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State of Wisconsin
DEPARTMENT OF NATURAL RESOURCES
101 S. Webster Street
Box 7921
Madison WI 53707-7921

Scott Walker, Governor
Cathy Stepp, Secretary
Telephone 608-266-2621
FAX 608-267-3579
TTY Access via relay - 711



October 31, 2014

Amanda Goetsch
InPro World Headquarters
S80 W18766 Apollo Drive
Muskego, WI 53150

Subject: Welcome to Green Tier – Tier 1

Dear Ms. Goetsch:

Congratulations! We are glad to welcome you into Tier 1 of Green Tier. You join a group of companies who are not only committed to superior environmental performance but also to superior economic performance.

In recognizing your past accomplishments and future commitments we promise to work towards promoting and recognizing your facility for taking the lead in environmental protection while assuring economic stability and growth. We are committed to publicizing InPro World Headquarters as a Green Tier participant on the DNR website. Undoubtedly, there will be other opportunities to bring attention to your accomplishments, and we hope to assist you in doing so as a Green Tier partner.

George Volpentesta has been assigned as your single point of contact. He can be reached at (262) 574-2150 or at George.volpentesta@wisconsin.gov. Please contact George with any questions concerning communications, required approvals, or technical assistance you may need. For your convenience the attached Commitment Outline points out your benefits and important dates that affect your participation.

On behalf of the Wisconsin Department of Natural Resources, I am proud to extend this welcome to you. We are committed to working with you to build a customized relationship under the Green Tier program. I am excited to embark on our new relationship and my staff is ready to assist as your business grows.

Sincerely,

/s/ Cathy Stepp

Cathy Stepp
Secretary

Cc: Tom Eggert
George Volpentesta

Attachments: Green Tier Commitment Outline
Green Tier Logo Files and Guidance CD
Green Tier Annual Report Guidance

Green Tier Commitment Outline for InPro World Headquarters

I. Approval Date – 10/31/2014

II. Green Tier - Tier 1 Program

- **Deferred Civil Action:** You are entitled to Deferred Civil Enforcement as described in statutes (299.83(6m)(d)). In brief, if you discover a violation of an existing environmental requirement, provide us notice of your discovery and a corrective action plan and documentation of your EMS changes that ensure the violation will not happen again, you are entitled to protection from any civil penalties that the DNR might otherwise impose.
- **Green Tier Logo:** You can use the Green Tier logo on materials related to your facility. The CD provided in your packet provides additional guidelines and information.
- **Single Point of Contact (SPOC):** George Volpentesta - WDNR, 262-574-2150, george.volpentesta@wisconsin.gov
You should also feel free to call Tom Eggert, thomas.eggert@wi.gov, or 608 267-2761 for any additional information that you might need.
- **Minimum Inspection Frequency** – After you have implemented an EMS you are entitled to inspections at the lowest frequency permitted by the programs under law. We will work with you to determine how this will work for you.
- **Recognition** – Along with the numbered certificate of recognition, the department will host a participant web page for easy reference.

III. Environmental Management Systems (EMS)

- You have supplied us with a copy of your ISO certification thus satisfying initial Green Tier EMS requirements.
- At least one time prior to 10/31/2015 and every year after that, perform an environmental management system audit. Every third year this audit must be done by an outside environmental auditor approved by the Department or certified by RABQSA. Your first external audit should be completed on or before 10/31/2017. For a list of auditors see:
<http://dnr.wi.gov/topic/GreenTier/Auditors.html>

IV. Annual Reporting

- **Reporting on Environmental Performance Commitments:** Your first annual report should provide data on your progress toward meeting your environmental performance commitments laid out in your Green Tier application. You identified the following:
 - **Minimize consumption of natural resources**
 - **Reduce copy paper use by 10%**
 - **Establish baseline travel usage reporting**
 - **Establish baseline carbon footprint**
 - **Increase energy efficiency**
 - **Establish program and install sub-metering**
 - **Reduce electric usage by 5%**

