

Creative Printing Services, Inc.

Diversity Statement

Creative Printing Services, Inc. recognizes the value of a business environment that embraces individual differences, including those among our employees, customers, business partners and all others in the communities in which we operate, and we are committed to creating and maintaining such an environment. This commitment is based upon the recognition and belief that diversity is critical to our ability to excel in an increasingly diverse and dynamic marketplace.

CEO Diversity Quote

We promote and celebrate diversity throughout the company because we know it's crucial to our future growth. Creative Printing Services, Inc. respects and cherishes the distinctions our employees bring to the workplace, including diversity in race, gender, age, disability and sexual orientation.

We are committed to increasing opportunities for MWBEs in the printing industry

"Our greatest competitive edge is the quality of our employees, evidenced by the excellent job they do every day."

Haves McNeal

CEO

Creative Printing Services, Inc.

Vision

Creative Printing Services, Inc. values, embraces, leverages and celebrates diversity to excel in an increasingly dynamic and diverse marketplace.

Supplier Diversity

Creative Printing Services' supplier selection process is based upon an exclusive approach that provides equal opportunity to all suppliers. We are therefore committed to growing commercial relationships with minority- and woman-owned suppliers (MWBEs):

Additionally, our non-minority suppliers must share our supplier diversity commitment as an integral part of our relationship.

This business approach will ensure that our supplier base consists of diverse ambitious suppliers who will contribute to the success of our business by providing unsurpassed goods and services. By expanding our MWBE relationships, we will continuously strive to secure the best suppliers for Creative Printing Services, Inc.

While we are pleased with our progress so far, we are not satisfied. Our short-range goal is for diverse supplier utilization to represent 5% of total procurement. We will continue to report our MWBE utilization to customers and to identify and develop MWBE suppliers, cultivating relationships with these businesses and measuring our progress. Creative Printing Services is an active member of the Chicago Minority Supplier Development Council.