

EXECUTIVE SUMMARY - ENFORCEMENT MATTER

DOCKET NO.: 2006-1574-AGR-E TCEQ ID: RN102670031 CASE NO.: 31115

RESPONDENT NAME: Anne Cornelius Tamminga dba Indian Creek Dairy

Page 1 of 2

ORDER TYPE:

<input checked="" type="checkbox"/> 1660 AGREED ORDER	<input type="checkbox"/> FINDINGS AGREED ORDER	<input type="checkbox"/> AMENDED ORDER	<input type="checkbox"/> IMMINENT AND SUBSTANTIAL ENDANGERMENT ORDER
<input type="checkbox"/> SHUTDOWN ORDER	<input type="checkbox"/> FINDINGS DEFAULT ORDER	<input type="checkbox"/> EMERGENCY ORDER	

CASE TYPE:

<input checked="" type="checkbox"/> AGRICULTURE	<input type="checkbox"/> AIR	<input type="checkbox"/> INDUSTRIAL AND HAZARDOUS WASTE	<input type="checkbox"/> MUNICIPAL SOLID WASTE
<input type="checkbox"/> OCCUPATIONAL CERTIFICATION	<input type="checkbox"/> PETROLEUM STORAGE TANKS	<input type="checkbox"/> PUBLIC WATER SUPPLY	<input type="checkbox"/> RADIOACTIVE WASTE
<input type="checkbox"/> MULTI-MEDIA (check all that apply)	<input type="checkbox"/> SEWAGE SLUDGE	<input type="checkbox"/> UNDERGROUND INJECTION CONTROL	<input type="checkbox"/> USED OIL
<input type="checkbox"/> USED OIL FILTER	<input type="checkbox"/> WATER QUALITY		

SITE WHERE VIOLATION(S) OCCURRED: Indian Creek Dairy, north of State Highway 36, approximately 3.5 miles southeast of the intersection of State Highway 36 and United States Highway 377, Comanche County

TYPE OF OPERATION: Dairy

SMALL BUSINESS: Yes No

OTHER SIGNIFICANT MATTERS: There are no complaints. There is no record of additional pending enforcement actions regarding this facility location.

INTERESTED PARTIES: No one other than the ED and the Respondent has expressed an interest in this matter.

COMMENTS RECEIVED: The *Texas Register* comment period expired on January 15, 2007. No comments were received.

CONTACTS AND MAILING LIST:

TCEQ Attorney/SEP Coordinator: None

TCEQ Enforcement Coordinator: Ms. Lynley Doyen, Enforcement Division, Enforcement Section I, MC 169, (512) 239-1364; Mr. Steven Lopez, Enforcement Division, MC 219, (512) 239-1896

Respondent: Mr. A. C. Tamminga, Owner, Indian Creek Dairy, 12501 State Highway 36, Comanche, Texas 76442

Respondent's Attorney: Not represented by counsel on this enforcement matter

VIOLATION SUMMARY CHART:

VIOLATION INFORMATION	PENALTY CONSIDERATIONS	CORRECTIVE ACTIONS TAKEN/REQUIRED
<p>Type of Investigation: ___ Complaint <input checked="" type="checkbox"/> Routine ___ Enforcement Follow-up ___ Records Review</p> <p>Date of Complaint Relating to this Case: None</p> <p>Date of Investigation Relating to this Case: June 29, 2006</p> <p>Date of NOE Relating to this Case: August 18, 2006 (NOE)</p> <p>Background Facts: This was a routine investigation. One violation was documented.</p> <p>WATER</p> <p>Failed to maintain crops, vegetation, forage growth, or post harvest residue in the normal growing season for animals in pasture. Specifically, there were multiple pastures outside the containment areas located to the south and east of the dairy complex where feeders had been placed. These pastures were devoid of vegetation on a widespread scale beyond the immediate feeding areas [30 TEX. ADMIN. CODE § 321.39(g)(2) and Concentrated Animal Feeding Operation General Permit No. TXG920034, Part III.B(5)].</p>	<p>Total Assessed: \$535</p> <p>Total Deferred: \$107 <input checked="" type="checkbox"/> Expedited Settlement ___ Financial Inability to Pay</p> <p>SEP Conditional Offset: \$0</p> <p>Total Paid to General Revenue: \$428</p> <p>Site Compliance History Classification: ___ High <input checked="" type="checkbox"/> Avg. ___ Poor</p> <p>Person Compliance History Classification: ___ High <input checked="" type="checkbox"/> Avg. ___ Poor</p> <p>Major Source: ___ Yes <input checked="" type="checkbox"/> No</p> <p>Applicable Penalty Policy: September 2002</p>	<p>Ordering Provisions:</p> <p>The Order will require the Respondent to:</p> <p>a. Within 120 days after the effective date of this Agreed Order, either begin rotating the feeders on a regular basis or remove the cattle from the pastures to the south and east of the dairy complex and reseed these areas as necessary to allow for revegetation or construct control facilities to manage waste, stormwater, and wastewater from the pastures in a manner that will protect surface and ground water quality; and</p> <p>b. Within 135 days after the effective date of this Agreed Order, submit written certification and include detailed supporting documentation including photographs, receipts, and/or other records to demonstrate compliance with Ordering Provision a.</p>



