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| XOS_logo_PMS654.jpg | Tel: +1 518.880.1501 / Email: info@xos.com |

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| http://cdn1.hubspot.com/hub/70580/dove-shadow.gif |
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| Screening for Conflict MineralsHDXRF offers a fast, precise solution |

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| **In this issue:**Screening for Conflict MineralsHDXRF Analysis of Pb in GlassNew XOS Health & Safety Product Manager  |
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| **Special Notice:*****Anti-Corruption Policy Program 2014:*** XOS thanks you for your support of this annual program.  If you have not yet submitted your Certification,[**you may access it here**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AW6knJLL7C16kdW91-G461Y91bY0/5/f18dQhb0S65N2jVZsxV1xfTw52PVqpN47RxVKMCwhRW49xlXZ3DCwN6W6l24Wy5c0k0_W7xVcRf49rLkDVjPNt02bd53dW93lgKC7cbLwqW2nz9_d3W2nnGW9d7S0x3w87yXW83DbJ145YGTLN8wh3p23K2gMW5MJk8q2vLGkcW6XmMfz1btytBVSsPqK7wVbCDW2cnjz67KvHrLW3TYk1l7RkNy2N7Qdy4V67Qh3N3MlhDTcpNrcVVPWjq7NBnF2W5qqnBm6RdPWTVY41LB6gpnXMVZlXCB69wQ2YW7L_dSC5gn1h-W803k5L6c4dT0W9j8PDw1bZQ1nW4xjqcy2-YcCPW3gL7F781SR86W6n8zHV2pkRlrW4z8bqD8B2GfjW68X04_315cxkW7NZmVv66SrVGTXL7k6gqp9JW7y_tgb8D_-DMW712QR73mqsDJW1vKpkx7Pn3vqW5YKrVn7n-DV0W21vPBj3W7VtHN3qDM6Nc989FW3Z0TSM1ZpSC7N7fwmXf8x-88W15jRp47kqXGbW7CcBDG8S7VmDW8dzPrx8VfwhxN8fNxprvVBKpF89d7GTKhjyf88Zsc603). Please send the completed form, or any questions you may have to Karen Horth at khorth@xos.com.  |

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| Visit us at:[**AAFA International Product Safety Conference**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AW4KqQzf66tWLFN9hZWr48Vtlt0/5/f18dQhb0S65P2jVZsxV1x8ft2_ZcVvVLwT3V53PddpW3kpTx06Ggm9pW10C4q71mKSMLW4cMBGH1q7VstW39PbP38DqSjjW1frY0C21rN56VgrzqK4Rc3M5W8mP_0h92hhj3W1Y1F2Y6YwLRgW7rhlb17rQfRjN7wnRFWsTt1hW42gdJh88D6CsW2DJtWR2T-BwVW2wm8KV2HhFzRW3KRHZz3zt8T2W6rvwsS8wRCcTW2m5Y9P5YCXF8W5q2YkY7PDgWWMgrBwQ1b8wvW2mwGYP8BbGfMW2RWSqQ2w3XPrW7GvJVx1y76LfW8jxQ5K1qVmXbN1KNp1nBTjcxW3WWhZr7KqY4FW1F-7Rq3Z6TjYW2Wx4fM6rBYd2W49_0Hj6hc1HSN3qkZF5BfgGlW667F3N6HG8CVN7jSlDJWwYZmW5Gy06W1g93lCW5DpJLw2RwtpBW1P15nq5qr79lW3ZXG0l6ZhjTRW7KHFxp8cdthrW2HqDb56L6MV5W1xB2dH6Tdg09N5qxGlvD4G0XW8tY7jq54SplSW8QsjY77ZLsVSW7nnXxM99cVpRW8ytMpy59hRtjN18JYvGw7sz9f4qMxp204)Dhaka, BangladeshDecember 9, 2014[**Hong Kong Toy Fair**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AW2_x8Ys6Yp7GxW7hsWRD1N29zp0/5/f18dQhb0S8338XJ9l8W7KWyw32qwv27VK3PhN32hk49Mf5sfKXD6prW39Dr-N8pCDJrW7Ys1tB4vgKM1W97NmRF3J-QbTW5k3qzJ41_WbvW3SQgn23_CV3gW3V_Tcn5bnx8RW20Y98h1YfY8XW5hkTxh5mg0ggW3XY3gt9bvg61W2hBQwB1MqhJKW7ldyjx608MDxW22Mdjl69PK12W6qXn8122Zc_jW1HnRjV1fwQWBW1X_SqX7xb33fW7QSPbL20NH_5W24V75k225JVdW79qtQd1Rg85vW1T8PQT6xSQWtW246VWY1kvhDjW7BYklN1Q6ljMW1R-rTF5-0-6dW7LYKqM3bwBFyN8c368QcWbVfN4Wpz-0q3p8CW8FXr0j6VScFdW9dtsrl7tFnG-W99BTWx30Hpx6W12-p-k5LKF8rW9l-tQj4L6RhpW8L0KBJ96_nVrW25R1qL5B8WHsW4Wv0q31n_9CH0)January 12-15, 2015[**Toy Fair**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AN1P9WBFf7rfQW5GQN6C7TZ8SD0/5/f18dQhb0S8388YXMXYW7KWyw32qwv27VK3PhN32hk49Mf5jxxXD6prW39Dr-N8pCDJGW96sdlf5Cqws9W4vgKM1999f65W6PVJWy625bx1W6Gj8TS6bVy-5N25hvjFHZ5KNW5D8zFF5m3ZGGW96dt4S4r1QvYVDPqsR8gjY6LW8WBKbV56sy_8W2NhXFJ4R53X3W3p5xyp8W1WdPW1SPn6N4dhgR-W2Pc--m14Qv1RW1hpm0t8V31YpW75mTJz14-m-tW5KKfcd5LVg43W759lvW4PmYvrW75qM2D2dn9GSN48ZS_0spwVxW82CvPK1hhkbpW1TcWT04yF5wwN4lBZ6Fnpt28W6BXj_P8Ph58-W59Bv7s7n80-YW2GFmJy7lc4CYN2Sw2t3fN128W2nRylc5rNJxYW5nbgRz9gXpHGW1vhg-z84h691W2hjNVk1Rtg4wVqBZH_2yS_3LdXl43g04)(Toy Industry Association)New York, NYFebruary 14-17, 2015 |