- **Decrease waste to landfills**
 - **Find reuse for Endurant dust**
 - **Conduct a waste audit by Waste Management at the Apollo East/West facility**
 - **Evaluate feasibility of using regrind of most popular IPC colors**
- **Increase suppliers role in EMS**
 - **Develop a supplier sustainability scorecard program**
- **First Annual Report Due Date** - By mutual agreement we have agreed that your first annual report will be due **05/01/2016** and annually thereafter. (Please feel free to discuss alternative reporting dates with Tom Eggert, 608 267-2761. Thomas.eggert@wisconsin.gov.)
- Annually you will need to report progress on the goals that you have set (either in your application or through your EMS). You will also need to provide information which will give us context for those commitments. If you have a goal to reduce energy consumption, then the context would be total energy consumed. If requested, we will work with you to find the context reporting that will work best for you. Examples of context information, details about annual reports and a metrics reporting spreadsheet can be found at:
 - [j wr <1f pt0y k0 qx lhgulRF Hlr wduleq IEQ7430 f h](#)
 - [j wr <1f pt0y k0 qx lqqr le ll tggpVlgt lf qewo gpvulUwrcckpckrkv O gvleuUr t gcf uj gg0.nz](#)
- Please provide annual Green Tier Reports to your SPOC, George Volpentesta and to GreenTier@wisconsin.gov. Electronic submission is preferable.

Notice: Collection of this information is authorized under s. 299.83 Wis. Stat. Participation in Green Tier and completion of this form are voluntary. Personal information collected on this form, including such data as your name, address, phone number, etc., will be used in the implementation of Green Tier and will be made broadly available under the Green Tier program. Information will also be made accessible to requesters under Wisconsin's Public Records Law (ss. 19.32 – 19.39, Wis. Stats.). If you need to request confidential treatment of any information in order to protect a trade secret, please contact a DNR representative *prior* to submitting this form. Applications must be considered complete by the DNR in order to be processed. For complete application instructions, see "Green Tier Application Instructions," publication number CO-501.

This application is for... (check one): Tier 1 Tier 2 (attach Letter of Intent to this form)

I. Applicant Information

Contact Name Amanda Goetsch	Title Sustainability Manager		
Street Address S80W18766 Apollo Drive	City Muskego	State WI	ZIP Code 53150
Telephone Number 2626799010	Fax Number 2626799127	E-mail Address agoetsch@inprocorp.com	

II. Facility Information

Facility Name Inpro World Headquarters	County Waukesha		
Street Address S80W18766 Apollo Drive	City Muskego	State WI	ZIP Code 53150
Mailing Address S80W18766 Apollo Drive	City Muskego	State WI	ZIP Code 53150

Please provide all DNR Facility Identification numbers (FID #) that apply to the covered facility or activity.
268383500

III. Scope of Green Tier Participation (check one)

- This application covers all activities at the facility listed in Section II.
- This application covers all activities at more than one facility. For each facility to be covered under this application provide the information from Section II on a separate page labeled **Attachment 1**.
- This application **does not** cover all activities at every covered facility. Please describe the exact scope of activities and facilities to be covered in the program on a separate page labeled **Attachment 1**.

IV. Environmental Performance

Please provide the following information on a separate page labeled **Attachment 2**. Refer to the *Application Instructions* for definitions of environmental performance and superior environmental performance.

Tier 1 Applicants:

- Describe your past and current environmental performance with respect to each covered facility or activity included in this application. Within this attachment establish a baseline date against which future progress can be measured.
- Describe your future plans for enhancing the environment with respect to the same facilities/activities.

Tier 2 Applicants:

- Provide information demonstrating your record of superior environmental performance. Within this attachment establish a baseline date against which future progress can be measured.
- Describe the measures you propose to take to maintain and improve your superior environmental performance.

V. Environmental Management System (EMS)

- a. Have you implemented an EMS that is certified to the ISO 14001 standard? Yes No (select one)
- b. Have you implemented an EMS that is functionally equivalent to ISO 14001? Yes No (select one)

If you circled "No" for both questions, you are not eligible for Tier 2. Please proceed to Section VI only if you are applying for Tier 1.