Policy Revision 2 (September 2002)

Penalty Calculation Worksheet (PCW)

PCW Revision May 19, 2005

DATES	Assigned 28-Aug-2006	Screening 11-Sep-2006	EPA Due
	PCW 11-Sep-2006		

RESPONDENT/FACILITY INFORMATION	
Respondent	Anne Cornelius Tamminga dba Indian Creek Dairy
Reg. Ent. Ref. No.	RN102670031
Facility/Site Region	4-Dallas/Fort Worth
Major/Minor Source	Minor Source

CASE INFORMATION			
Enf./Case ID No.	31115	No. of Violations	1
Docket No.	2006-1574-AGR-E	Order Type	1660
Media Program(s)	Water Quality	Enf. Coordinator	Lynley Doyen
Multi-Media		EC's Team	Enforcement Team 1
Admin. Penalty \$ Limit Minimum	\$0	Maximum	\$10,000

Penalty Calculation Section

TOTAL BASE PENALTY (Sum of violation base penalties)	Subtotal 1	\$500
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ADJUSTMENTS (+/-) TO SUBTOTAL 1

Subtotals 2-7 are obtained by multiplying the Total Base Penalty (Subtotal 1) by the indicated percentage.

Compliance History	7% Enhancement	Subtotals 2, 3, & 7	\$35
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Notes The penalty is enhanced because the Respondent received one NOV with same or similar violations and one NOV with violations not same or similar to those cited in this action.

Culpability	No	0% Enhancement	Subtotal 4	\$0
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Notes The Respondent does not meet the culpability criteria.

Good Faith Effort to Comply	0% Reduction	Subtotal 5	\$0
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	Before NOV	NOV to EDPRP/Settlement Offer
Extraordinary		
Ordinary		
N/A	X	(mark with a small x)

Notes The Respondent does not meet the good faith effort criteria.

Economic Benefit	0% Enhancement*	Subtotal 6	\$0
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Total EB Amounts	\$112	*Capped at the Total EB \$ Amount
Approx. Cost of Compliance	\$1,600	

SUM OF SUBTOTALS 1-7	Final Subtotal	\$535
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OTHER FACTORS AS JUSTICE MAY REQUIRE	Adjustment	\$0
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Reduces or enhances the Final Subtotal by the indicated percentage. (Enter number only; e.g. -30 for -30%.)

Notes

Final Penalty Amount	\$535
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STATUTORY LIMIT ADJUSTMENT	Final Assessed Penalty	\$535
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DEFERRAL	20% Reduction	Adjustment	-\$107
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Reduces the Final Assessed Penalty by the indicted percentage. (Enter number only; e.g. 20 for 20% reduction.)

Notes Deferral offered for expedited settlement.

