Phillips Medisize
Partnerships Built on Innovation

GREEN TIER
Advantage: Business
Advantage: Environment

2014 Annual Green Tier Report Summary

Introductory

Phillips-Medisize previously identified as Phillip Plastics Corporation is a leading global outsource provider of design and manufacturing services to the medical device and diagnostics, drug delivery and commercial markets. The company is based in Wisconsin has over 2,100 employees within Wisconsin and over 3,400 worldwide. We have 13 separate buildings operating in 6 communities across the state of Wisconsin with diverse operations in the fields of medical devices, automotive, military and consumer related products. In 2011, we merged with a company called Medisize and now have additional operations in Europe, China and Mexico. In 2014 we celebrated the 50 year anniversary of Wisconsin production heritage. All primary production facilities are certified to the ISO 14001:2004 standard via BSI and Phillips-Medisize has a corporate certification for the US operations.

In 2006/2007 discussions began with the DNR about entering into the Green Tier Program and the first facility to enter into the agreement was our facility located in New Richmond. Four additional buildings at our Menomonie campus were later added in addition to a facility in Eau Claire. During the 2008 corporate management review, it was determined that as an organization, Green Tier achievement would be identified as an overall company objective and the remaining facilities have been actively pursuing acceptance into the program. At the time of this report, all facilities have achieved this status and this report provides a synopsis of the respective accomplishments. The final Wisconsin facility to apply for Green Tier status was our Design & Development Center (DDC) and the facility was accepted in October of 2013.

Acceptance Date

Phillips-Medisize was accepted into the Wisconsin Green Tier Program on the following dates for the following business operations:

- Phillips Medical New Richmond – April 21, 2008
- Phillips Medical Menomonie – August 14, 2008
- Phillips Metal Injection Molding– August 14, 2008
- Phillips Multi-Shot, Eau Claire – October 30, 2008
- Phillips Automotive – April 1, 2009

- Phillips Custom I and II – August 13/14, 2009
- Phillips Magnesium Injection Molding – October 9, 2009
- Phillips Operations Center/LSR – December 7, 2012
- Design Development Center – October 10, 2013

Reason for Participation and Report

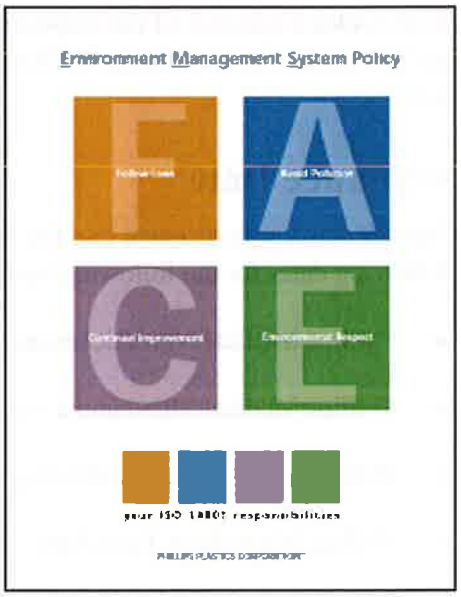
Phillips-Medisize has a long history of environmental stewardship. We chose to participate and partner with the Wisconsin Department of Natural Resources through the Wisconsin Green Tier Program to celebrate our successes in environmental protection and to demonstrate our commitment to environmental excellence with superior environmental performance.

This 2014 annual performance report is submitted in part to meet the requirements of the 2009 Wisconsin Act 276, commonly referred to as the "Green Tier Law". Included in the report are:

- A review of our EMS System
- Last audit with documentation
- Objective and targets
- Violations
- Overall successes
- Supply chain outreach

EMS

Phillips has been EMS ISO14001 certified since 2001. Using the acronym **"FACE"**; Phillips Medisize aligned the ideas of the corporation to support the efforts of our people by, **F**ollowing laws, **A**voiding pollution, **C**ontinuous improvement and to have respect for our **E**nvironment. This education process has generated many different ideas and methods to improve our environmental performance in meeting our goals of environmental protection.



Annually we conduct internal audits of our EMS and Environmental Compliance systems to ensure compliance at each respective plant. Facilities are sample audited by an independent auditing organization (BSI) to maintain our certification. Each facility performs routine management reviews and on an annual basis the corporation performs a comprehensive rollup management review.

Last Audit with Documentation

External Audit:

The external audit evaluation of our EMS was performed by an external auditing firm (BSI) in December of 2014. This audit was considered a sampling audit under our existing certificate. There were a total of seven (7) EMS non-conformities (minors) identified during the audits of the corporation and of the Phillips and Eau Claire facilities. Corrective actions were submitted for each respective audited location. The corrective actions plans were reviewed and approved by BSI.

Internal Audit:

In addition to the external audits, the various facility Safety, Health & Environmental Specialists and the Corporate Safety, Environment and Energy Director perform annual internal EMS & Environmental compliance audits at each facility. Our internal systems require that for every minor or major finding identified, we must enter in a corrective action for resolution of the issue(s) identified. As of this time, all minor findings and observations have been corrected from the 2014 audits.

In our efforts to save paper and to consolidate information, we have provided a synopsis of the overall findings in lieu of providing all of the detailed inspection reports as previously provided in the original Green Tier reports. The summary of internal audit findings is listed below:

Location	Audit Date	Major	Minor	Observations
Custom I/II	07/23/14	0	1	3
Phillips Automotive	05/22/14	0	4	4
Multi-Shot / LSR	08/08/14	1	7	4
MAG	03/07/14	0	5	2
MIM	07/12/14	0	0	3
Phillips Medical	06/17/14	0	2	0
Phillips Medical – New Richmond	04/22/14	0	1	3

The 2015 internal audits have been scheduled for all Phillips-Medisize locations and the external audits (BSI) have also been formally scheduled.

Objectives and Targets

Our 2014 corporate EMS objectives were revised and identified under the following topic categories:

Topic	Objective	Target
Waste Reduction	***Solid*** – Reduce solid/landfill waste by 10% by CY2020 per net sales. ***Hazardous*** – Reduce hazardous waste by 10% by CY2020 per net sales ***Universal*** – Track/monitor and audit various universal wastes and seek methods to reduce materials	Each facility will evaluate various elements associated with the generation of wastes and energy/water usage. The facilities will then develop/implement effective target(s) with specific action plans/projects to reduce wastes and energy costs while improving overall recycling and energy/water awareness for the fiscal year and maintain Green Tier status.
Energy Reduction	Reduce energy consumption by 5% by the end of CY2015 per net sales via energy reduction projects.	
Water Reduction	Track both city and well water usage and compare year to year consumption and address facility projects that can impact consumption.	
Involvement	Post monthly metrics that track respective facility data and provide quarterly EMS/Environmental information regarding awareness activities. Solicit new ideas via CI process and sponsor environmental activities/outreach for employee/community involvement.	
Wisconsin Green Tier	Maintain Green Tier status and provide an annual performance report	

In addition to these objectives and targets, we perform many different regulatory activities to comply with all applicable WI DNR, EPA, and city regulations.

