



To:
State of Wisconsin
DNR
Box 7921
Madison, WI 53707-7921
Attn. Thomas Eggert

Mr. Eggert,

This letter is a summary of our environmental progress for calendar year 2014. We have made good progress on our environmental targets and objectives. I have attached a copy along with this letter. Some of the highlights were:

- 1) 100% paperless job routers for our chair production line.
- 2) Established an air emission monitoring system per EPA guidelines.
- 3) Ok'd to recycle blue latex gloves. 750 lbs. annually.
- 4) Front office blinds made out of 100% recycled material.
- 5) Since opening the plant in 2010 we have heated the manufacturing area with 100% recycled heat from the air compressor.

The one area we fell short on was buying a new energy efficient air compressor. For financial reasons we have targeted this project for 1st Qtr. 2016(Oct. 2015 to Dec. 2015).

We continue to train all our new employees on our recycle and energy reduction programs as well as annual training for all employees.

I am also attaching the results of our ISO 14001-2008 annual audit showing we are in compliance with our EMS system. The audit was conducted by Tom Bennett of Verysis.

Please let me know if you need more information.

Thanks,
Bruce Knaus
EMS/QMS Manager
WireTech Fabricators, Inc.
Cell- 920-495-7250
Office -920-743-7201 ext. 123
Bruce.knaus@wiretechfab.com

124 E. Leeward St
Sturgeon Bay, WI 54235
920-743-7201

Environmental Targets and Objectives FY15

Rev. F

Exhibit 12

Date 5-12-15

Item Number	Objective	Target Completion Date	Target	Project Leader	Completion Date
1	Air compressor 75hp VSD	4th Qtr. FY15	\$10,000.00 annual energy savings	Jeff P	
2	Emissions-Provide Tire inflation equipment to haulers.	3rd Qtr. FY15	Install equipment	Jeff P.	
3	Reduce energy consumption on the plant air filtration system	4th Qtr. FY15	Install one variable speed drive on one air filtering unit and evaluate the savings. Installed one.In the process of evaluating.	Jeff P.	
4	Reuse ctn. 45 boxes stored in warehouse.Cut to height of blue bins.	3rd Qtr. FY 15	Save \$200.00 per box by not having to buy a blue bin. Recycle old boxes. Excess cardboard after cutting is recycled.	Jesse C.	
5	Evaluate replacement of old motors for higher efficiency replacements.	4th Qtr. FY 15	Evaluate cost savings.	Bruce K.	
6	Talk to new waste hauler about evaluation of our trash.	4th Qtr. FY 15	Look for more recycle material.	Bruce K.	

Environmental Archives

<i>Item Number</i>	<i>Objective</i>	<i>Target Completion Date</i>	<i>Target</i>	<i>Project Leader</i>	<i>Completion Date</i>
1	Procedure/process for recycling paper, plastic ,wood, e-waste (regulatory).	4th Qtr. FY13	Recycle 80% of our waste	Erin B.	08/30/2013
2	KI - Reduce the utilization of paper within our manufacturing process	3rd Qtr. FY13	100% Paperless	Jay N.	08/05/2013
3	Haworth - Reduce the utilization of paper within our manufacturing process	4th Qtr. FY13	100% Paperless	Bryan A.	9/10/13
4	Spill containment process	4th Qtr. FY13	Power point training program complete	Erin B.	08/30/2013
5	Monitoring and recording system for air emissions. (regulatory). EPA	4th Qtr. FY13	ISO Manual ESP 5.5 and ESF 5.5.1	Jeff P.	09/26/2013
6	Reduce CO2 Emissions-Post "NO IDLE" sign at	1ST Qtr. FY14	Post no idling sign on the shipping dock.	Bob W.	09/26/2013
7	Cloth towel to replace paper	3rd Qtr. FY14	Project is not feasible. Move to archives.	Bruce K.	05/01/2014
8	Recycle packaging for vending product	3rd Qtr. FY 14	Container placed by vending machine for recycle.	Bob W.	04/28/2014
9	Find out if we can recycle blue latex gloves.	3rd Qtr. 2014	Ok'd to recycle. 715 pounds annually	Bob W.	04/18/2014

