

July 17, 2012

### Statement on Inclusiveness

izzy+ is committed to fostering inclusiveness, also referred to as workforce diversity, in all of its facilities. The specific position of izzy+ on inclusiveness is articulated in its corporate Sustainability Policy:

Furthermore, izzy+ stands by the policies and procedures pertaining to Equal Opportunity, Affirmative Action, and Corporate Compliance that are already in effect at its facilities or required by JSJ Corporation, the parent company of izzy+.

These documents include:

- Standard Practice Bulletin, JSJ Corporation; Corporate Compliance Code, 2/15/2005.
- izzy+ Policy Manual - June 2012, a compilation of JSJ Furniture Corporation, ABCO, and Harter policies including Equal Opportunity Policy 1.05 that was revised May 1, 2011 and is applicable to all izzy+ business locations.
- JSJ Corporation Spring Lake, Michigan location Affirmative Action Plan & Equal Employment Opportunity Statement January 1, 2012.
- JSJ Corporation Florence, Alabama location Affirmative Action Plan & Equal Employment Opportunity Statement January 1, 2012.
- JSJ Corporation Middlebury, Indiana location Affirmative Action Plan & Equal Employment Opportunity Statement January 1, 2012.
- izzydesign Employee Handbook, Spring Lake, MI.
- ABCO Office Furniture Employee Handbook, Florence, AL.
- Harter Employee Handbook, Middlebury, IN.

Signature block JOAN HILL (Name)

COO (Position)

Joan Hill (Signature)