDEO GROUP LLC dba HUSTLER VIDEO

Inspection Site: 20932 OSBOURNE ST, CANOGA PARK, CA 91304
Mailing Address: 8484 WILSHIRE BLVD SUITE 900, BEVERLY HILLS, CA 90211

Issuance Date: 03/09/2011
Reporting ID: 0950662
Index Code: 4502

Summary of Penalties for Inspection Number 312318348

Citation 1, Serious = $ 4725.00
Citation 2, Serious = $ 4725.00
Citation 3, Serious = $ 4725.00
TOTAL PROPOSED PENALTIES = $ 14175.00

Penalties are due within 15 working days of receipt of this notification unless contested. If you are appealing any item of this citation, remittance is still due on all items that are not appealed. Enclosed for your use is a Penalty Remittance Form.

If you are paying electronically: Please have this form on-hand when you are ready to make your payment. The company name, index code, reporting ID and Citation number(s) will be required to ensure that the payment is accurately posted to your account. Please go to www.dir.ca.gov/dosh to access the secure payment processing site.

If you are paying by check: Mail this Notice of Proposed Penalties, the Penalty Remittance Form, along with a copy of the Citation and Notification of Penalty to:

DEPARTMENT OF INDUSTRIAL RELATIONS
CASHIER, ACCOUNTING OFFICE
P. O. BOX 420603
SAN FRANCISCO, CA 94142-0603
CAL/OSHA does not agree to any restrictions, conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions or endorsements do not exist.
CIVIL PENALTY INFORMATION

ESTABLISHMENT NAME: LFP VIDEO GROUP LLC dba HUSTLER VIDEO
CONTACT PERSON: ____________________________
PHONE NO.: ____________________________ FAX NO.: ______________
SITE ADDRESS: 20932 OSBOURNE ST, CANOGA PARK, CA 91304
MAILING ADDRESS: 8484 WILSHIRE BLVD SUITE 900, BEVERLY HILLS, CA 90211

PAYMENT IS FOR THE FOLLOWING CITATION ITEMS: (E.G. CITATION 1, ITEMS 1-5; CITATION 3)

TYPE OF PAYMENT ENCLOSED

CHECK OR MONEY ORDER INFORMATION

CHECK ENCLOSED IN THE AMOUNT OF $ ______________
MONEY ORDER ENCLOSED IN THE AMOUNT OF $ ______________

(Please make check or money order payable to CAL/OSHA and mail to the Cashier, Accounting Office, at the above address. Reference the Inspection Number on the "memo" portion of your check or money order.)
Go to www.dir.ca.gov/dosh to access the on-line third party secure payment processing site
OR Complete this section and fax to (415) 703-3037

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--- FOR OFFICE USE ONLY ---

AUTHORIZATION NO. DATE PROCESSED

PROCESSED BY

(Please call (415) 703-4291 or 703-4295 or complete the information above and fax to (415) 703-3037)