

ATTACHMENT III

EMS Objectives and Targets

Topic	Objective
Waste Reduction	Minimize pollution impact through proper waste disposal/recycling
Energy Reduction	Reduce energy consumption via energy reduction projects
Involvement	Increase overall awareness of recycling efforts and energy reduction to solicit new ideas
Wisconsin Green Tier	Evaluate and attempt to achieve Green Tier status

In addition to these EMS objectives, we perform many different regulatory activities to comply with all applicable WI DNR, EPA, and city regulations.

WASTE REDUCTION

#	Idea/Program	Results
1.	Improve recycling sorting by color coding recycling bins	By implementing this system we reduced plastic materials being sent to a land fill due to production people not knowing what containers to properly place the materials in. This has also increased revenue from plastic being sent out for recycling.
2.	Implement recycling bins for mixed plastic purging and plastic bags	Setting up these recycling bins reduced the waste going to landfill and allowed the facility to become a plastics user that sends a minimal amount of plastic to the landfill.
3.	Implement recycling bins for bag/film material	Setting up these recycling bins will reduce waste to landfill and allow the facility.
4.	Evaluate / audit recycling and waste handlers	Will allow and ensure our waste streams are being properly managed.
5.	3 rd Party evaluations	Contact vendors such as Maine Plastics and other recyclers to have them audit each building waste streams again to determine additional components for recycling.
6.	Purchase a hazardous waste compactor for solvent and paint contaminated rags	A compactor for solvent and paint contaminated rags was purchased and installed at Custom I facility. By compacting contaminated rags we are able to dispose of fewer drums with rags and reduce our waste disposal costs.
7.	Install a solvent still	Solvent still will help Custom I to recycle and reuse the solvents from its painting processes. This will minimize the plant's hazardous waste disposal and will allow it to change its hazardous waste generator status from a large quantity generator to a small quantity generator (or conditionally exempt generator of hazardous waste).

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ENERGY REDUCTION*

#	Idea/Program	Results
1.	Replace all Metal Halide lights and T-12 lights with all T-8 lights	Completed in October 2008. This project updated most of the interior lighting at Custom I facility. It resulted in considerable energy reduction and significant lighting improvements.
2.	Install motion sensors	Installation of motion sensors in the areas that are not used at all times, specifically in the basement, tunnels, storage areas, records area, etc. will help us reduce our energy use.
3.	Conduct compressed air efficiency study	John Henry Foster was contracted to perform a comprehensive compressed air evaluation of Custom facilities. The study was completed in October 2008. The resulting recommendations will be implemented in 2009 and will improve existing compressed air systems and lead to substantial energy savings.
4.	Air leak audit	Compressed air leak audit was completed in August of 2008 with leaks identified and tagged to be fixed. A follow-up air leak audit will be completed in March to identify any leaks that could result from recent equipment movement. As leaks are being fixed, consumption of compressed air and electricity is reduced, which in turn leads to substantial cost savings.
5.	Compressed air related projects	Installation of a pressure flow control valve, compressed air receiver vessel capacity and dedicating piping from the compressor to regulate the flow at Custom I facility and reduce energy use.
6.	Compressed air related projects	Installation of flow control, storage tanks and a compressor will help regulate flow at Custom II facility and improve energy efficiency.
7.	Exterior lighting	Replacement of 66+ 100w exterior flood lights with energy efficient PAR lights will lead to energy savings.
8.	Battery charging station	Installation of a new type of battery charging station for our electric forklifts that uses high frequency will help us decrease charging time from 8 hours to 2 hours, thus, considerably reducing electricity use.

*A number of other energy savings projects are being reviewed and are funding dependent.

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INVOLVEMENT

#	Idea/Program	Results
1.	Training	Perform training on our environmental expectations at new employee orientation and again, each year during required refresher training.
2.	Universal Waste Training	Maintenance employees are provided additional training on practices for the recycling of waste oil, parts washer solvents, fluorescent bulbs, batteries, and other universal wastes.
3.	Hazardous Waste Training	All employees that generate, prepare for shipment, or transport hazardous waste within our facility receive specialized training specific to hazardous waste they are handling.
4.	Employee Tours	New employees are provided a tour during orientation showing them the locations available for recycling lunchroom, production, and shipping recyclables.
5.	Share recycling information on lunchroom TV's	Display a power point presentation on our lunchroom TV showing our production scrap work its way through the recycling process at Maine Plastics.
6.	Posting about recycling	Postings are used throughout the year to communicate interesting facts about recycling in our efforts that our people will use the information both at work and at home.
7.	Educating our people regarding energy tactics	Put up postings regarding the lighting project to discuss energy savings, equivalents in trees planted, cars off the road, etc. to make our environmental activities more "real" to our people.
8.	Educate employees on home energy savings ideas	We arranged for WI Focus in Energy Home Performance to attend our fall Safety and Health fairs. WI Focus in Energy Home Performance provided us with information regarding home energy audits, energy reduction ideas for employees to use at home, and granted a free home energy audit,...etc.
9.	Set up Environmental Education Centers at each facility	Working with WI Focus on Energy Home Performance group we set up "Environmental Education Centers" for our employees in each of Custom facilities. The education centers contain pamphlets on home energy projects and training materials that show employees how to save energy at home and complete projects such as installing insulation, sealing windows, etc. Also distributed pamphlets for each employee from Xcel Energy titled "60 Easy Ways to Reduce Your Next Energy Bill".
10.	Partner with County recycling Assistant on recycling programs	Receive heads up on different types of "clean sweeps" (hazardous waste, drug/medication round ups, etc.) through the year and share that information with our employees via postings.

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WISCONSIN GREEN TIER

#	Idea/Program	Results
1.	Complete Green Tier application	The Green Tier application with the supporting materials will be completed and submitted to WDNR.
2.	Achieve Green Tier status	Achieving Green Tier status will result in a number of benefits (e.g. one point of contact with WDNR) and public recognition of Phillips Plastics Custom facilities dedication to environmental protection.
3.	Educated employees about Green Tier	Information posters will be put up throughout the facilities to educate our employees about the significance of achieving the Green Tier status and the benefits of the program.
4.	Foster Green Tier partnerships with other Green Tier companies and community stakeholder involvement	Achievement of Green Tier status will allow the Phillips Plastics Custom facilities to foster partnerships with those companies that share the Phillips Plastics commitment to exceptional environmental performance. It will also lead to community stakeholder involvement.
5.	Conduct annual EMS audit of Custom facilities and provide audit reports to WDNR.	Every year an environmental management system audit will be conducted at the Custom facilities. The results of the audit as well as the progress toward the achievement of the EMS objectives and targets will be provided to WDNR.