Wisconsin DNR Green Tier Sustainability Metrics

See Wisconsin DNR Green Tier Sustainability Metrics for detailed data.

Our EMS progress with the topic activities are summarized below:

WASTE REDUCTION & RECYCLING:

#	Idea/Program	Results
1.	Create detailed recycle lists identifying part numbers to resin brand name to type of plastic to aid in production plastic recycling.	These lists are posted over gaylords in our warehouses and additional lists are prepared for the "accumulation cans" on the production floors. Plastic recycle lists are updated as new plastics are introduced into the facility. All facilities are now able to recycle "mixed plastics" as well.
2.	Recycle clean room bouffant, shoe covers and beard guards.	We evaluated the material and discovered that the materials are made from polyethylene plastic. This material continues to be collected and sent to our plastics recycler as another material to keep out of the landfill.
3.	Recycle plastic bags and shrink wrap.	We set up collection sites in production, gowning rooms, and warehouse areas and we send these materials to our plastics recycler.
4.	Hazardous waste compactors for the pad printing solids waste.	We mechanically compact solid paint waste (rags, cups, mixers…etc.) to reduce waste disposal costs per drum. We can compact 3 to 4 current drums into 1 with mechanical compaction. Compactors were purchased, installed and are currently in use now at all, but one Green Tier facility. Plans are in place to purchase an additional unit in the future for the remaining facility.
5.	Recycle/Reuse Metal Injection Molding raw material.	The Metal Injection Molding facility uses a raw material that is capable of being reground and reused in the process. There are grinders on the production floor that allow us to immediately reuse any scrap material or runners. Additionally, people monitor the grinders and shut them off when not in use to minimize energy usage.
6.	Recycle packaging materials	All facilities are recycling Styrofoam peanuts and other packaged materials received with our purchased components. The Styrofoam peanuts and other air packaging materials continue to either be re-used in our shipping department.
7.	Genesis Plastics Auditing	Immediately before an audit, in early 2014, Maine Plastics closed their operations. This caused a massive re-alignment in the plastics industry. Fortunately, with our extended environmental network, we had a recycler within one day of notice. Within one month, the new organization was reviewed and the process has been smooth. We are working with Genesis to address new plastic waste streams and to find options for other materials.

8.	Custom I & Phillips Automotive – Installation/Use of solvent still.	Solvent stills were installed at our Phillip, WI facility and Medford, WI facility to recycle waste solvents. The still usage in Phillips, WI has resulted in a large reduction of hazardous waste generation to help reclassify this facility from a Large Quantity Generator to a Small Quantity Generator level status. In 2013, the Phillips facility recycled 2,215 gallons and the Medford facility recycled 23,045 gallons of solvent waste. In 2014, the Phillips facility recycled 1,320 gallons and the Medford facility recycled 29,090 gallons of solvent waste.
9.	Multi-Shot – Eliminated solvent tank and now use Safety Kleen in our tool room.	Multi-Shot reduced hazardous waste generation by 100% in 2010 by using a Safety Kleen specialized solvent recycling parts washer still. This device internally recycles the parts washer solvent and has eliminated the need to send solvent out for reclaiming. Overall, this facility is now considered conditionally exempt (moving from small quantity) and the equipment is still in use today.
10.	OPS/LSR Solvent Elimination	Previously the facilities utilized Safety Kleen solvents for cleaning purposes and the waste was sent out as hazardous waste. Replaced solvents with and now the waste is recycled as a non-hazardous waste.
11.	PM-NR Tool Room Solvent Elimination	In 2011, the New Richmond facilities switched from Safety Kleen to a company called Bio-Circle via Mississippi Welders. Bio-Circle provides a replacement material for the solvent which completely eliminates the solvent waste stream from the tool room area. This material is still in use and works well. It is still being considered for use at other locations.
12.	Multi-Shot, PM and MAG – Ultra Sonic Waste Stream	In 2011, facilities evaluated alternative types of chemical treatment material and switched to a new material which allowed the material to be re-classified from Hazardous Waste to Non-Hazardous Wastes. The MAG facility neutralizes the ultrasonic waste and ships it as Non-Hazardous waste after neutralization and as such does not need to be shipped out as Hazardous Waste. The PM, MS facilities have switched to an alternate solution and have eliminated the hazardous waste stream component.
13.	Usable Cell Phones & Computers	A program has been set up to recycle usable cell phones with the Battered Women's shelter, Bolton Refuge House and the Career Development Center – Fresh Start Program.
14.	County Recycling Coordinators	All facilities were toured by their respective County Recycling program leaders in 2010 to identify recycling and waste management opportunities within the county. One example of a joint recycling effort was the coordinated communication of the various county prescription drug disposal programs. Discussions have begun with the County Recycling leaders to address mixed plastics wastes.
15.	Battery Recycling	Battery recycling stations have been set up at all buildings and all collected batteries are properly recycled via Batteries Plus in Eau Claire.