PAYABLE PENALTY	\$428
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dairy_PCW.wp3
Screening Date 11-Sep-2006 **Docket No.** 2006-1574-AGR-E **PCW**
Respondent Anne Cornelius Tamminga dba Indian Creek Dairy *Policy Revision 2 (September 2002)*
Case ID No. 31115 *PCW Revision May 19, 2005*
Reg. Ent. Reference No. RN102670031
Media [Statute] Water Quality
Enf. Coordinator Lynley Doyen

Compliance History Worksheet

>> **Compliance History Site Enhancement (Subtotal 2)**

Component	Number of...	Enter Number Here	Adjust.
NOVs	Written NOVs with same or similar violations as those in the current enforcement action (<i>number of NOVs meeting criteria</i>)	1	5%
	Other written NOVs	1	2%
Orders	Any agreed final enforcement orders containing a denial of liability (<i>number of orders meeting criteria</i>)	0	0%
	Any adjudicated final enforcement orders, agreed final enforcement orders without a denial of liability, or default orders of this state or the federal government, or any final prohibitory emergency orders issued by the commission	0	0%
Judgments and Consent Decrees	Any non-adjudicated final court judgments or consent decrees containing a denial of liability of this state or the federal government (<i>number of judgements or consent decrees meeting criteria</i>)	0	0%
	Any adjudicated final court judgments and default judgments, or non-adjudicated final court judgments or consent decrees without a denial of liability, of this state or the federal government	0	0%
Convictions	Any criminal convictions of this state or the federal government (<i>number of counts</i>)	0	0%
Emissions	Chronic excessive emissions events (number of events)	0	0%
Audits	Letters notifying the executive director of an intended audit conducted under the Texas Environmental, Health, and Safety Audit Privilege Act, 74th Legislature, 1995 (<i>number of audits for which notices were</i>	0	0%
	Disclosures of violations under the Texas Environmental, Health, and Safety Audit Privilege Act, 74th Legislature, 1995 (<i>number of audits for which violations were disclosed</i>)	0	0%
Other	Environmental management systems in place for one year or more	No	0%
	Voluntary on-site compliance assessments conducted by the executive director under a special assistance program	No	0%
	Participation in a voluntary pollution reduction program	No	0%
	Early compliance with, or offer of a product that meets future state or federal government environmental requirements	No	0%

Adjustment Percentage (Subtotal 2) 7%

>> **Repeat Violator (Subtotal 3)**

No **Adjustment Percentage (Subtotal 3)** 0%

>> **Compliance History Person Classification (Subtotal 7)**

Average Performer **Adjustment Percentage (Subtotal 7)** 0%

>> **Compliance History Summary**

Compliance History Notes The penalty is enhanced because the Respondent received one NOV with same or similar violations and one NOV with violations not same or similar to those cited in this action.

Total Adjustment Percentage (Subtotals 2, 3, & 7) 7%

Screening Date 11-Sep-2006 dairy: PCW:wb3 **Docket No.** 2006-1574-AGR-E **PCW**
Respondent Anne Cornelius Tamminga dba Indian Creek Dairy *Policy Revision 2 (September 2002)*
Case ID No. 31115 *PCW Revision May 19, 2005*
Reg. Ent. Reference No. RN102670031
Media [Statute] Water Quality
Enf. Coordinator Lynley Doyen

Violation Number 1
Primary Rule Cite(s) 30 Tex. Admin. Code § 321.39(g)(2) and Concentrated Animal Feeding Operation General Permit No. TXG920034, Part III.B(5)
Secondary Rule Cite(s)
Violation Description Failure to maintain crops, vegetation, forage growth, or post harvest residue in the normal growing season for animals in pasture, as documented during an investigation conducted on June 29, 2006. Specifically, there were multiple pastures outside the containment areas located south and east of the dairy complex where feeders had been placed. These pastures were devoid of vegetation on a widespread scale beyond the immediate feeding areas.
Base Penalty \$10,000

>> Environmental, Property and Human Health Matrix
Harm

Release	Major	Moderate	Minor	
Actual				
Potential			X	Percent <input type="text" value="5%"/>

>> Programmatic Matrix

Falsification	Major	Moderate	Minor	
				Percent <input type="text"/>

Matrix Notes Failure to maintain vegetation in the pastures could result in insignificant amounts of pollutants being released into or adjacent to waters in the state.
Adjustment -\$9,500

Base Penalty Subtotal \$500

Violation Events
 Number of Violation Events

mark only one use a small X	daily	
	monthly	
	quarterly	
	semiannual	
	annual	
	single event	X

Violation Base Penalty \$500
 One single event is recommended.