If you circled "Yes" for either question, please provide a copy of the following documents labeled as **Attachment 3**:

- Proof of ISO 14001 certification OR functional equivalence (refer to *Application Instructions* for details)
- Environmental policy statement and scope statement
- Documented objectives and targets for the covered facilities/activities

VI. Public Involvement

Please provide in a separate document labeled **Attachment 4** a list of interested persons whom you know or expect will have a strong interest in your Green Tier application. Tier 2 applicants must provide additional information about interested person involvement in a Letter of Intent. Refer to *Application Instructions* for details.

VII. Enforcement Record

Please review the Enforcement Record requirements described in the *Application Instructions* very carefully, and then check the appropriate box:

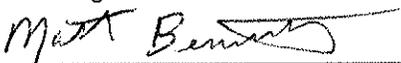
- All enforcement record requirements relevant to this application are satisfied.
- All enforcement record requirements relevant to this application are **not** currently satisfied. A waiver of the enforcement record requirements is requested.

If a waiver is requested, please provide information describing any requirements not met and a justification for the waiver request on a separate page labeled **Attachment 5**. Note that waivers will be granted only in exceptional circumstances.

VIII. Tier 1 Applicant Statement of Commitments

I commit with my signature to the following statements and certify that all information provided in this application is true and correct under penalty of law:

- Implement, within one year of the date of this application, an EMS for each covered facility or activity that is certified to the ISO 14001 standard or is functionally equivalent to ISO 14001 as determined by DNR.
- Conduct annual EMS audits, with every 3rd EMS audit performed by a DNR-approved outside environmental auditor.
- Submit to DNR an annual report on each EMS audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.
- Submit to DNR an annual report on progress towards meeting objectives related to improved environmental performance for aspects regulated under chs. 29 to 31, 160, or 280 to 299, Wis. Stats., unregulated environmental aspects, or voluntary actions to restore, enhance, or preserve natural resources.

Applicant Signature 	Date Signed 7/3/14
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IX. Tier 2 Applicant Statement of Commitments

I commit with my signature to the following statements and certify that all information provided in this application is true and correct under penalty of law:

- Conduct annual EMS audits performed by a DNR-approved outside environmental auditor.
- Conduct or have another person conduct an annual audit of compliance with environmental requirements that are applicable to the facilities and activities covered under Green Tier.
- Submit to DNR an annual report on each EMS audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.
- Submit to DNR an annual report on each compliance audit that is in compliance with s. 299.83(6m)(a), Wis. Stats.

Applicant Signature	Date Signed July 3, 2014
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X. For Department Use Only

Date Received	Initials of Reviewer	Status	Date Returned to Applicant for Additional Information	Date Denied	Date Approved



INTERIOR AND EXTERIOR
ARCHITECTURAL PRODUCTS

Inpro, Green Tier Application Attachment 2

Inpro Corporation is committed to sustainable business practices in our dealings with employees, customers, suppliers, government entities and our community neighbors—all with an eye toward our obligation to future generations. Through our business operations, we communicate environmental practices to all employees; develop products and processes to minimize adverse environmental impacts; comply with environmental regulations and other requirements; prevent pollution, conserve resources and reduce waste and continually improve our environmental management system.

At Inpro, we aim to integrate sustainability—the responsibility to people, planet and profit—into our every-day decisions. Internally we have a long history of sustainability improvement initiatives. Our three internal committees (Green Product Committee, Sustainable Business Committee and Environmental Management System Team) have focused on water reduction landscaping, composting, energy consumption, recycling and waste reduction and sustainable workforce development among many other actions. We encourage carpooling, electronic file storage versus printing, returning empty prototype cartridges to manufacturers for recycling and of course, turning off the lights!

Within our office we have installed timers on baseboard heaters; replaced 188,000 Styrofoam cups with 20,000 environmentally lighter impact cups; replaced plastic straws with environmentally lighter impact straw; replaced 23 toilets saving over 900,000 gallons of water per year with a financial savings of \$9,000; set our copiers to default to double-sided copying; switched our payroll to electronic and utilized telecommunicating for over fifty meetings, saving time and money while eliminating carbon emissions. Many of our employees are proudly Green Associate certified through the United States Green Building Council's (USGBC) Leadership in Energy and Environmental Design (LEED) program.