10	Blinds for front office windows	3rd Qtr. FY 14	Blinds are 43.3% recycled material. We bought them from Graber, who advertises "Green By Nature	Bob W.	05/12/2014
11	Repair air leaks on Strive Chair weld fixtures	3rd Qtr. FY 14	Repair all Leaks	Bob W.	06/10/2014
12	Add more recycle bins	1st Qtr. FY 15	Generating more recycle in the assembly are4a	Bob W.	10/30/2014
13	Repair all air leaks on the KI Maestro weld fixtures	3rd Qtr. FY15	Repair all air leaks	Dan H.	04/10/2015
14	Spill containment system by waste oil containers. West side of building.	3rd Qtr. FY 15	Have a spill containment system in place.	Bruce K.	05/26/2015
15	Reduce paper usage for new employee orientation	3rd Qtr. FY15	Reduce paper usage by 90% by giving new employees flash drives for most of their paperwork.	James Abeyta-HR	05/11/2015
16	Spill containment system by waste oil containers. West side of building.	3rd Qtr. FY 15	Have a spill containment system in place.	Bruce K.	05/26/2015
17	New motor for Press 21	3rd Qtr. FY15	Elec. Savings-\$75.00 annual. More efficient motor.	Jeff P.	01/15/2015

Champion:

Bruce Knaus

Trash: Paper towel, coffee cups, food waste, garbage bags

Recycling: Work gloves (Blue), paper, cans, bottles, various food containers (with triangle stamp), banding strap, shrink wrap, shipping/sticker labels, plastic green tubing, ink cartridges sleeves,

Chart:

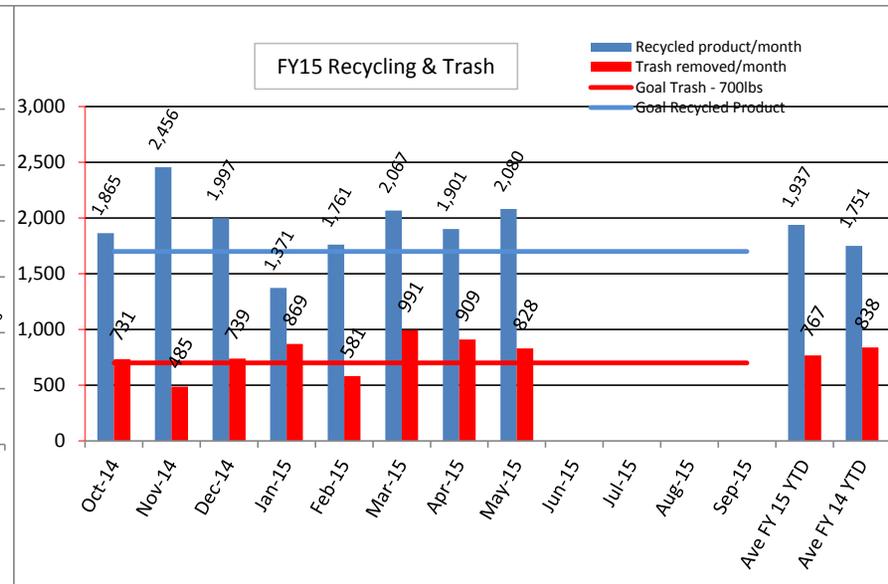
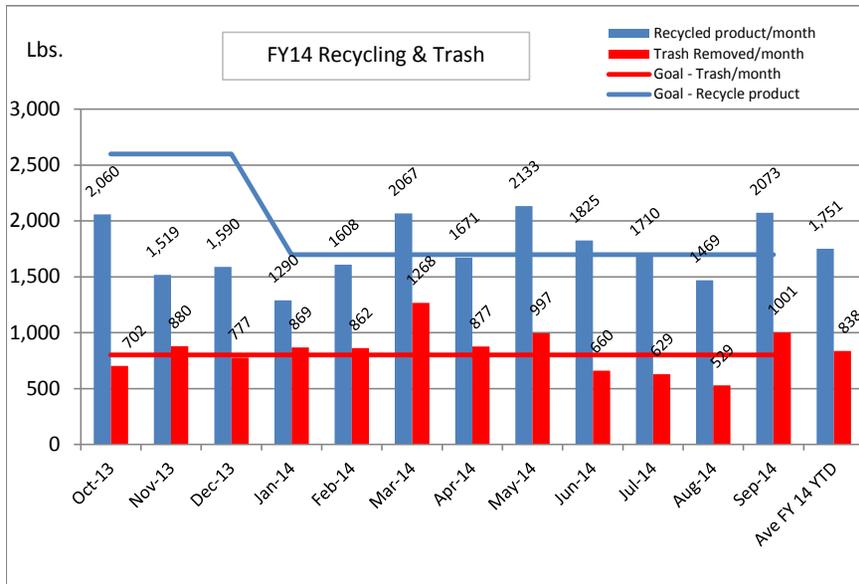
Environmental: Solid Waste

PDCA last updated:

6/1/15

Pareto Data for:

