

FLA COMPANY AFFILIATE CATEGORIES

February 16, 2015

Current lists of FLA affiliates are available on the FLA website at www.fairlabor.org.

Contact support@fairlabor.org for help with registration or contact services@fairlabor.org if you would like more information about the Participating Supplier and Participating Company programs.

AFFILIATE CATEGORY	QUALIFYING CRITERIA	PARTICIPATION LEVEL	BOARD APPLICATION AND APPROVAL REQUIRED	ELIGIBLE FOR ACCREDITATION	PUBLIC FACTORY DISCLOSURE REQUIRED (CONDITION OF COLLEGIATE BUSINESS)	SPECIFIC PROGRAM REQUIREMENTS	ANNUAL DUES	ADMINISTERED ASSESSMENT FEES (IF APPLICABLE)	OTHER NOTES
Participating Suppliers (PS)	Manufacturers, producers, farms, factories and factory groups. Companies at any level of revenue may apply for this category.	All owned and operated facilities	Yes	Yes	N/A	<ul style="list-style-type: none"> Fulfill all participation requirements, including all ten FLA Principles of Fair Labor and Responsible Production. Submit entire supply chain to FLA administered assessments. Complete the baseline and annual self-assessments in the FLA platform. 	Calculated as a percentage of annual gross income. For more information, please contact the FLA.	Average cost of assessment (\$4,000 for apparel factories and \$6,000 for footwear factories) is applied to 5% of factory list. Company is charged on actual costs and balance is reimbursed or carried forward. A management fee is also assessed per monitoring visit.	Can be placed under Special Review for noncompliance with FLA requirements. Please see the FLA Charter for more information on Special Review.
Participating Company (PC)	Brands and Retailers. Companies at any level of revenue may apply for this category. PCs are typically companies with above \$50 million in total annual revenues.	Entire supply chain	Yes	Yes	Yes	<ul style="list-style-type: none"> Fulfill all participation requirements, including all ten FLA Principles of Fair Labor and Responsible Sourcing. Submit entire supply chain to FLA administered assessments. Complete the baseline and annual self-assessments in the FLA platform. 	Calculated as a percentage of gross annual revenues. For more information, please contact the FLA.	Average cost of assessment (\$4,000 for apparel factories and \$6,000 for footwear factories) is applied to 5% of factory list. Company is charged on actual costs and balance is reimbursed or carried forward. A management fee of \$2,110 is also assessed per monitoring visit.	Can be placed under Special Review for noncompliance with FLA requirements. Please see the FLA Charter for more information on Special Review.

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Category B Licensee	Over \$50 million in total annual revenues.	Collegiate supply chain only	Yes	No	Yes	<ul style="list-style-type: none"> Fulfill all participation requirements, including all ten FLA Principles of Fair Labor and Responsible Sourcing. Submit facilities that manufacture goods bearing marks of FLA-affiliated colleges and universities to FLA administered assessments. Complete the baseline and annual self- assessments in the FLA platform. 	<p>For total annual revenues from collegiate goods of \$100 million or less: \$5,000.</p> <p>For total annual revenues from collegiate goods over \$100 million: \$5,000 + .00001 times revenue in excess of \$100 million.</p>	Average cost of assessment (\$4,000 for apparel factories and \$6,000 for footwear factories) is applied to 5% of collegiate factory list. Company is charged on actual costs and balance is reimbursed or carried forward. A management fee of \$2,110 is also assessed per monitoring visit.	<p>Can be placed under Special Review for noncompliance with FLA requirements. Please see the FLA Charter for more information on Special Review.</p> <p>Licensees should avail themselves of training opportunities available through the FLA, including in person, online and self-directed training.</p>
Category C Licensee	Companies with total annual revenues between \$2.5 million and \$50 million.	Collegiate supply chain only	No	No	Yes	<ul style="list-style-type: none"> Fulfill all participation requirements, including all ten of the Principles of Fair Labor and Responsible Sourcing. Complete annual self-assessments. Participate in other forms of due diligence that may be required by the FLA. 	.0001 x total annual revenues, with a minimum of \$500	Not applicable	<p>Annual online renewals are required (FLA operates on the calendar year January–December).</p> <p>Licensees should avail themselves of training opportunities available through the FLA, including in person, online and self-directed training.</p>
Category D Licensee	Companies with total annual revenues below \$2.5 million.	Collegiate supply chain only	No	No	Yes	<ul style="list-style-type: none"> Fulfill all participation requirements, including all ten of the Principles of Fair Labor and Responsible Sourcing. Participate in other forms of due diligence that may be required by the FLA. 	Annual fee of \$100	Not applicable	<p>Annual online renewals are required (FLA operates on the calendar year January–December) .</p> <p>Licensees should avail themselves of training opportunities available through the FLA, including in person, online and self-directed training.</p>