Within our manufacturing operations we have set thermostats to 62 degrees during non-work hours; reused cardboard and pallets from our neighbors; shredded paper used in our shipping; replaced our extrusion garage door with a high speed door saving on heating and cooling costs and energy; and we have invested in an energy efficient grinder which is only run on off-peak hours reducing stress on the grid while saving money. Our partnership with the UPS Carbon Neutral program is utilized to ship a majority of our orders.

Our marketing department has established a process for mailing list reviews to eliminate mistakes, wasted paper, time and energy. Additionally our company-wide internal newsletter, marketing newsletter and sustainability newsletters are all electronic. When documents are printed it is done so on recycled paper and with soy ink.

On the facility level the air fresheners in our restrooms function on hydrogen power (no batteries); most cleaners are environmentally certified; we have accomplished a partial prairie-restoration project to reduce landscape irrigation and mowing; provide fair-trade and certified organic coffee eliminating pesticides and offering a living wage to the farmers; established a honey bee sanctuary; and installed low flow shower heads in our fitness center.

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INTERIOR AND EXTERIOR
ARCHITECTURAL PRODUCTS

Inpro engages in continuous research to uncover and develop new materials and products. This ongoing focus led to the launch of Inpro's G2BioBlend™. This breakthrough is the long-awaited solution for true environmental stewards seeking high-impact protection. Inpro's G2BioBlend™ combines corn-based biopolymer blended with reformulated PETG containing pre-consumer recycled content. This innovative, BPA-free, non-PVC material provides optimum strength and high impact resistance. Inpro considered all factors contributing to the "greenness" of this non-PVC offering—from its off-gassing effects to the energy and resources used to transport it. Therefore, the G2 series is made using materials manufactured in the USA requiring a minimum amount of resources to transport, while providing jobs right here at home; this results in a smaller carbon footprint and possible LEED® credit for regional materials.

Our sustainability efforts and successes have been recognized for consecutive years by the Green Master's Program. Launched in 2009 by the University of Wisconsin-Madison School of Business in conjunction with the Wisconsin Sustainable Business Council, the Green Master's program is a points-based sustainable business recognition program for businesses operating within Wisconsin. Inpro Corporation has scored highly in the energy, water and workforce categories.

While we acknowledge our successes, we also recognize sustainability as a journey and not merely a destination. We are proud to announce we became ISO14001 certified in January 2013. This certification holds us accountable to continuously improve our environmental operations. As a manufacturing company our carbon footprint presents us with the biggest opportunity for internal improvement followed by our overall resource consumption and product development innovation.

We review our environmental and social performance on an annual basis and the results from the prior years act as baselines. In 2014 we are aiming for the following objectives and targets:

Minimize consumption of natural resources

- Reduce copy paper usage by 10%
- Consolidate plant operations packaging consumables
- Investigate stormwater and graywater usage
- Establish baseline travel usage reporting
- Establish baseline carbon footprint of Inpro Muskego operations

Increase energy efficiency

- Establish program and install sub-metering in Extrusion and Injection Mold
- Reduce electric usage by 5% (figure based on kWh per Dollars Shipped)

Decrease waste to landfills

- Investigate ways to dispose of Endurant dust waste so it can be reused
- Conduct an additional waste audit by Waste Management at the Apollo East/West facility
- Evaluate feasibility of using regrind of most popular IPC colors in new products

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Decrease use of chemicals that are toxic to environment

- Review lubricants/aerosol cans usage and purchase applicable environmental alternatives

Improve air quality in Endurant manufacturing

- Conduct hygiene test to investigate need for additional venting

Increase supplier's role in our EMS system

- Develop a supplier sustainability scorecard program

Educate employees on environmental practices at office and home

- Implement a company-wide spill program
- Implement company-wide Cool Choices program

With an abundance of sustainability opportunities on the horizon Inpro made the decision to hire a Sustainability Manager in the spring of 2013, illustrating our dedication to internal and external sustainability improvement. This commitment to a sustainable future for people, planet and profit along with the gracious acceptance into the Green Tier Program is sure to help us become more successful as we progress in our journey. Thank you for your time and consideration in reviewing our application for the program.

ISO 14001 Certificate



Preferred Registrar Group, Inc.