05/01/15



PLAN		DO			CHECK		
Issue	Root Cause	Countermeasure	Responsible	Plan Due Date	Implementation Date	Verification	Status
Recycling of blue gloves	Employees are not always putting them in recycle.	Reminders at meetings and on the floor.	BK	6/30/15			
Location of oil waste barrels.	Current location is not user friendly.	Locate an area to put waste oil containers that is accessible	AL/CA	07/01/2015			

WISCONSIN DNR GREEN TIER SUSTAINABILITY METRICS		Period Covered: Jan.-Dec. 2014		
Company Name:	WireTech Fabricators, Inc.			
Facility Name:				
Address:	124 E. Leeward St.			
City, State, Zip:	Sturgeon Bay, WI 54235			
Environmental Coordinator:	Bruce Knaus			
Coordinator Phone:	920-495-2750			
Coordinator E-Mail:	bruce.knaus@wiretechfab.com			
Metric	Not Collected/ Not Available	Quantity	Units	Period - if not Calendar Year
DEMOGRAPHICS				
Sales		10M		
Money saved because of material or process improvements		210k	\$	
Profit or Loss	X		%	
Employees		100	Each	
Multiple between highest paid and lowest paid employee	X		%	
Alternative Transportation Support	X		\$ or ?	
Total Purchases	X		\$	
In-State Purchases	X		\$	
% of Purchases Made from Companies that participate in Green Tier or Green Masters:	X		%	
LAND				
Total Land	X		Acres	
Paved/Covered Land	X		Acres or sq ft	
ENERGY				
Electricity		1,273,924	kWh	
		2	% reduction	
Natural Gas		4,142,000	btu	
		0	% reduction	
Renewable Energy (generated on-site)	See letter		% of total use	
Renewable Energy (as a % of utility electricity mix)	X		%	
WATER				

Total Water Used		1,450,000	gallons/year	
	X		% reduction	
Source - private well			% of total use	
Source - public system		100	% of total use	
Water Recycled/Reused		0	gallons/year	
		0	% reduction	
Regulated Pollutants Discharged (BOD, TSS, Metals)		0	lbs/ year	
		0	% reduction	
AIR				
Total Air Emissions		0	lbs/ year	
		0	% reduction	
Ozone-Depleting Substances		0	lbs/ year	
		0	% reduction	
Greenhouse Gas Emissions		0	lbs/ year	
		0	% reduction	
WASTE				
Hazardous Waste Disposal		100	lbs/ year	
	X		% reduction	
Universal Waste Disposal		0	lbs/ year	
	X		% reduction	
Non-Hazardous Waste Disposal		10,000	lbs/ year	
	X		% reduction	
Material Recycled/ Reused		192,000	lbs/ year	
	X		% increase	
Recycled/ Reused Content	X		% of product	
TRANSPORTATION				
Hybrid Vehicles	X		Each	
Gasoline Used	X		Gallons	
Diesel Used - vehicles	X		Gallons	
Diesel Used - Generators	X		Gallons	
Alternative Fueled vehicles (CNG, LNG, Fuel Cell, Electric)	X		#	
ADDITIONAL METRICS				
Please list all other designations/certifications (for example: LEED, Green Globes, Green Masters, Energy Star, ISO 14001):	ISO 14001			

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ISO 14001:2004 Certification Audit Report

1 Day - Audit

Start Date: 6/4/2014

End Date: 6/4/2014

WireTech Fabricators, Inc. - ISO 14001:2004

124 East Leeward Street

Sturgeon Bay, WI 54235

Contact: Mr. Thomas Hobart

Mr. Bruce Knaus

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Auditor: Tom Bennett

Phone: 920 436 0542

E-Mail: tqs.tombennett@gmail.com

The following significant changes have occurred:

None Scope Sites Contact info other

Next Audit Date(s):	12/ /14 QMS 6/5/15 EMS	Base Month: December	Client audit Schedule Audits per year: 1 Days/audit: 1
Verify EMS Scope:	The environmental management system activities and supporting processes associated with the manufacture of welded wire products at Wire Tech Fabricators, Inc located at 124 East Leeward Street, Sturgeon Bay, WI.		
Business Code:	SIC #: 3496	EAC #: 17	
Number of Sites: 1	Number of Employees: 70	Number of Shifts: 2	

If this is a multi-site registration all relevant sites and/or remote locations is listed here:

1. Audit Objectives

The objectives of this audit are:

1. to confirm that the management system conforms with all the requirements of the audit standard;
2. to confirm that the organization has effectively implemented its planned management system;
3. to confirm that the management system is capable of achieving the organization's policies objectives.

