

Interior Concepts Policy on Environmental Practices

At Interior Concepts we take our corporate citizenship very seriously. We take care that our products benefit the natural environment as well as they do yours. As we constantly improve our processes, we look for and take every opportunity to reduce, reuse, and recycle. We use only the materials, energy, and human resources needed to produce a particular component or product. The following are many of the ways we fulfill our corporate citizenship which reflects our corporate values.

Certifications

- Interior Concepts now meets LEED Indoor air quality standards after rigorous product testing and is approved as a low-emitting furniture system by compliance with the BIFMA X7.1 Furniture Emissions Standards.

Materials

- Interior Concepts staples its panels fabrics onto particleboard in lieu of gluing the panel fabric on.
- Panel fabrics are made of 100% post-consumer and/or post-industrial recycled fiber or compostable material. It is made with no back coating so that it too can be recycled or composted. Panel fabrics also carry the Green-e certification which means that 100% of the energy used to make these products is matched by Green-e certified renewable energy certificates.
- Excess or scrap steel is recycled.
- Interior Concepts utilizes paints that are virtually free of VOC's (Volatile Organic Compounds) and are non-toxic. Solvents are not used in the powder coating process; no damaging volatile vapors are released during application and powder overspray is reclaimed for subsequent use.

Suppliers

- Many of the components Interior Concepts uses to manufacture its products are already made with recycled materials that reduce the amount of virgin material needed. For example, our particleboard substrates are made with 100% recycled and recovered wood fiber, which includes post-industrial recycled fibers and recovered fibers.
- Interior Concepts metal casegoods contain between 14-80% of recycled materials. The metal casegoods are recyclable.

Packaging

- Many of our workstations are delivered to the customer in the "knocked-down" state. Because of this, many of our workstations are delivered on pallets and/or blanket wrapped. This greatly

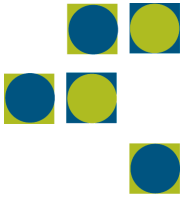
reduces the amount of packaging materials we use (i.e. cardboard, foam, plastics, etc...) and reduces the amount of shipments we would have to use if we shipped our products mostly assembled. This, in turn, reduces the amount of petroleum fuels we use and allows us to enjoy the benefits of pooled shipments.

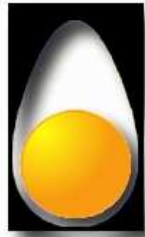
Business Practices

- We produce top-quality products that are designed to withstand years of use and come with a lifetime warranty. As a result of our quality, end-users will not be quickly repurchasing our products as they may with more expendable products. This saves natural resources in the future.
- Instead of replacing an entire workstation, end-users can simply replace the portion that is damaged because panels and surfaces work independently within the workstation.
- Prototype or product development workstations are donated to various charities (International Aid, churches, schools, and other organizations) in lieu of disposing them.
- Because many of our products are custom designed and manufactured, we only use what we need to manufacture our products. For example, we cut all of our plastic components to the exact size required, reducing "spoilage".
- All excess paper and cardboard in both our offices and manufacturing facilities is recycled, reducing landfill debris. Additionally, all literature is available electronically and e-mails are sent for quotations and pricing to reduce paper consumption. Brochures are printed on FSC-certified, 100% post-consumer recycled paper with vegetable-based inks.



Compliant with BIFMA X7.1





ADVANCE PACKAGING CORPORATION

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Subject: Recycled Content

To Whom It May Concern

The recycled content of corrugated board manufactured by Advance Packaging Corporation is typically 35% to 50% for Doublewall combinations 275LB and below. Recycled content of Singlewall combinations will vary by grade and will typically be between 20% to 50% but may get as high as 80% depending on mill source. Additionally we offer some combinations with 100% recycled content.

Recycled content in the paper supplied to Advance Packaging Corporation will vary by supplier, and market conditions, and affect the specific recycled content of individual packages. The recycled materials found in most of our paper is a mix of post consumer waste such as Old Corrugated Containers and Preconsumer waste such as box plant clippings from die-cuts and corrugator trim or paper mill rejects. The percentage will vary depending on the mill source. The materials used in the 100% recycled sheets are currently 100% post consumer waste.

As a secondary producer of forest products Advance Packaging Corporation takes our sustainability responsibilities seriously. Corrugated packaging materials produced by Advance Packaging Corporation are eligible to carry the Sustainable Forestry Initiative "Certified Sourcing" label. For more information about the Sustainable Forestry Initiative visit <http://www.aboutsfi.org>.

Sincerely,

Tom Staal
Corporate Quality Manager