16.	Waste To Energy – "NET ZERO"	Phillips has worked with Veolia, Xcel Energy and La Crosse County to evaluate the concept to off-set landfill waste to a waste-to-energy facility. Tours were provided in 2011at the LaCrosse Xcel Energy facility and a contract was drafted between LaCrosse County, Xcel Energy, Veolia and Phillips Medisize. Meetings stalled in 2013, but the project was moved forward in 2014. See the additional call out.
17.	Liquid Mercury Minimization	Each facility has been working to minimize liquid mercury devices within the facility with the ultimate goal of being liquid mercury free. Each device was identified and in 2011 with 16# of liquid mercury was properly recycled. No mercury was recycled in 2012, but 22#'s was recycled in 2013. In 2014 one plant in Menomonie just finished replacing all liquid mercury thermostats with electronic versions. In 2014, 27# of mercury was recycled.
18.	Scrap Metal Recycling – Eau Claire - Multi-Shot & Medford	The Multi-Shot facilities have partnered with Veolia and Alter Metals (another ISO 14001certified organization) to establish a covered metal recycling station. A new steel roll-off container with segregation was constructed for both MS and Medford. The Medford plant eliminated the use of Don's Metal and switched to Reliable Recycling (via Alter Metals) to handle their scrap metals recycling needs after performing an audit of their operations. This container allows the facility to segregate steel, aluminum and brass to obtain the highest scrap value for the facilities. Similar scaled scrap metals recycling station projects will be evaluated for other locations.
19.	Paper Shredding	All facilities have set up paper shredding stations at the different buildings where a company will shred confidential papers and the paper will be utilized as bedding for livestock.
20.	Pallet Recycling	Evaluate alternative pallet recycler and verify recycling practices. In 2010, we had difficulty with several pallet recyclers. Alternative options were explored and long term solutions was implemented in 2012. We have worked with local trucking firms such as USF Holland and others to recycle waste pallets.
21.	Composting	A facility has recycling containers provided to employees to engage in composting activities. We have reached out to Advance Disposal to evaluate options for a few facilities pertaining to a composting/raised beds at the facilities.
22.	Oil/Water Separators	A new oil/water separator was purchased and installed at the MAG plant in 2012 and others continue to be tested annually for conformance. Two new separators were purchased and installed at 2 plants in 2013.

23.	Use of Post Consumer Recycled Content Paper	In 2010 we purchased all of our paper from Staples, we receive an Environmental Report that provides our paper usage and associated PCRC reports. In 2011 approximately 24% of the overall paper volume was PCRC and continues in 2012/2013. In mid-2013 we switched to Office Depot and according to their reports we approximately 26% of the products purchase were consider eco/green products with post-consumer materials. In 2014, 22% of the overall office products purchased were considered green products.
24.	Asbestos	A comprehensive companywide identification of any asbestos containing materials was performed in 2010-2011 and steps have been taken to eliminate the material from the job site. The MS plant removed a small section of ACM on some piping in 2012 and the only remaining materials are in in some floor tile adhesive with little to no exposure potential.
25.	Battery Recycling Practices	During a recent audit, it was brought to our attention that we should be taping our battery terminals to minimize fire hazards. Since that time, we have updated work instructions, placed black tape on all battery recycling stations for use and we have posted educational materials for our people.
26.	Acid Tank Improvements	The Magnesium Injection Molding (MAG) facilities replaced an aging acid wash tank and has made major improvements to the acid cleaning processes in 2014.
27.	Universal Wastes	Phillips-Medisize continues to recycle all identified universal wastes such as oils, mercury, lamps, electronic wastes, batteries…etc. In general, the overall trends are downward which shows a continued effort to improve quality which minimizes waste materials.
28.	Mixed Plastics	Our objective is to prevent all production plastics from going to our local landfills. To that end, we recycle all mixed plastics materials; however, this waste stream has become problematic. In CY 2014 we worked on a large scale project involving mixed plastics to develop. Although the project was not fully implemented, progress will continue into 2015.
29.	VOC Minimization	At our primary painting operational plant located in Medford, WI; we utilize an RTO designed and manufactured by another Wisconsin firm (Anguil Environmental) to minimize our VOC usage. In 2014 we performed a stack test to verify our emission reduction and we are happy to report that the equipment easily passed with a 98.3% average destruction efficiency rating. Additionally, in 2013 we completed a very nice VOC fugitive emission reduction project (see additional case example information).

WASTE REDUCTION & RECYLING (Case Example #1):

In the same context as waste reduction and environmental stewardship, in 2013 we completed a very nice emission reduction project where we re-routed an existing fugitive exhaust air stream from various dip tanks at our Medford facilities to our RTO. This RTO has a destruction efficiency rating of 98.3% and as such, starting July 2013, those previously exhausted VOC emissions are now destroyed. We estimate that this project will eliminate roughly 22 tons of VOC emissions just from this plant alone (equates to a 71% reduction in VOC emissions). Listed below are a few pictures to illustrate:

Before

After

WASTE REDUCTION & RECYLING (Case Example #2):

N ET "0" – WASTE-TO-ENERGY

Summary:

In a collaborative approach, Phillips-Medisize worked with Advance Disposal, Xcel Energy, La Crosse County Department of Solid Waste and many other organizations to implement the Net "0" Waste-To-Energy process. In 2014, a process was implemented where the 13 unique facilities across 6 communities accounted for all landfill wastes and executed an agreement to allow Phillips-Medisize to off-set all landfill wastes.

A contract was signed in 2014 and waste has been, and will continue to be shipped to the French Island Co-Gen. facility. In 2014, as a combined Wisconsin aggregate, Phillips-Medisize generated 322.6 tons of landfill waste. We will ship 322.6 tons of RDF to off-set our wastes generated by our facilities. We will continue to adjust the volumes year-to-year based upon our calendar year-end totals and will modify the shipments of wastes to the French Island facility accordingly.

This Net "0" Waste-To-Energy process has allowed Phillips-Medisize to establish even stronger bonds and relationships with what we consider some of our true environmental partners. We consider that this process will allow us to create value from that which would be deemed as true waste and it is an effective methodology to allow organizations to make true environmental impacts. We have created a pathway where our waste provider can provide fuels to our power provider who can ultimately provide this generated power back to the grid where others may use this generated power.

ENERGY REDUCTION

#	Idea/Program	Results
1.	LED Lighting Retrofit	The price point for LED lighting has come down to the point that it is worth exploring. In 2014, we implemented several LED lighting projects where we re-lamped two large building spaces in Menomonie with LED lamps. These lamps utilize roughly ½ of the previous efficient T-8 lights; however, the project encountered some issues with ballasts that had to be replaced. Additionally, exterior wall pack lighting was installed at 3 individual buildings across the state.
2.	Utilize occupancy sensors in areas not normally occupied.	Sensors installed in most bathrooms, basement areas, tunnels, etc. at all remote locations. We will continue to explore options in 2015.
3.	Replace T-12 Fixtures with T-8's on production floor – Phillips Medical & PM-NR.	Re-lamping projects have been completed at Phillips Medical facilities. We have one facility that remains to be finished which is our 409 Tech. Drive front office area and our DDC office areas along with a small section of a production floor.
4.	Utilize Compact Fluorescent Bulbs where possible.	In applications where we have task lighting fixtures, CFL bulbs have been utilized to minimize energy usage.
5.	Parking Lot/Exterior Lighting – Multi-Shot & Operations Center	Performed various lighting trials utilizing CFL, Induction Lighting and Fluorescent lighting in the parking lots at Multi-Shot. In 2010 the parking lot lighting project was completed for Multi-Shot and the Operations Center. Based upon the results of these projects, new exterior lighting installations have been slated for other locations in the future. LED lighting continues to be evaluated for those applications where lighting needs upgrades.
6.	IT evaluate energy usage	Working with FOE to evaluate energy efficiencies of server systems. Server virtualization was started in 2010 and were completed in 2013.
7.	Partner with Xcel energy to obtain an Environmental Intern to work on energy savings projects at Phillips Medisize.	Intern was hired in 2011 and we have had a part-time intern position since this time. This person was actively been involved on environmental projects, energy reduction projects, Change-12 program, compressed air leak identifications and other energy/environmental projects.
8.	Conduct compressed air leak survey at all facilities.	Surveys conducted by Environmental Intern in 2014. Reports were sent to each facility for implementation. Over $71,119in savings was identified for repairs/improvements.

