



CREATIVE PRINTING SERVICES, INC.

A Certified Minority Business Enterprise

Sustainability Report - 2011

01/01/2011

Haves McNeal, CEO



Our 2011 Sustainability Report includes the following documents:

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|--------------------------------------|--------|
| 1. CEO Sustainability Message | Page 2 |
| 2. Fostering Diversity and Inclusion | Page 3 |
| 3. Environmental, Health and Safety | Page 4 |
| 4. Building a Green Tomorrow | Page 5 |
| 5. Community Involvement | Page 6 |

CEO Sustainability Message:

Creative Printing Services strategy is to create value for our clients, employees, shareholders and the broader community by serving as one of the largest minority-owned full service commercial print manufacturers in the nation. We will uphold honesty, integrity and the pursuit of excellence as values that cannot be compromised. Since founding in April 1985 the company has sought to maintain the highest level of quality and customer satisfaction possible.

At Creative Printing Services we define sustainability as the vehicle for renewing capital assets, creating and manufacturing quality products and services that meet the needs of our customer base while being responsible to the broader community. Workplace diversity and supplier diversity is a prioritized company objective and receives the appropriate board level attention. We have a stated goal of procuring 10% of our goods and services from certified Women and Minority Business Enterprises. Those goods and services include: insurance, raw materials, distribution and logistics, janitorial services and promotional products.

Our future goal in the next 12-18 months is to initiate a carbon footprint measurement system and devise procedures to measure and efficiently reduce energy and water usage.

Sustainability Taskforce

Haves McNeal, CEO
William Graser, VP Manufacturing
Sheldon Ross, VP Marketing
Don Snyder, VP Sales



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 at 10% 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.



Environmental, Health & Safety

Creative Printing Services, Inc. is committed to the health and safety of its workforce, clients and suppliers. Our goal is to promote an environmentally responsible company. This policy is an integral part of our Sustainability Initiative. Creative Printing Services will strive to align our business strategies and operations with our Environmental, Health and Safety policy. We are committed to the following:

- Haves McNeal, CEO will appoint an Environmental Health and Safety committee for the review and improvement of issues facing CPS and the broader community.
- Develop Environmental, Health and Safety objectives, targets and metrics for continuous improvement.
- Review and report monthly performance of Environmental, Health and Safety results to William Graser, VP Manufacturing and Haves McNeal, CEO.
- Train and motivate employees to conduct their daily work tasks in a safe and environmentally responsible manner.
- Strive for an injury-free workplace in all administrative and manufacturing areas through employee's involvement and health and safety programs.
- Strive to continuously improve Environmental, Health and Safety performance by utilizing best practices within and across similar industry groups.

Creative Printing Services, Inc. ensures the safety of our products for consumers, employees and the environment. We consider this a requirement for conducting responsible business and maintaining the public trust in products manufactured by our organization. We request Material Safety Data Sheets on inks, coatings, wire and laminates to determine materials, formula, and percent by weight as well as composition.



Building a Green Vision for Tomorrow

Environmental & Sustainability Program

- Forest Stewardship Council certified SW-CoC-002270, FSC-STD-40-004 (Version 2-0)
- Responsible for ensuring integrity of supply chain for “chain of custody” sale, delivery and receipt

Purchased two new Komori manufacturing presses

- Reduced paper waste, compared w/conventional 40” (KHS-A1 saves over one thousand trees per year)
- Reduced noise emissions
- Reduced ink volumes
- Reduced use of hazardous chemicals & improved air quality

Soy based sheet-fed and web offset inks in use, can apply “soy seal”

- Vegetable inks are cost effective & easier on the press than petroleum based inks
- Brighter colors, 50% more impressions, easier de-inking and recycling

UV Inks

- Little or no solvents and no Volatile Organic Compounds (VOC's)

Recycling

- Paper, ink and metal waste – 21.5 tons per month



Serving the Broader Community

Our Commitment:

- Meet or exceed all applicable environmental laws, regulations and local standards.
- Educate our customers on the latest environmentally friendly options and services available through the industry.
- Continuous improvement of recycling critical resources used in the manufacturing process including:
 - Separating and recycling office, manufacturing and packing waste papers by commodity.
 - Recycle printing plates, printing inks and equipment cleaning solutions
 - Capture, eliminate or reduce printing press volatile organic compounds
- Encourage the use of sound environmental principles and practices by our supplier base.
- Promote community service including volunteerism, sitting on local boards and donating to recognized charities.
- Supporting diversity and inclusion and providing employees with opportunities for advancement.
- Adopting a school and providing services in kind, financial donations or mentoring to needy children