Economic Benefit (EB) for this violation	Statutory Limit Test
Estimated EB Amount <input type="text" value="\$112"/>	Violation Final Penalty Total <input type="text" value="\$535"/>
This violation Final Assessed Penalty (adjusted for limits) <input type="text" value="\$535"/>	

Economic Benefit Worksheet

Respondent: Anne Cornelius Tamminga dba Indian Creek Dairy
 Case ID No: 31115
 Reg. Ent. Reference No: RN102670031
 Media [Statute]: Water Quality
 Violation No: 1

Percent Interest	Years of Depreciation
5.0	15

Item Description	Item Cost	Date Required	Final Date	Yrs	Interest Saved	Onetime Costs	EB Amount
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Delayed Costs							
Equipment				0.0	\$0	\$0	\$0
Buildings				0.0	\$0	\$0	\$0
Other (as needed)	\$1,600	29-Jun-2006	30-Jun-2007	1.0	\$5	\$107	\$112
Engineering/construction				0.0	\$0	\$0	\$0
Land				0.0	\$0	n/a	\$0
Record Keeping System				0.0	\$0	n/a	\$0
Training/Sampling				0.0	\$0	n/a	\$0
Remediation/Disposal				0.0	\$0	n/a	\$0
Permit Costs				0.0	\$0	n/a	\$0
Other (as needed)				0.0	\$0	n/a	\$0

Notes for DELAYED costs: Estimated cost to maintain crops, vegetation, forage growth, or post harvest residue in the pastures. Date required is the investigation date. Final date is the expected date of compliance.

Avoided Costs							
ANNUALIZE [1] avoided costs before entering item (except for one-time avoided costs)							
Disposal				0.0	\$0	\$0	\$0
Personnel				0.0	\$0	\$0	\$0
Inspection/Reporting/Sampling				0.0	\$0	\$0	\$0
Supplies/equipment				0.0	\$0	\$0	\$0
Financial Assurance [2]				0.0	\$0	\$0	\$0
ONE-TIME avoided costs [3]				0.0	\$0	\$0	\$0
Other (as needed)				0.0	\$0	\$0	\$0
Notes for AVOIDED costs: N/A							

Approx. Cost of Compliance **\$1,600**

TOTAL \$112

Compliance History

Customer/Respondent/Owner-Operator: CN601355704 TAMMINGA, ANNE CORNELIUS Classification: AVERAGE Rating: 0.89

Regulated Entity: RN102670031 INDIAN CREEK DAIRY Classification: AVERAGE Site Rating: 0.89

ID Number(s): WASTEWATER AGRICULTURE REGISTRATION TXG015343
WASTEWATER AGRICULTURE PERMIT TXG920034

Location: N OF SH 36, APPROX 3.5 M SE OF THE INTX OF SH 36 AND US HWY 377, COMANCHE CO Rating Date: 9/1/2006 Repeat Violator: NO

TCEQ Region: REGION 04 -- DFW METROPLEX

Date Compliance History Prepared: September 11, 2006

Agency Decision Requiring Compliance History: Enforcement

Compliance Period: September 11, 2001 to September 11, 2006

TCEQ Staff Member to Contact for Additional Information Regarding this Compliance History

Name: Lynley Doyen Phone: 512-239-1364

Site Compliance History Components

- | | |
|--|-----|
| 1. Has the site been in existence and/or operation for the full five year compliance period? | Yes |
| 2. Has there been a (known) change in ownership of the site during the compliance period? | No |
| 3. If Yes, who is the current owner? | N/A |
| 4. If Yes, who was/were the prior owner(s)? | N/A |
| 5. When did the change(s) in ownership occur? | N/A |

Components (Multimedia) for the Site :

- A. Final Enforcement Orders, court judgements, and consent decrees of the state of Texas and the federal government.
N/A
- B. Any criminal convictions of the state of Texas and the federal government.
N/A
- C. Chronic excessive emissions events.
N/A
- D. The approval dates of investigations. (CCEDS Inv. Track. No.)
- 1 11/13/2001 (367555)
 - 2 06/18/2003 (60907)
 - 3 07/06/2005 (397550)
 - 4 03/13/2006 (458808)
 - 5 07/16/2002 (5372)
 - 6 08/22/2006 (497633)
 - 7 07/01/2004 (277161)
 - 8 10/13/2003 (251234)

- E. Written notices of violations (NOV). (CCEDS Inv. Track. No.)