9.	Energy efficiencies in building expansion projects	Energy efficient lighting, air compressor systems, building controls, boilers, dust collection system, cold storage and other building equipment has been utilized in the 2014 & 2015 building expansions modifications. The building modifications at 409 Tech. Drive included new LED interior lighting, HVAC; the New Richmond expansion will include LED lighting, chillers, cooling towers, VFD's, centralized resin drying, building controls, building envelop sealing, boilers…etc. We are working collaboratively with FOE and WPPI for the New Richmond project. Also, in 2014 we started a building expansion project at our MIM plant and energy efficient equipment will also be built into the operations such as lighting, HVAC, building controls and other activities.
10.	Compressor system upgrades – 415 Red Cedar,422 Tech. Drive & 428 Tech. Drive	Three compressors from one of our customers was purchased and placed into service at one of our buildings to provide additional energy efficient capacity. The existing compressor was then moved to another building for upgrade usage. At the end of 2013, the 428 Tech. Drive building added additional storage capacity, flow control, condensation drains, drying and oil/water separators to improve the compressed air systems. In 2015 we will be exploring oil-free compressors and may re-deploy existing energy efficient compressors elsewhere within the company.
11.	LED backlit building signs	All facilities now have the updated the front building signs with LED backlit signs and have thus eliminated T-12 lights.
12.	Thermal Imaging	Our Energy Intern has performed a building thermal imaging scan evaluating the various building envelops looking for leak points.
13.	Barrel blanket sampling - MS	The Multi-Shot plant tried thermal blankets to minimize energy usage.
14.	Press Shut Down	An individual evaluate the use of energy while presses were in idle mode and developed/implemented procedures for press shut downs to save approximately $10,000/year.
15.	Energy Projects	A comprehensive listing of all potential energy projects has been developed for each facility and progress is being made to address the opportunities for savings.
16.	Boiler Controls - PM	Completed project to install controls on boilers at Red Cedar and at Origen so that they run ONLY when control system calls for the dehumidification of outside air.
17.	Copiers	Installed energy efficient energy star copiers with new cartridge recycling stations at all plant locations.
18.	Cooling Water Loop Shut Down - PM	Turned off cooling water to Tech Drive and Origen production floors reducing energy needed to control temperature. (Also, reduce chemical treatment costs)

19.	Rapid Rate Forktruck Chargers – PM, MS & CII	Installed high frequency rapid forklift battery chargers were originally installed at 415 Red Cedar. This project saved 27,594 kWh/year. The MS and CII plants added this type of technology and will save an additional 55,188 kWh/year. In 2013 we looked at all other locations and did not pursue any further activity on this subject.
20.	Boiler Replacements – PM & MIM	Installed high efficiency replacement boiler (96% efficient vs. old 82% unit) at Tech Drive. The same boilers at 422 Tech. Drive were replaced in 2011. Similar style boilers were replaced in 2012 at the MIM building. In 2013 we replaced 1 failing boiler with the 96% efficiency rated unit. In 2014 we replaced the two larger natural gas boilers which were 82% efficient with units that are 96% energy efficient.
21.	Compressed Air Flow Control – Medford	A new Zeks Model 30-XPD flow control device was installed to accurately meter compressed air usage to the plant in 2010. The project initially saved 18,871 kWh and 2.2 kW peak demand charges per year and continues to pay forward. All compressed air large use plants now have flow control devices and monitor/adjust needs as necessary. Air is made at ~112 psi and rationed out at ~95 psi.
22.	Chiller Loading – Origen	Piping was installed to take our entire process chilling load from our old chiller system and place it on our energy efficient TurboCor chiller. This project was started in December 2009 and completed in 2010. The project saved 138,915 kWh and 43 kW peak summer demand per year and continues to minimize demands.
23.	Compressed Air Project - Custom II	A new 100 hp Quincy Powersync compressor with a premium efficiency motor was installed. Additionally, a new oil/water separator, pressure flow control device and over 2,400 gallons of storage were installed. The system became fully operational in 2010 and will save 250,625 kWh and 23.2 kW in yearly savings.
24.	GX IDR Meter Program – Multi-Shot & MAG	In 2010 discussions began with Xcel energy to enter into the Energy Achiever Program. Meetings were held and one of the main outcomes included a new system to actively monitor daily/hourly energy consumption for trending in 2012. The facilities are actively tracking their energy usage. A modified system was installed at our PM-NR facilities to track energy usage via our AX Supervisor building monitoring system. Both systems provide real time (15 minute) power consumption data. In 2013 we expanded this service to include the Menomonie buildings (to monitor power consumption on the Johnson Controls system)
25.	Compressed Air Project – New Richmond	A new 100 hp Quincy Powersync compressor with a premium efficiency motor was installed in 2010. Additionally, a new oil/water separator and additional 500 gallons of storage was installed. The system continues to save 147,000 kWh and 5 kW in savings per year.