30561 Dequindre Rd. Madison Heights, MI 48071

certifies that

InPro Corporation

S80 W18766 Apollo Drive
Muskego, WI 53150

has implemented an Environmental Management System
in accordance with:

ISO 14001:2004

The Registration of this Environmental Management System
Governs:

*All activities and operations including the manufacture of
extruded, formed, and routed plastic and solid surface
product and the assembly of metal systems.*

Certified Date:

01/24/2013

~❖~

It is valid until:

01/24/2016

Certificate Registration
Number:

12-R5003

Denis Pecar, President



InPro Corporation Environmental Policy

InPro Corporation is committed to sustainable business practices in our dealings with employees, customers, suppliers, government entities and our community neighbors – all with an eye toward our obligation to future generations. Through our business operations, we shall:

- Communicate environmental practices to all employees.
- Develop products and processes to minimize adverse environmental impacts.
- Comply with environmental regulations and other requirements.
- Prevent pollution, conserve resources and reduce waste.
- Continually improve our environmental management system.

Approved by InPro Senior Management
February 15, 2011



INTERIOR AND EXTERIOR
ARCHITECTURAL PRODUCTS

Inpro's Sustainability Policy

2014

At Inpro, operating in a systematically sustainable manner provides opportunities to be innovative when it comes to business practices and product offerings. We understand that everyday matters, matter every day. It is Inpro's sustainability policy to conduct business and product development with consideration of the relationship with people, the planet and profit.

We intend to continuously reduce our overall environmental impact, positively impact the communities within which we operate, and provide an economically responsible place of employment for our employees and respective communities. We realize that as the world around us—knowledge, technology, culture and policy—evolves, so will our sustainability policy.

Please visit www.inprocorp.com/sustainability for more information.

Phil Ziegler
CEO

Amanda Goetsch
Sustainability Manager

2013 ENVIRONMENTAL OBJECTIVES & TARGETS

OBJECTIVE: Minimize consumption of natural resources

TARGETS:

- Reduce copy paper usage by 5%*

OBJECTIVE: Increase energy efficiency

TARGETS:

- Implement a new dust collection system at the Gemini building.
- Convert light fixtures in the Apollo East and West warehouse areas to motion sensor lighting.
- Establish monitoring system and formal reporting of energy usage at all Wisconsin facilities.

OBJECTIVE: Decrease waste to landfills

TARGETS:

- Develop waste reduction strategies with our suppliers.*

OBJECTIVE: Educate employees on environmental practices at office and home.

TARGETS:

- Establish dedicated area on InPro360 to post articles and resources.
- Offer 2 Lunch 'n Learn programs focused on environmental practices
- Investigate environmental programs in the Muskego community for InPro employees to participate in.
- Implement a company-wide spill training program.

***Carryover from 2012**

2014 ENVIRONMENTAL OBJECTIVES & TARGETS

OBJECTIVE: Minimize consumption of natural resources

TARGETS:

- Reduce copy paper usage by 10%*
- Consolidate plant operations packaging consumables
- Investigate stormwater and graywater usage
- Establish baseline travel usage reporting
- Establish baseline carbon footprint of InPro Muskego operations

OBJECTIVE: Increase energy efficiency

TARGETS:

- Establish program and install sub-metering in Extrusion and Injection Mold
- Reduce electric usage by 5% (*figure based on kWh per Dollars Shipped*)

OBJECTIVE: Decrease waste to landfills

TARGETS:

- Investigate ways to dispose of Endurant dust waste so it can be reused
- Conduct a waste audit at the Apollo East/West facility
- Evaluate feasibility of using regrind of most popular IPC colors into new products

OBJECTIVE: Decrease use of chemicals that are toxic to environment

TARGET:

- Review lubricants/aerosol cans usage and purchase applicable environmental alternatives.

OBJECTIVE: Improve air quality in Endurant manufacturing

TARGET:

- Conduct hygiene test to investigate need for additional venting .

OBJECTIVE: Increase supplier's role in our EMS system

TARGET:

- Develop a supplier sustainability scorecard program.

OBJECTIVE: Educate employees on environmental practices at office and home.

TARGET:

- Implement a company-wide spill program*
- Implement company-wide Cool Choices program.

*Carryover from 2013

09/05/12

FINAL