2. Previous Audit Results

The results of the last audit of this system have been reviewed, in particular to assure appropriate correction and corrective action has been implemented to address any nonconformity identified. This review has concluded that:

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- Any nonconformity identified during previous audits has been corrected and the corrective action continues to be effective.
- The management system has not adequately addressed nonconformity identified during previous audit activities and the specific issue has been re-defined in the nonconformity section of this report.

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3. Significant Audit Trails Followed

The specific site, processes, activities and functions reviewed are detailed in the Audit Planning Matrix and the Audit Plan. In performing the audit, various audit trails and linkages were developed, including the following primary audit trails:

Management Review: Ref: Management Review and Planning Records dated: 2/19, 3/19, 5/21

Internal Audits: Internal Audit Schedule for 2013/2014 Ref: Internal Audit Records dated: 1/8, 3/27, 3/17, 4/21, 4/29, 5/29. Continue to see good objective evidence and improvements to systems as result of findings and/or opportunities being addressed.

Corrective and Preventive Action: Ref: Corrective and Preventive Action Records dated: 1/23, 5/31, 1/24, 1/13, 3/27, 4/19

Processes Audited:

- Management

- EMS Aspects

- Legal Requirements and compliance

- Targets and Objectives

- Operational Controls

- Communications

- Emergency Response

- Training

4. Audit Findings

I conducted a process-based audit focusing on significant aspects/risks/objectives defined the ISO 14001:2004 Standard. The audit methods used were interviews, observation of activities and review of documentation and records. I find that:

The management system documentation demonstrated conformity with the requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system. Yes No

The organization has demonstrated effective implementation, maintenance and improvement of its management system. Yes No

The organization has demonstrated the establishment and tracking of appropriate key performance objectives and targets and monitored progress towards their achievement. Yes No

The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system. Yes No

The management review process demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system. Yes No

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Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard.

Yes No

Certification claims are accurate

Yes No

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5. Compliance Issues

Compliance Issue

Number 0 of 0

Major

Minor

Department /
Function:

Standard
Ref:

Customer

Issue / Rev.

Document Ref.:

Status:

Details of
Compliance
Issue:

Compliance Issues detailed here shall be addressed through the organization's corrective action process, in accordance with the relevant corrective action requirements of the audit standard, including actions to prevent recurrence, and complete records maintained.

- Corrective actions to address identified compliance Issues shall be initiated and submitted to the auditor within 30 days for approval.

At the next scheduled audit visit, the Verisys audit team will follow up on all identified Compliance Issues to confirm the implementation and effectiveness of the corrective actions taken.

6. General Observations & Opportunities for Improvement

General observations

- Good progress noted versus accomplishment of last year's objectives and clear objectives for 2014
- Orientation training updated to include EMS check off
- Awareness and involvement of personnel continues to be strong.

Opportunities for Improvement

- Take improvement credit for projects related to air cleaning systems, and other projects related to reducing electricity and or in this case cleaner air.
- Ensure "outside contractor" signs EMS awareness policy if they will be operating equipment on your property (cutting and bailing the field).
- Need to continue to pay attention to labelling waste containers as well as secondary containers for chemicals (5 gal pail of metal turnings, unlabeled spray bottle).
- Check into having waste hauler do a breakdown analysis of trash to landfill to identify next opportunities
- Check with Crystal Clean to see if there is a more "environmentally friendly" parts cleaning solution.
- Oil dispensing area is a high risk of oil spill, consider additional small spill kit close to this process.
- A drain plug with valve in the bottom of the catch pan below the oil dispensing drum could then fill into a 5 gallon container which would avoid additional waste stream and cost of soaking up rags which then have to be cleaned.

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7. Current Audit Findings and Conclusions:

I conducted a process-based audit focusing on the requirements of the ISO 14001:2004 standards; on the WireTech Fabricators, Inc. - ISO 14001:2004 planned, documented and implemented management system and the unique requirements of WireTech Fabricators, Inc. environmental management system.

The methods used were interviews, observation of activities and review of documentation and records. The structure of the audit was in accordance with the audit plan and audit planning matrix included with this summary report.

I conclude that WireTech Fabricators, Inc. - ISO 14001:2004 has has not established and maintained its Management system in line with the requirements of the standard and demonstrated the ability of their system to achieve requirements for products and services within their scope, policy and objectives.

Therefore I recommend that, based on the results of this audit and the system's demonstrated state of development and maturity, this management system certification be:

- Granted by Verisys Registrars Continued until the next scheduled audit
- Granted/Continued pending submission of Corrective Action
- Withheld or suspended until satisfactory corrective action is completed.

This report is confidential and distribution is limited to the audit team, client representative and the Verisys office.

Confirmed by Verisys Corporate Representative:

Granted / Continued / Withheld / Suspended until satisfactory corrective action is completed.