26.	Compressed Air Project – MIM	Additional storage tank capacity, flow control and zero loss condensate drains were installed at the MIM plant in 2010. The system continues save 10,512 kWh and 1.25 kW per year.
27.	Building/Process Cooling & Controls – New Richmond	In 2010, we installed a new highly energy efficient cooling system to address both process and building cooling. We removed an old 90 ton chiller system that was failing (recycled all CFC's), installed new heat exchangers, VFD's on well water pumps, new Johnson Controls Systems and balanced with air intake system. All HVAC can now be monitored real time and graphed. The system saved 289,080 kWh and 33 kW peak in savings. Ironically, this system continues to save 30,000,000-40,000,000 gallons of water consumption/year.
28.	Loading Dock Door Seals & Building Surveys	Installed several dock door seal system to minimize building leakage. Contacted an alternate company to perform a comprehensive audit of all facilities to evaluate loading docks.
29.	Electric Presses – PM, Custom I, Multi-Shot, PAF, PM-NR, DDC, MS-LSR	Phillips Medisize performed a study in conjunction with Xcel Energy and Focus on Energy in 2010 and determined that electric presses are approximately 30% more energy efficient. As such, in 2014 and forward, we continued to purchase new electric presses to help minimize our energy usage.
30.	Hydraulic Pump Use Minimization	It was determined that the pumps/motors on the hydraulic presses can be effectively shut down when not in use and over 20 presses had this logic installed.
31.	Natural Gas Supplier	In 2014, we switch natural gas providers at one of our plant and the savings will amount to roughly $50,000/year. In the process, we determined a cost effective method to implement sub-metering to allow facilities to economically install and track natural gas consumption for various operations. The sub-metering will occur in 2015.
32.	25w vs. 32w Room Lighting	In 2011, we moved forward with a re-lamping project where we replace out all of our overhead lights from 32w to 25w bulbs when the buildings are due for lamp replacements. In 2013 we completed this project and it saved 1,184,089 kw of energy or approximately $79,000/year. The newest evolution is to retrofit lighting with LED to save even more energy, but this process will be implemented gradually.
33.	LED Task Lighting	In 2014 we continued to replace many of our failing task lighting system with LED lighting packages.
34.	Dock Systems	In 2013 we had an audit of every building loading dock area and determined that several buildings were in need of improvements. Projects were approved at the end of 2013 for implementation in 2014.

35.	Shared Best Practices	An interesting project happened in 2013…during an internal best practices audit one of the auditors noted that at one plant we track energy usage via each piece of equipment. Many facilities adopted this practice and now post the daily costs of operating each piece of equipment in our efforts to both educate our people eon the operational cost and to build the case for shutting equipment down when not in service.

WATER REDUCTION:

#	Idea/Program/Topic	Results / Activity
1.	Track water consumption (both high capacity wells and city water).	Each facility now reports each form of water usage on our monthly EMS charts. One facility can now track the information 'real-time' (15 minute usage information). Additionally, a roll up summary spreadsheet was created to track year-to-year usage by each individual well and water source.
2.	Minimization of water usage	Facilities have worked on projects to minimize city water usage such as the installation of water meters on cooling tower makeup supplies, use of well water for lawn sprinklers and back filling of cooling ponds and use of VFD's to minimize overall water usage.
3.	Water Softeners	Many plants utilize water softeners. The use of these softeners helps to minimize both water usage and chemical usage. We found in 2012 that 2 of these softeners were not performing properly and were changed out and this has helped to reduce water usage at both plants. Evaluations continued in 2014 and will evaluate options for 2015.
4.	High Capacity Well Repairs	Rebuilt several on-site water wells to improve efficiencies, line loss issues, pump controls and to help reduce demand. We scoured the well casings, repaired leaking water lines/fittings/connections, made control repairs and improved efficiencies to minimize consumption.
5.	Building/Process Cooling & Controls -- New Richmond	This project is listed twice, but it had such a huge impact on our water usage that it was worth mentioning again…In 2010, we installed a new highly energy efficient cooling system to address both process and building cooling. We removed an old 90 ton chiller system that was failing (recycled all CFC's), installed new heat exchangers, VFD's on well water pumps, new Johnson Controls Systems and balanced with air intake system. All HVAC is now be monitored real time and graphed. The system saved 289,080 kWh and 33 kW peak in savings. Ironically, this system continues to save roughly 40,000,000 gallons of water consumption/year.
6.	Back Flow Preventor	Each facility now inspects and the element of back flow preventor has been added to our internal audit checklist to ensure that the devices are inspected on an annual basis.
7.	Meter Calibration	Each water meter has been entered into our calibration system to ensure that the meters are properly calibrated on a routine basis to ensure accuracy of readings.

8.	Storm Drain Identification Labeling	A project was undertaken in 2014 where Phillips-Medisize worked with the local college (UW-EC) to map and identify all storm drains in the industrial park region, campus and various tour/parade routes to bring attention to storm water discharges. The news media picked up the story and several stations turned the story into a news event. Additionally, the project was submitted to EPA for collegiate recognition.
9.	Water Meter Installation	The Phillips Medical division installed separate water meters to track lawn sprinkler water usage in 2014.
10.	Process Water Tank Cleaning	More attention has been given to the facility process water tanks (closed loop system) and as such the water quality level has improved and with that a reduced consumption of fresh water makeup.
11.	Oil/Water Separator Cleaning	In 2014 and continuing forward, the two vault style oil/water separators were pumped and then power washed out to improve efficiencies.
12.	No Exposure Certifications	All facilities continue to be identified as exempt and are current to the 5-year No-Exposure Certification status.
13.	Tours	Phillips-Medisize toured several water treatment plants and local systems to evaluate and understand various system limitations and to connect with local personnel.

INVOLVEMENT:

#	Idea/Program/Topic	Results / Activity
14.	Training	We perform training on our environmental expectations during new employee orientation and again, each year during required refresher training.
15.	Universal Waste Training	Maintenance employees are provided additional training on practices for the recycling of hydraulic oil, parts washer cleaners, fluorescent bulbs, mercury containing devices, batteries, and other universal waste streams.
16.	Hazardous Waste Training	All employees that generate, prepare for shipment, or transport hazardous waste within our facilities receive specialized training specific to the hazardous waste they are handling. Specialized training is also provided via independent providers.
17.	Employee Tours	New employees are provided a tour during orientation to review the information locations available for recycling lunchroom, production, and shipping recyclables.
18.	Share recycling information on lunchroom monitors	Power point presentations are cycled on our lunchroom monitors showing how our production scrap works its way through the recycling process at Maine Plastics and other organizations. Additional topics include environmental awards, recycling efforts, costs/benefits, community outreach.
19.	Postings about recycling.	Postings are used throughout the year to communicate interesting facts about recycling with on-going efforts to increase environmental awareness at both work and home.
20.	Educate our people regarding energy control tactics	We provide Energy Information centers at each facility to disseminate formal energy reduction literature. We have engaged in candid discussions with our people about energy related reduction projects at work and home.
21.	EMS Representation	Facility Safety, Health & Environmental Specialists have received Lead Auditor training/courses to enable them to provide oversight, inspection and leadership regarding EMS.
22.	Tours of Environmental Partners	We performed tours at various entities in 201 such as: Badger Disposal (hazardous waste disposal firm), CRI, Lamp Recyclers, Recycle Technologies, PRSEI and others. We also discuss environmental improvement ideas with our respective environmental partners. Tours with other environmental partners are planned for 2015.
23.	Adopt-a-Highway, Amazing Eau Claire Clean Up, Earth Day Clean Up	Various facilities participate in activities to clean up our communities, highways, parks, bike paths and facility grounds.