Date: 06/25/2004 (277161)

Self Report? NO

Classification: Minor

Citation:

30 TAC Chapter 321, SubChapter B 321.39(f)(11)

Description:

FAILURE TO DEWATER RCS TO MAINTAIN THE REQUIRED STORMWATER CAPACITY.

Date: 06/24/2005 (397550)

Self Report? NO

Classification: Moderate

Citation:

30 TAC Chapter 321, SubChapter B 321.39(g)(2)

Description:

Rqmt Prov: OP IA
FAILURE TO KEEP VEGETATIVE GROWTH IN FEEDING AREAS OUTSIDE THE CONTAINMENT PENS.

Self Report? NO

Classification: Minor

Citation: 30 TAC Chapter 305, SubChapter F 305.125[G]
Rqmt Prov: OP IA

Description: FAILURE TO CAP/PLUG ALL ABANDONED WELLS.

Self Report? NO

Classification: Moderate

Citation: 30 TAC Chapter 305, SubChapter F 305.125[G]
Rqmt Prov: OP IA

Description: FAILURE TO INSTALL A BACKFLOW PREVENTION DEVICE ON A WELL
USED FOR IRRIGATION OF WASTEWATER AND FRESHWATER.

F. Environmental audits.

N/A

G. Type of environmental management systems (EMSs).

N/A

H. Voluntary on-site compliance assessment dates.

N/A

I. Participation in a voluntary pollution reduction program.

N/A

J. Early compliance.

N/A

Sites Outside of Texas

N/A

TEXAS COMMISSION ON ENVIRONMENTAL QUALITY



IN THE MATTER OF AN
ENFORCEMENT ACTION
CONCERNING
ANNE CORNELIUS TAMMINGA
DBA INDIAN CREEK DAIRY
RN102670031

§
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§
§

BEFORE THE
TEXAS COMMISSION ON
ENVIRONMENTAL QUALITY

AGREED ORDER
DOCKET NO. 2006-1574-AGR-E

I. JURISDICTION AND STIPULATIONS

At its _____ agenda, the Texas Commission on Environmental Quality ("the Commission" or "TCEQ") considered this agreement of the parties, resolving an enforcement action regarding Anne Cornelius Tamminga dba Indian Creek Dairy ("Mr. Tamminga") under the authority of TEX. WATER CODE chs. 7 and 26. The Executive Director of the TCEQ, through the Enforcement Division, and Mr. Tamminga appear before the Commission and together stipulate that:

1. Mr. Tamminga owns and operates a dairy located north of State Highway 36, approximately 3.5 miles southeast of the intersection of State Highway 36 and United States Highway 377 in Comanche County, Texas (the "Facility").
2. Mr. Tamminga has caused, suffered, allowed or permitted the discharge of any waste or the performance of any activity in violation of TEX. WATER CODE ch. 26 or any rule, permit, or order of the Commission.
3. The Commission and Mr. Tamminga agree that the Commission has jurisdiction to enter this Agreed Order, and that Mr. Tamminga is subject to the Commission's jurisdiction.
4. Mr. Tamminga received notice of the violations alleged in Section II ("Allegations") on or about August 23, 2006.
5. The occurrence of any violation is in dispute and the entry of this Agreed Order shall not constitute an admission by Mr. Tamminga of any violation alleged in Section II ("Allegations"), nor of any statute or rule.
6. An administrative penalty in the amount of Five Hundred Thirty-Five Dollars (\$535) is assessed by the Commission in settlement of the violations alleged in Section II ("Allegations"). Mr. Tamminga has paid Four Hundred Twenty-Eight Dollars (\$428) of the administrative penalty and One Hundred Seven Dollars (\$107) is deferred contingent upon Mr. Tamminga's timely and satisfactory

the first public water supply in the world, and the first to be operated by a public utility. It was a landmark achievement that set a precedent for other cities around the world.

