



December 15<sup>th</sup>, 2011

Subject: Minimum Advertised Pricing Policy (MAP)

To all Unison Hardware, Inc. Customers:

Effective January 1<sup>st</sup>, 2012 our INOX<sup>®</sup> products are not to be advertised at prices greater than 20% off the current retail Unison Hardware price list in effect at the time of the advertised price. This policy includes the practice of using a "shopping cart" end of order discount or incentive. Unison Hardware will review the entire discount applied to the buyer. This policy applies to all channels of distributions.

This change in policy is intended to promote a level playing field, as well as ensure the integrity of the INOX<sup>®</sup> brand. This policy will be strictly enforced and offenders may have their discounts modified or their account closed.

Kindest Regards,

A handwritten signature in black ink, appearing to read "Jeff Howes". The signature is fluid and cursive, with a long horizontal stroke at the end.

Jeff Howes CEO