24.	Tree giveaway program in recognition of Earth Day.	To celebrate Earth Day Phillips-Medisize provides monetary donations to each community where our facilities operate for community tree plantings. Communities involved in the process included: Eau Claire, Menomonie, Phillips, Medford, New Richmond and Hudson. To date over 15,000 trees have been given to and planted by our employees since we started the program.
25.	Vegetable plantings	Vegetable plants were provided to Eau Claire employees.
26.	Ronald McDonald House – Aluminum pop tab collections/recycling.	We extended our aluminum recycling program to include charitable donations to the Ronald McDonald House charities.
27.	Community Outreach	Many of our employees and leaders are involved in various environmental groups such as the Nature Conservancy Foundation, Friends of the Red Cedar Trail, Ann Marie Foundation and other community outreach efforts.
28.	'Payroll Going Green'	Phillips explored and developed systems in 2010 for rollout in 2011 to allow payroll to minimize paper mailing. All documents are now on-line with direct deposits starting in 2011; this eliminated over 14,000 pieces of mail and other related impacts.
29.	Performance Reviews	Phillips incorporated environmental continually improvement into the performance review process.
30.	Green Masters	In 2014, Philips-Medisize was again designated as a Green Master under the Green Masters Program sponsored by the Wisconsin Sustainable Business Council.
31.	Sustainability	Provided outreach lecture/materials for sustainability conference/seminars.
32.	Eau Claire – "Green Business"	Three buildings in Eau Claire received designation in 2012 as a Green Business. The facilities continue to be classified/recognized as Green Businesses today.
33.	Amazing New Richmond Race	In the past, 7th Graders from the local New Richmond junior high visited the facilities to discuss recycling efforts. Activities involved the evaluation of various wastes and determining classifications/methods for recycling/disposal.
34.	Regional host for Northern Green Event	In 2011, Phillips hosted the first Northern/Western Regional Green Tier event where various businesses visited the Origen Center to discuss Green Tier, Energy Reduction, Waste Minimization and other environmental efforts. Since this meeting we have participated in other events such as the recent meeting in November at Bosch in New Richmond.

35.	Veolia "Dumpster Dive"	In 2011, the Multi-Shot plant followed a compactor to the local MRF facility to have the waste thin spread. A group of people from the facility segregated the wastes to determine if we were indeed recycling all that we could at the facilities. The results indicated that approximately 80% of the material was indeed garbage/waste and the balance of material could be recycled so this reinforced our facility efforts pertaining to recycling and the facility personnel then took steps to address the recyclable materials.
36.	Sustainability Commission (City of Eau Claire)	In 2014, the city of Eau Claire established a Sustainability Commission and the Corp. Safety, Environment & Energy Director serves on the commission which is addressing pertinent environmental related issues to the Chippewa Valley area.
37.	LEPC	Many members of the Safety, Health & Environmental department are participants with the regional Local Emergency Planning Committees for their respective facilities/locations.
38.	Ronald McDonald House – I Spy Game/Toy	We provide plastic resin for the development of a specialized "I-Spy Toy" for children at the Ronald McDonald House – Rochester, MN.
39.	WPPI Energy & Executive Committee	In 2011, the New Richmond facility hosted the Executive Energy team from WPPI and performed facility tours to discuss energy reduction projects.
40.	"Change 12" CFL Bulb Program	In 2011, we undertook the Change 12 program again, where we challenged our people to change 12 standard household light bulbs to CFLs to reduce energy demand/usage. The program was a joint venture with Xcel Energy and all proceeds from the bulb sales ($5,438) were donated to local charities to help children. The recipients of the financial funding included: Children's Miracle Network, Ronald McDonald House, Feed My People, Red Cross, Friends of the Red Cedar Trail, United Way, Juvenile Diabetes Research Foundation…etc. We may explore this option in the future with LED bulbs provided the price point continues to drop
41.	Laboratory Equipment Donation	In 2011 Phillips worked with the UW-Stout Chemistry Department to donate various pieces of laboratory equipment from our Technology Center building. This allowed the University to gain valuable research equipment and Phillips Medisize benefited by not sending the material out as waste.
42.	Bike Racks	This may appear minor, but in 2014, after reviewing operations and various environmental activities that other organizations do or provide for their people, Phillips-Medisize purchased and placed bike racks for each building to allow the safe storage of bike for those who choose to peddle to work vs. driving. Our people noticed…
43.	Manufacturing Advantage	Representatives from Phillips-Medisize provided individuals to give an overview of Phillips Medisize Energy Conservation efforts and the tie-in to our Environmental activities.

44.	Community Outreach Support Letters	Phillips-Medisize has been asked to provide support letters to various initiatives including, Collaborative environmental initiatives under the P2 Funding Opportunity EPA, NREL, City of Eau Claire/DNR landfill effort to "Repowering America: Siting Renewable Energy on Potentially Contaminated Land and Mine Sites Initiative" and other efforts. Meeting and tours were provided on 05/31/12 to discuss a potential WI largest solar array project. Discussion continued in 2014.
45.	Leadership Tour	A joint tour with several political leaders and DNR executive leadership was provided in New Richmond. In 2014, we had a similar tour in Hudson.
46.	Mercury Waste Reduction	WPPI and NR Utilities donated mercury free thermostats to several Phillips-Medisize employees to help remove mercury from the community.
47.	Xcel Energy – Environmental Excellence	Phillips Medisize was recognized in 2011 for the Xcel Energy Environmental Leadership award.