The History of the Water Supply

The history of the water supply in this city is a long and complex one. It began with the construction of the first public water supply in the late 19th century, and has since then been a continuous process of improvement and expansion.

The first public water supply was built in 1889, and was a simple system of pipes and pumps that drew water from a nearby stream.

Over the years, the system has been upgraded and expanded many times. In 1905, a new reservoir was built to provide a more reliable source of water. In 1925, a new treatment plant was constructed to improve the quality of the water. And in 1950, a new distribution system was installed to reach more homes and businesses.

Today, the water supply is a complex system of reservoirs, treatment plants, and distribution networks that provide clean, safe water to every home and business in the city.

The water supply is a vital part of our community, and it is our responsibility to ensure that it remains clean and safe for all. We must continue to invest in the infrastructure and maintenance of the system, and we must work together to protect our water resources for future generations.

Water Supply
Department
City of [City Name]

Page 1 of 1

compliance with all the terms of this Agreed Order. The deferred amount will be waived upon full compliance with the terms of this Agreed Order. If Mr. Tamminga fails to timely and satisfactorily comply with all requirements of this Agreed Order, the Executive Director may require Mr. Tamminga to pay all or part of the deferred penalty.

7. Any notice and procedures which might otherwise be authorized or required in this action are waived in the interest of a more timely resolution of the matter.
8. The Executive Director of the TCEQ and Mr. Tamminga have agreed on a settlement of the matters alleged in this enforcement action, subject to the approval of the Commission.
9. The Executive Director may, without further notice or hearing, refer this matter to the Office of the Attorney General of the State of Texas ("OAG") for further enforcement proceedings if the Executive Director determines that Mr. Tamminga has not complied with one or more of the terms or conditions in this Agreed Order.
10. This Agreed Order shall terminate five years from its effective date or upon compliance with all the terms and conditions set forth in this Agreed Order, whichever is later.
11. The provisions of this Agreed Order are deemed severable and, if a court of competent jurisdiction or other appropriate authority deems any provision of this Agreed Order unenforceable, the remaining provisions shall be valid and enforceable.

II. ALLEGATIONS

As owner and operator of the Facility, Mr. Tamminga is alleged to have failed to maintain crops, vegetation, forage growth, or post harvest residue in the normal growing season for animals in pasture, in violation of 30 TEX. ADMIN. CODE § 321.39(g)(2) and Concentrated Animal Feeding Operation General Permit No. TXG920034, Part III.B(5), as documented during an investigation conducted on June 29, 2006. Specifically, there were multiple pastures outside the containment areas located to the south and east of the dairy complex where feeders had been placed. These pastures were devoid of vegetation on a widespread scale beyond the immediate feeding areas.

III. DENIALS

Mr. Tamminga generally denies each allegation in Section II ("Allegations").

IV. ORDERING PROVISIONS

1. It is, therefore, ordered by the TCEQ that Mr. Tamminga pay an administrative penalty as set forth in Section I, Paragraph 6 above. The payment of this administrative penalty and Mr. Tamminga's compliance with all the terms and conditions set forth in this Agreed Order resolve only the allegations in Section II. The Commission shall not be constrained in any manner from requiring

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It includes a detailed description of the experimental procedures and the tools used for data collection.

3. The third part of the document presents the results of the study. It includes a series of tables and graphs that illustrate the findings of the research. The data shows a clear trend in the relationship between the variables being studied.

4. The fourth part of the document discusses the implications of the findings. It highlights the potential applications of the research in various fields and the need for further investigation in this area.

5. The fifth part of the document concludes the study. It summarizes the key findings and provides a final statement on the overall significance of the research. The authors express their gratitude to the funding agencies and the participants who made the study possible.

6. The sixth part of the document includes a list of references and a list of figures. The references cite the works of other researchers in the field, and the figures provide a visual representation of the data presented in the text.

7. The seventh part of the document is a list of appendices. These appendices provide additional information and data that are not included in the main body of the document. They are intended to provide a more complete picture of the study.

8. The eighth part of the document is a list of abbreviations and a list of symbols. These lists provide a key to the symbols and abbreviations used throughout the document, ensuring that the reader can understand the terminology used.