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 | Conflict-minerals-image-with-heading_finalThe Securities and Exchange Commission (SEC) adopted a final rule as mandated by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) to require publicly-held companies, or issuers, to publicly disclose their use of conflict minerals that originate from the Democratic Republic of the Congo (DRC) or an adjoining country.The first step in risk assessment for this directive is to determine if your products contain any of the 3TG elements (Tin, Tungsten, Tantalum, and Gold). Screening for the presence of 3TG elements with High Definition X-Ray Fluorescence (HDXRF®) is fast, precise, and requires minimal training.Conflict-Minerals-CHART In the [**XOS document linked below**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AW6dBcjV36Yd4wW2DRrsB8St1CJ0/5/f18dQhb0SbTK8Y9_DzW66Hb0P4T_wBsW1q7zBx64zF8lMsc_VKXD6prW39Dr-f1wRVfWMYCsnfcPq_nW4s2wsT2mJ1kVW5WGXt75k3QLMW2Vcs2d3_RwyKW3SXvZT3lGW1MW8MNNn35w5nMnW8h6dRB3jL0X_W125G-63N-pz6W5RVyL15B8WxxW3z6HV8100yq7W3jL1hn5Hsr_pW5G2Wvy5ZGBz3W2Rxr-s7wVs9bW1lRb4_61mzVzV_92VJ2Z605kW2_1rp53ZQ23FW8vr5Ss62nXDhW8vDbg414mQQhW5mfJmN3F07fVW8Ft5h98r0LT8W3RkqyG5lLCbyW5FxBCG5GCzCqW5pd9hs6bh0s0W5N-lMC5DHx30W3dhcGK5CK92_W8DrxBY31-yg4N8yWQyVSbZbCW8Fqj-R8yWc1tW8DKzfp228cG2W8vNyhB4Pw1VkN2sbPxnc1JxYW4ksKw83sWVxlW4DdLcH3LRpzKW49X0tl4QDcJ_W1vs-Jh1rfFGPW9bKYtX2-zyZ6W6SqWV54CC5fRN3CZzbcV8sV8TVzBX4Z674R103), learn the Who, What, Where, When, & Why of 3TG screening, and find out how HDXRF offers unique benefits for this application. Conflict-minerals-page1-screenshot Click image to open PDF. |

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| HDXRF Analysis of Pb in Glass |  | New Health & Safety Product Manager |
| Sindie_PlusPB_logo-web.jpgWhen it comes to analyzing glass materials for lead, HDXRF can offer many advantages over ICP methods. In February of 2013, the CPSC expanded upon its approval of HDXRF ASTM method F2853-10 for the quantification of lead in surface coatings to include quantification of lead in homogeneous substrates as well,including glass. **Learn more.** |  | Kuala_Lumpur.jpg**Kyle Kuwitzky** recently joined the XOS Marketing Team as Product Manager, Health & Safety. [**Learn how he can help you meet your territory goals.**](http://t.hsms10.com/e1t/c/%2AW2d6sc44MhZmDW8zsqhn8WCs5B0/%2AW29yTX66sG5kBW5cWHts58b7DN0/5/f18dQhb0SmhT8XJ8QKW7KWyw32qwv27VK3PhN32hk49Mf5tGzXD6prW39Dr_73S_lz1W7cFs0t7cFLQQW6PZ7hw1myljbVbpT7B6Rq_XQW6Q2x7w1nrCGwW96zRPS6bT6L3W8RRjRD5CkvplW6vYDb47v70tSW4RYYVx3s1XjFW51G0BM4YFc44W57-WqM3H_PtyW2DzCtR1yBNVXW2C9HQ61vvCzzW4Hl5yW7DLmBJW5dxdNt6sDx0QW2Q4Wfp7Lky1fW4QKm7N464SvGW5xWwdx7VMT-GW5fh6DK49dXDKW44FxNk1X6JkCW55xwHT6ywyM-W5ZpDcd3FtmYmW5Kj_Ds1vWh2WW7Jffsk6Pc2NRN7PwksXVzQv-VVn7DD1FdLwHW6xlwNW8X4cD0W8WxMwD1VcpbqVKdzRl8j1W0CW6HYsbs4ZkmNyW91Lmx05FRmn3W8J2RmS7ffLdfW8_kp4M2QYcK0f6G6N4J02) |

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