WISCONSIN GREEN TIER:

The following table provides a summary of the various locations and their respective Green Tier certificates:

GREEN TIER CERTIFICATES

Facility	Facility Address	Town	Tier I or II	Certificate #	Issue Date
PM - NR	705 Wisconsin Drive	New Richmond	I	T1-2008-17	04/21/08
PM	415 Red Cedar	Menomonie	I	T1-2008-22	08/14/08
PM - TD	409 Tech. Drive	Menomonie	I	T1-2008-22	08/14/08
PM - Origen	428 Tech. Drive	Menomonie	I	T1-2008-22	08/14/08
MIM	422 Tech. Drive	Menomonie	I	T1-2008-23	08/14/08
MS	1233 International Drive	Eau Claire	I	T1-2008-25	10/30/08
PAF	939 South Whelen	Medford	I	T1-2009-29	04/01/09
Custom I	One Plastics Drive	Phillips	I	T1-2009-31A	08/13/09
Custom II	1156 S. Airport Road	Phillips	I	T1-2009-31B	08/14/09
MAG	2930 Mondovi Road	Eau Claire	I	T1-2009-33	10/09/09
OPS/LSR	3449 Sky Park Blvd.	Eau Claire	I	T1-2012-64	12/07/12
DDC	1201 Hanley Road	Hudson	I	T1-2013-69	10/10/13

We have one facility (Medford) that has applied for Tier II status. Phillips Medisize is working closely with the WI DNR to develop an innovated ROP for this facility and upon agreement, this facility will become the first Phillips Medisize Tier II location within the company. On October 10, 2013, we had our last facility within the borders of Wisconsin achieve Green Tier status. A celebration was held at that facility and we have included a few event photos.

Phillips-Medisize
Becomes A Green Tier Participant
Congratulations!
GREEN TIER

GREEN TIER

GREEN TIER

Violations

No citations were issued in 2014.

Overall successes

The Green Tier 'flag raising' events solidified partnerships with our various environmental entities that Phillips does business with and stressed the importance of continued environmental stewardship.

During each Green Tier celebration event, which included the presentation of the award, the raising of the Green Tier flag, we also included the planting of a living memorial in honor of our Green Tier participation. As a corporation, each year Phillips Medisize has donated thousands of trees and shrubs to the people of Phillips Medisize. Each facility has received a large autumn blaze maple (acer x freemanii) to be placed near the main entrance along with a plaque to signify the acceptance into the Green Tier program and to serve as a living reminder of our on-going environmental efforts. The trees continue to thrive and are getting rather large which again signifies our environment commitments.

We have been working closed with the WI DNR to also plant the seeds of collaborative cooperation where we could 'harness the collective environmental resources' where we could have a meeting with fellow Green Tier participants. The first meeting occurred in 2011 for the western and the northern Green Tier participants in Menomonie, WI. It was a great start for future meetings where organizations can meet and freely talk about environmental performance and methods for improvement. Since this meeting, 3M sponsored another event and in 2013 we had another event at the BOSCH facilities in New Richmond and we look forward to additional future meetings.

Fredonia, WI

In 2011, Phillips Medisize undertook a massive environmental soils and water cleanup operation in Fredonia, WI. Phillips Medisize had a TCE contaminated site due to a prior land purchase in the mid 1980's. The site was originally contaminated with TCE from a company called HVC, Inc. who illegally dumped waste on the property. Unfortunately, we did not know about this contamination when the property was originally purchase and it was later discovered when we performed our due diligence for the sale of the property. The site was monitored for contamination after it was discovered and remediation plans were drafted. In 2010, the building was removed with an innovative recycling effort through a company called Hurt's Recycling. In the process, over 106,000 pounds of steel, 2,400 pounds of

aluminum, 4,185 pounds of copper and 45 pounds of brass was recycled. Every component of the building (doors, insulation, windows, steel siding…etc.) was recycled until we ended up with waste material for landfill. We again worked with another environmental partner (Veolia) to landfill the remaining materials.

In 2011, Phillips Medisize moved forward with a very innovative remediation process of an alternative type of soil/injection blending. The soil blending was performed by a company called Lang Tool Company with oversight on the project performed by AECOM, CAPE Environmental. On site chemical analysis was performed by ISOTEC & Test America. We continued to work closely with the Village of Fredonia, Ozaukee County, WI DNR and others. The site treatment of the contaminated site will be completed at a cost of over $2.3 million. In 2012 work continued at the site to resolve one stubborn 10' x 10' cell. Ultimately, the soils were removed after treatment and the project met 100% of the site Remedial Action Plan (RAP) requirements with a 99% mass reduction. In 2013, the final remediation report was released.

In 2014 we petitioned the WIDNR for site closure. The information was submitted to a technical review committee. The committee reviewed the closure documentation and requested sub-slab sampling of a neighboring home (testing has revealed no detection) and quarterly sampling of select wells for a period of 1 year. As of this report, we are currently 2 quarters into monitoring.

In 2014, the environmental engineering firm with oversight on the project plan applied for the ACEC (American Council of Engineering Companies) Wisconsin award and won the Best of State – for Environment for the Fredonia project that was titled: Innovative Remediation and Brownfield Redevelopment. The project is now being considered for national recognition.

Although this overall facility is not part of our Green Tier locations, it does provide information about Phillips Medisize's commitment to environmental stewardship.

Site Prior to Building Demolition

Post Building Demolition

Site Excavation & Remediation

Post Blending/Remediation

Final Site View

Supply Chain Outreach & Community Outreach

In 2014 we extended our auditing to our environmental partners and Phillips Medisize audited:

- Lamp Recyclers
- Recyle Technologies
- Badger Disposal
- Genesis Recycling
- PRSEI
- CRI

We consider the following organizations to be our environmental partners:

WI DNR	Focus On Energy	WPPI Energy
Veolia (Advance Disposal)	Xcel Energy	Commercial Testing Labs
Batteries Plus	RCRA Advantage	Northern Lake Services, Inc.
Lamp Recyclers	Recycle Technologies	Mercury Waste Solutions
Badger Disposal	CRI Recycling Services	John Henry Foster
G & K Services	Genesis Recycling	OSI
Alter Metals	B & B Electric	Erv Smith Services
ERM	Liesch & Associates	Staples

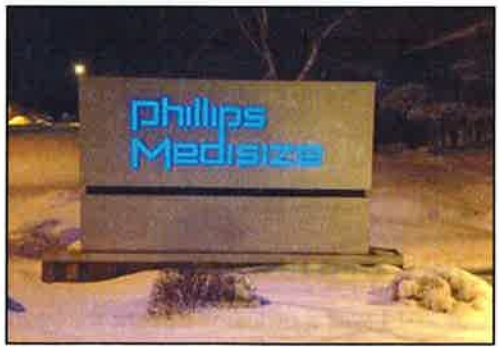
Additionally as part of our environmental outreach, in 2013-2014 Phillips Medisize was asked to presented/speak at the following events, conferences, meetings, tours:

