

November 17, 2008

Subject: Compliance with California Air Resources Board Regulation #93120

Dear Dealer Partner,

Please be advised that the California Air Resources Board (CARB) has established limits on the emissions of formaldehyde from hardwood plywood, particle board, medium density fiberboard, thin medium density fiberboard, and finished goods containing these materials.

Effective January 1, 2009, hardwood plywood, particle board, medium density fiberboard, thin medium density fiberboard, and finished goods containing these materials must meet emissions limits given in title 17, California Code of Regulations section 93120.2. (please refer to note below)*

This letter is to confirm that all hardwood plywood, particle board, medium density fiberboard, thin medium density fiberboard, and finished goods containing these materials supplied by National Office Furniture comply with the current requirements of the CARB regulation. This written confirmation is required for your company to demonstrate compliance to the CARB regulations.

Please contact us if you have any questions about this information.

Sincerely,



Angie Schuch

Director of Product Line Management

*Note: CARB's rule includes a "sell-through provision", which allows for a timely clearing of existing inventories following the effective dates for Phase I and Phase II standards. For manufacturers of hardwood plywood, particleboard, medium density fiberboard, and thin density fiberboard 3 months sell-through period is provided. For distributors, a 5 month, and for importers a 3 month sell-through period is provided for hardwood plywood, particleboard, and medium density fiberboard, and thin medium density fiberboard manufactured before the Phase I and Phase II effective dates. An 18 month sell-through period is provided for distributors and importers of finished goods containing hardwood plywood, particleboard, medium density fiberboard, and thin medium density fiberboard. . Please see official information available at <http://www.arb.ca.gov/regact/2007/compwood07/compwood07.htm>