



State of Wisconsin \ DEPARTMENT OF NATURAL RESOURCES

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November 26, 2007

Paul Lemery
VP of Administration
Winsert, Inc.
2645 Industrial Parkway South
Marinette, WI 54143

Subject: Acceptance Letter for Tier 1 of Green Tier

Dear Mr. Lemery:

Congratulations! The Wisconsin Department of Natural Resources (DNR) is pleased to approve your application and accept you into Green Tier. This letter of acceptance covers all facilities and activities outlined by your application. This letter is issued in accordance with the Environmental Results Program Act as authorized by Wisconsin Statute section 299.83, effective May 1, 2004, when 2003 Wisconsin Act 276, commonly referred to as the "Green Tier Law", was signed into law.

This letter of acceptance recognizes Winsert, Inc.'s previous achievements in environmental management and your future projects and goals as described in your application (see attached). Your participation in the Green Tier program reflects your commitment to Wisconsin's environment through improved environmental performance. This letter serves as an acceptance of the commitments your facility agreed to in your application. Should circumstances arise that may prevent the fulfillment of these commitments, please notify us. Green Tier participation is completely voluntary and therefore only at the discretion of Winsert. and the department.

By entering the Green Tier Program, you have agreed to develop and pursue goals to improve your environmental performance beyond compliance through the implementation of an Environmental Management System (EMS). You have also committed to perform an annual audit of your EMS, with every third audit performed by an outside environmental auditor approved by the department.

As a part of your commitments, you have agreed to submit to DNR an annual report regarding your participation in the program. These reports should provide an update of your current objectives and targets, as well as discuss any measured progress made toward those stated in your EMS or on your application. You should also present the results of your annual EMS audit, describing any non-conformances discovered by it and identifying actions taken or proposed to correct them. Your first report should be submitted no later than January 31, 2009.

We also ask that you consider addressing the attached list of generic environmental indicators in your annual report, especially those related to Winsert's identified objectives and targets. This additional reporting is completely voluntary, but it can help to quantify your successes beyond those explicitly outlined in your application or EMS. This information will also help us paint a broad picture of the environmental performance of all Green Tier participants.

Our experiences have shown that organizations realize significant benefits from working regularly with an external group of interested stakeholders. As your participation in Green Tier matures, we would encourage you to consider collaborating with the department to develop such a group. We also ask that you describe this or any other communications with concerned entities in your annual report.

In recognition of Winsert's diligent environmental stewardship as a Green Tier participant, DNR commits to inspect Winsert at the lowest frequency permitted by law, unless DNR has reason to believe the facility is out of compliance. In addition, you are entitled to Deferred Civil Enforcement as described in Wisconsin Statute section 299.83(6m)(d). In brief, if you discover either a non-conformance with your EMS or a violation of an existing environmental requirement, provide us notice of your discovery along with a corrective action plan that conforms to the requirements in the statute. DNR will not seek to impose penalties on Winsert for the non-conformance or violation provided Winsert successfully implements the corrective action plan in a timely manner. Please note that nothing in this acceptance letter replaces any obligation that you have to report and correct any violations of law or regulation.

This letter authorizes your company to use the Green Tier logo on written materials related to your facility. Please see the attached guidelines for further information regarding the use of the logo. Furthermore, you will receive a certificate that recognizes Winsert's participation in Green Tier. The department has committed to annually celebrate your participation in the program through a press release, and will publicize Winsert as a Green Tier participant on the DNR website.

Finally, the department will work with you to designate your single point of contact. You will be able to contact your SPOC with any questions concerning communications with the department, approvals you may be required to obtain, or for any technical assistance you need.

I want to welcome you as a Tier 1 participant in Green Tier and encourage you to work toward Tier 2 status in the future.

Sincerely,

/s/ Matthew Frank

Matthew J. Frank, Secretary
Wisconsin Department of Natural Resources

Attachments: Tier 1 Application
Generic Suite of Environmental Indicators
Green Tier Logo Guidelines