- 04/03/13 – Wisconsin Consultant's Day (Speaking) – Stevens Point, WI
- 05/15/13 – Wisconsin Business Friend of the Environment (Speaking) – Milwaukee, WI
- 11/20/13 – NW Wisconsin Green Tier Round Table (Discussions) – New Richmond, WI
- 11/29/13 – UWEC Sustainability (Speaking) – Eau Claire, WI
- 12/13/13 – Wisconsin Sustainable Business Conference (Speaking) – Dodgeville, WI

- 06/16/14 – Wisconsin Green Tier Legacy Community (Speaking) – Eau Claire, WI
- 07/11/14 – Senator Harsdorf (Tour) – Hudson, WI
- 07/12/14 – Green Tier/Sustainability Council Case Study of the VOC Reduction Project (Case Study) – Medford, WI
- 08/26/14 – UW Extension Office (Discussions) – New Richmond, WI
- 09/22/14 – UWEC Sustainability Course (Speaking) – Eau Claire, WI
- 09/23/14 – UWEC Environmental Leadership (Speaking) – Eau Claire, WI

Our people are involved in a great deal of community outreach and support projects from Adopt-A-Highway program, to Habitat For Humanity, United Way, to various community cleanup projects. We feel that it is very important that all organizations lend an environmental hand to their communities and to their neighbors. Our people embrace this concept and help when possible.

We proudly fly at all of our Green Tier facilities a custom made Green Tier flag. This flag utilizes the Wisconsin Green Tier logo and serves as daily testimony to our commitment to environmental stewardship and our agreement to be good corporate citizens.



Environmental Recognition

The following provides an overview of prior environmental recognition efforts for Phillips Medisize Corporation:

Year	Award	Recipient/Location
2009 & 2012	WI Business Friend of The Environment	Entire Corporation
2010 - Present	Eau Claire – Green Business	Three (3) Eau Claire locations
2010 - Present	Green Masters Program (Green Master Designation)	Entire Corporation
2011	Xcel Energy – Environmental Excellence Award	Entire Corporation

Conclusions

Participation in the Green Tier program has been a great journey and has helped reinforce Phillips Medisize continued improvement through the ongoing participation in ISO 14001:2004. Phillips Medisize participation in the Green Tier program has demonstrated to our customers that we are an environmental leader. Our hope is that our participation in the Green Tier Program will encourage others in the region to become participants.

Looking Forward

October of 2013 was a milestone event for Phillips Medisize where the final facility was accepted under the Wisconsin Green Tier Program. We will continue to strive to represent the Green Tier Program with our best effort in environmental stewardship.

Appendix 1 - *Phillips Medisize EMS ISO14001 Certificate*

bsi.

By Royal Charter

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2004

This is to certify that:

Phillips-Medisize Corporation
3449 Sky Park Boulevard
Eau Claire
Wisconsin
54701
USA

Holds Certificate No: EMS 93521

and operates an Environmental Management System which complies with the requirements of ISO 14001:2004 for the following scope:

The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, rubber, plastic and metal components.

This certificate is traceable to this company's original registration certificate number CERT-03845-2003-AE-HOU-RAB dated February 10, 2005 and issued by DNV registrar.

For and on behalf of BSI:

Pietro Feschi - Strategic Delivery Director

Originally registered: 03/12/2005 Latest Issue: 03/10/2015 Expiry Date: 03/10/2017

Page: 1 of 4

...making excellence a habit.™

This certificate remains the property of BSI and shall be returned immediately upon request.
An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/clientdirectory
To verify in conjunction with the scope above or the attached appendix.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 845 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location	Registered Activities
Philips-Medisize Corporation 3440 Sky Park Boulevard Eau Claire Wisconsin 54701 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, liquid silicone rubber, plastic and metal components.
Philips Plastics Corporation Custom I One Plastics Drive Phillips Wisconsin 54555 USA	Manufacture, decoration and assembly of injection molded plastic and metal components.
Philips Plastics Corporation Custom II 1156 South Airport Road Phillips Wisconsin 54555 USA	Manufacture, decoration and assembly of injection molded plastic and metal components.
Philips-Medisize Corporation Philips Medical 408 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.
Philips-Medisize Corporation Philips Medical 415 Red Cedar Street Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.
Philips-Medisize Corporation Philips Medical 400 Technology Drive Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of injection molded resin, plastic and metal components.

Originally registered: 03/12/2005 Latest Issue: 03/19/2015 Expiry Date: 03/18/2017

This certificate remains the property of BSI and shall be returned immediately upon request.
An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/clientdirectory
To be used in conjunction with the scope attach to the attached appendix.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 845 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location	Registered Activities
Philips Plastics Corporation Metal Injection Molding 422 Technology Drive East Menomonie Wisconsin 54751 USA	The management of environmental risks associated with the manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Philips Plastics Corporation Multi- Shot 1233 International Drive Eau Claire Wisconsin 54701 USA	The manufacture, decoration and assembly of injection molded plastic and metal components.
Philips Plastics Corporation Philips Automotive 900 South Whelen Avenue Medford Wisconsin 54451 USA	The manufacture, decoration and assembly of injection molded plastic and metal components.
Philips Plastics Corporation Philips Medical - New Richmond 705 Wisconsin Drive New Richmond Wisconsin 54017 USA	The management of environmental risks associated with the manufacture, decoration and assembly of Injection Molded Plastic and Metal Components.
Philips Plastics Corporation Magnesium Injection Molding 2930 Mondovi Road Eau Claire Wisconsin 54701 USA	Manufacture of Injection Molded metals including Magnesium, plastic and rubber including secondary maching and deburring operations.

Originally registered: 03/11/2005 Latest Issue: 03/19/2015 Expiry Date: 03/18/2017

This certificate remains the property of BSI and shall be returned immediately upon request.
An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/ClientDirectory
To be used in conjunction with the scope shown on the attached appendix.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 (0)1908 220 908
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Certificate No: **EMS 93521**

Location	Registered Activities
LSR (Liquid Silicone Rubber), a Phillips Plastic Corporation 3949 Sky Park Boulevard Eau Claire Wisconsin 54701 USA	The manufacture, decoration and assembly all Injection Molded Plastic and Liquid Silicone Rubber Components.

Originally registered: 03/11/2005 Latest Issue: 03/10/2015 Expiry Date: 03/10/2017

This certificate remains the property of BSI and shall be returned immediately upon request.
An electronic certificate can be authenticated online. Printed copies can be validated at www.bsigroup.com/clientdirectory
To be used in conjunction with the scope above of the attached appendix.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 845 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.