

## Sustainability Policy

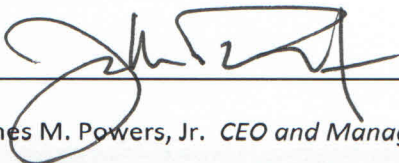
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Calibrus Call Center Services, LLC recognizes that businesses have a responsibility to reduce the environmental impact of their business operations. We are committed to finding ways in which we can reduce the impact of our work in the office and in the services that we provide to our customers.

It is our policy to:

- Recycle as much waste material as possible. Collection bins are placed throughout the office for a convenient way to recycle aluminum cans, plastics, and paper.
- Avoid the use of paper wherever possible. Send invoices and quotes via email as PDF files. Avoid printing emails and reports.
- Recycle equipment that is no longer of use to the company. For example, giving away items such as computers and printers that are no longer in use. When disposal of electronic equipment is necessary use only sustainable recycle facilities.
- Keep energy usage low. To the extent possible, use low energy light bulbs and Energy Star compliant electronic equipment. Ensure computers are shut down during off hours, where appropriate.
- Procure printer paper, shipping/packaging materials, and other supply products made with recycled paper.
- Encourage the use of green transportation alternatives. Calibrus facility is located at a light rail stop for this reason. Walking, bicycle, public transportation, and carpooling are all encouraged.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email.

All Calibrus staff has shared responsibility for integrating the provisions of this policy into their decision-making. In recognition of the continuing advances in technology and sustainability best practices, Calibrus will review this policy and update as necessary.



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James M. Powers, Jr. *CEO and Manager*