9. The ninth part of the document is a list of acknowledgments. The authors thank the individuals and organizations that provided support and assistance during the course of the study. This section is a way for the authors to express their appreciation.

10. The tenth part of the document is a list of footnotes. These footnotes provide additional information and references that are not included in the main body of the document. They are used to provide more detail and to cite sources for the information presented.

11. The eleventh part of the document is a list of references. These references cite the works of other researchers in the field, providing a list of sources for the information presented in the document. This list is essential for the reader to understand the context of the research.

12. The twelfth part of the document is a list of figures. These figures provide a visual representation of the data presented in the text, allowing the reader to see the trends and patterns in the data more clearly.

corrective action or penalties for violations which are not raised here. Administrative penalty payments shall be made payable to "TCEQ" and shall be sent with the notation "Re: Anne Cornelius Tamminga dba Indian Creek Dairy, Docket No. 2006-1574-AGR-E" to:

Financial Administration Division, Revenues Section
Attention: Cashier's Office, MC 214
Texas Commission on Environmental Quality
P.O. Box 13088
Austin, Texas 78711-3088

2. It is further ordered that Mr. Tamminga shall undertake the following technical requirements:

- a. Within 120 days after the effective date of this Agreed Order, either begin rotating the feeders on a regular basis or remove the cattle from the pastures to the south and east of the dairy complex and reseed these areas as necessary to allow for revegetation or construct control facilities to manage waste, stormwater, and wastewater from the pastures in a manner that will protect surface and ground water quality, in accordance with 30 TEX. ADMIN. CODE § 321.47.
- b. Within 135 days after the effective date of this Agreed Order, submit written certification as described below, and include detailed supporting documentation including photographs, receipts, and/or other records to demonstrate compliance with Ordering Provision No. 2.a. The certification shall be notarized by a State of Texas Notary Public and include the following certification language:

"I certify under penalty of law that I have personally examined and am familiar with the information submitted and all attached documents, and that based on my inquiry of those individuals immediately responsible for obtaining the information, I believe that the submitted information is true, accurate and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment for knowing violations."

Submit copies of all correspondence, reports, and documentation required by these Ordering Provisions to:

Order Compliance Team
Enforcement Division, MC 149A
Texas Commission on Environmental Quality
P.O. Box 13087
Austin, Texas 78711-3087

with a copy to:

Introduction: This document is a report on the results of a survey conducted in 2023. The survey aimed to understand the current state of the industry and the challenges it faces. The findings are presented in the following sections.

Methodology: The survey was conducted using a combination of online questionnaires and interviews with industry experts. The data was analyzed using statistical methods to identify trends and patterns.

Findings: The survey revealed that the industry is facing significant challenges, particularly in terms of talent acquisition and retention. Many respondents reported that they were having difficulty finding qualified candidates for key positions. Additionally, there was a strong emphasis on the need for continuous learning and development to stay competitive in a rapidly changing market.

Conclusion: The findings of this survey highlight the importance of addressing talent and learning challenges to ensure long-term success. Organizations should focus on developing robust recruitment strategies and investing in employee development programs to attract and retain top talent.

Recommendations: Based on the findings, several recommendations are provided. First, organizations should streamline their recruitment process to attract a larger pool of candidates. Second, they should invest in training and development programs to upskill their workforce. Finally, creating a positive work environment and offering competitive compensation packages are essential for retaining top talent.

Appendix: The following appendix contains the full survey questionnaire and a list of the interviewees who participated in the study.

References: The following references were used in the preparation of this report: [List of references]

Manager, Water Section
Dallas/Fort Worth Regional Office
Texas Commission on Environmental Quality
2309 Gravel Drive
Fort Worth, Texas 76118-6951

