

To: All Eligible Employees of Southern Design Services, Inc.

RE: Southern Design Services, Inc. Savings & Investment Plan

We would like to introduce you to the Southern Design Services, Inc. Savings & Investment Plan. This plan offers a mix of funds from which to choose ranging from conservative to an aggressive approach. You can contribute from 1% and 25% of your annual pay on a before tax basis up to the IRS limit of \$17,000 for tax year 2012 (Highly compensated employees, those earning more than \$115,000, contributions may be less than the statutory limit). In addition, employees who have attained age 50 before the close of the Plan Year shall be eligible to make catch-up contributions up to \$5,500.

Please direct any questions concerning this plan to the third party administrator, Stringer & Company, at (864) 877-9511.

The company will match your contributions 25% of the first 2% of compensation that you contribute into the plan. The money you contribute to the Plan comes out of your paycheck before taxes are deducted. You don't pay taxes on this money until you withdraw it from the Plan. This lets you increase your take home pay and decrease your current income tax bill. ***You are eligible to participate in the plan upon your date of hire with entry dates at the beginning of each quarter.***

A Financial Investment Consultant, Jim Switzer, with the investment firm of Morgan Stanley, will provide investment advisory services and the third party administrator for the plan is Stringer & Company.

If you are interested in participating, please contact us to request an American Funds booklet which contains information about the funds with enrollment and beneficiary designation forms. Once completed, the forms can be returned by fax at 864.278.5005 or by mail to:

Southern Design Services, Inc.
Attention: Julie Lee
110 Carpet Drive
Spartanburg, SC 29303
jlee@southerndesigninc.com

It is very important that all forms (Enrollment and Beneficiary Designation) be completed in their entirety and returned no later than 1 week prior to the beginning of a new quarter.

If you have any question please feel free to contact me at 864.278.5000.