3. The provisions of this Agreed Order shall apply to and be binding upon Mr. Tamminga. Mr. Tamminga is ordered to give notice of the Agreed Order to personnel who maintain day-to-day control over the Facility operations referenced in this Agreed Order.
4. If Mr. Tamminga fails to comply with any of the Ordering Provisions in this Agreed Order within the prescribed schedules, and that failure is caused solely by an act of God, war, strike, riot, or other catastrophe, Mr. Tamminga's failure to comply is not a violation of this Agreed Order. Mr. Tamminga shall have the burden of establishing to the Executive Director's satisfaction that such an event has occurred. Mr. Tamminga shall notify the Executive Director within seven days after Mr. Tamminga becomes aware of a delaying event and shall take all reasonable measures to mitigate and minimize any delay.
5. The Executive Director may grant an extension of any deadline in this Agreed Order or in any plan, report, or other document submitted pursuant to this Agreed Order, upon a written and substantiated showing of good cause. All requests for extensions by Mr. Tamminga shall be made in writing to the Executive Director. Extensions are not effective until Mr. Tamminga receives written approval from the Executive Director. The determination of what constitutes good cause rests solely with the Executive Director.
6. This Agreed Order, issued by the Commission, shall not be admissible against Mr. Tamminga in a civil proceeding, unless the proceeding is brought by the OAG to: (1) enforce the terms of this Agreed Order; or (2) pursue violations of a statute within the Commission's jurisdiction, or of a rule adopted or an order or permit issued by the Commission under such a statute.
7. This agreement may be executed in multiple counterparts, which together shall constitute a single original instrument. Any executed signature page to this Agreement may be transmitted by facsimile transmission to the other parties, which shall constitute an original signature for all purposes.
8. Under 30 TEX. ADMIN. CODE § 70.10(b), the effective date is the date of hand-delivery of the Order to Mr. Tamminga, or three days after the date on which the Commission mails notice of the Order to Mr. Tamminga, whichever is earlier. The Chief Clerk shall provide a copy of this Agreed Order to each of the parties.

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY
LABORATORY OF ORGANIC CHEMISTRY
CHICAGO, ILLINOIS

REPORT OF THE RESEARCH WORK OF
THE LABORATORY OF ORGANIC CHEMISTRY
DURING THE YEAR 1954

The following is a summary of the research work carried out in the Laboratory of Organic Chemistry during the year 1954. The work was carried out under the direction of Professor R. B. Nielsen and the assistance of the following graduate students: [names]

The first part of the work was devoted to the study of the reaction of [chemical] with [chemical] in the presence of [chemical]. It was found that the reaction proceeds through a [mechanism] and that the rate of reaction is first order in [chemical] and zero order in [chemical].

The second part of the work was devoted to the study of the reaction of [chemical] with [chemical] in the presence of [chemical]. It was found that the reaction proceeds through a [mechanism] and that the rate of reaction is first order in [chemical] and first order in [chemical].

The third part of the work was devoted to the study of the reaction of [chemical] with [chemical] in the presence of [chemical]. It was found that the reaction proceeds through a [mechanism] and that the rate of reaction is first order in [chemical] and first order in [chemical].

SIGNATURE PAGE

TEXAS COMMISSION ON ENVIRONMENTAL QUALITY

For the Commission

For the Executive Director



Date

11/11/07

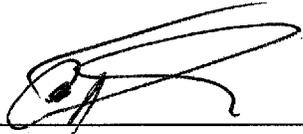
I, the undersigned, have read and understand the attached Agreed Order. I am authorized to agree to the attached Agreed Order on behalf of the entity, if any, indicated below my signature, and I do agree to the terms and conditions specified therein. I further acknowledge that the TCEQ, in accepting payment for the penalty amount, is materially relying on such representation.

I also understand that my failure to comply with the Ordering Provisions, if any, in this order and/or my failure to timely pay the penalty amount, may result in:

- A negative impact on my compliance history;
- Greater scrutiny of any permit applications submitted by me;
- Referral of this case to the Attorney General's Office for contempt, injunctive relief, additional penalties, and/or attorney fees, or to a collection agency;
- Increased penalties in any future enforcement actions against me;
- Automatic referral to the Attorney General's Office of any future enforcement actions against me; and
- TCEQ seeking other relief as authorized by law.

In addition, any falsification of any compliance documents may result in criminal prosecution.

Signature



Date

OCT. 23-06,

Name (Printed or typed)

Authorized Representative of

Anne Cornelius Tamminga dba Indian Creek Dairy

Title

OWNER

Instructions: Send the original, signed Agreed Order with penalty payment to the Financial Administration Division, Revenues Section at the address in Section IV, Paragraph 1 of this Agreed Order.

1/1/11

[Handwritten signature]

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