



FAIR LABOR
ASSOCIATION™

**Fair Labor Association
Year Two
Annual Public Report
Part 2 of 4**

Published August 18, 2004

This is the second of four parts of a printer-friendly version of the Fair Labor Association's Year Two report, which was designed for website use. Therefore, some of the website features (including links and layering) have been modified or removed from this print version. Please access the FLA's website, accessible at www.fairlabor.org/2004report, to utilize these features.

Please note also that the FLA publicly reports on all of its independent external monitoring visits on a factory-by-factory basis. Those reports, which are called FLA tracking charts, complement the FLA's annual public report by providing very detailed information about selected factories. The tracking charts can be found at <http://www.fairlabor.org/all/transparency/reports.html>

Please direct questions about the report to info@fairlabor.org.

This report is organized as follows:

In Part One:

I. About this Report

II. Companies Up Close – an Introduction

A. Participating Companies

- | | |
|---|------------------------|
| 1) adidas-Salomon | 2) Eddie Bauer |
| 3) GEAR for Sports | 4) Liz Claiborne |
| 5) Nike | 6) Nordstrom |
| 7) Patagonia | 8) Phillips-Van Heusen |
| 9) Reebok (including Reebok footwear, an FLA-accredited compliance program) | |
| 10) Zephyr-Graf-X | |

In Part Two:

B. Category B Licensees

- | | |
|--------------------------------|-------------------------------|
| 1) American Pad and Paper, LLC | 2) Commemorative Brands, Inc. |
| 3) Cutter & Buck, Inc. | 4) Drew Pearson Marketing |
| 5) Global Accessories, Inc. | 6) Herff Jones, Inc. |
| 7) Jostens, Inc. | 8) Lands' End, Inc. |
| 9) MBI, Inc. | 10) New Era Cap Company, Inc. |
| 11) Outdoor Cap Company | 12) Oxford Industries, Inc. |
| 13) Riddell, Inc. | 14) Twins Enterprise, Inc. |
| 15) VF Corporation | |

In Part Three:

III. Overview of Findings

- A. Facts and Figures**
- B. Findings and Analysis**

In Part Four:

IV. Freedom of Association – Year Two Featured Code Provision

- A. Overview of Standard**
- B. FLA Efforts**
- C. Four Countries in Brief**
 - 1. China
 - 2. Vietnam
 - 3. Bangladesh
 - 4. Mexico

V. Third Party Complaints Case Studies

- A. Facility Contracted by Nike in Sri Lanka**
- B. Facility Contracted by Lands' End in El Salvador**
- C. Facility Contracted by Liz Claiborne in Guatemala**

VI. FLA Process

B. Category B Licensees

FLA Category B Licensees commit to implement FLA Standards in the factories where they produce licensed goods for FLA College or University Affiliates. They agree to affiliate with the FLA as part of their licensing contracts with colleges and universities.

Therefore the reports in this section cover efforts made by Category B Licensees to improve conditions only in factories producing college- and university-licensed goods. For a complete description of the FLA Licensee Program, please see <http://www.fairlabor.org/all/licensees/index.html>.

The Category B Licensees included in the FLA's Year Two Report are:

- 1) American Pad and Paper, LLC
- 2) Commemorative Brands, Inc.
- 3) Cutter & Buck, Inc.
- 4) Drew Pearson Marketing
- 5) Global Accessories, Inc.
- 6) Herff Jones, Inc.
- 7) Jostens, Inc.
- 8) Lands' End, Inc.
- 9) MBI, Inc.
- 10) New Era Cap Company, Inc.
- 11) Outdoor Cap Company
- 12) Oxford Industries, Inc.
- 13) Riddell, Inc.
- 14) Twins Enterprise, Inc.
- 15) VF Corporation

Category B Licensee obligations (which apply only to factories producing college- and university-licensed goods) include:

- Adopting and communicating the Workplace Code to workers and management at applicable facilities
- Training internal compliance staff to monitor and remediate noncompliance issues
- Conducting internal monitoring of applicable facilities
- Submitting to unannounced, independent external monitoring visits to factories throughout its supply chain
- Remediating noncompliance issues in a timely manner
- Taking steps to prevent persistent patterns of noncompliance, or instances of serious noncompliance
- Collecting and managing compliance information effectively
- Providing workers with confidential reporting channels to report noncompliance issues to the company
- Consulting with non-governmental organizations, unions, and other local experts in its work

1) American Pad and Paper, LLC

1. American Pad and Paper's Company Profile

Company Name: **American Pad and Paper, LLC**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$100-500***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$3.36**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Ampad / 100%

FLA-Affiliated University Licensors: **121**

Total Applicable Facilities Worldwide in FLA Y2: **2**

Factories Subject to Internal Monitoring Visits in FLA Y2: **2**

Total FLA Independent External Monitoring Visits in FLA Y2: **0**

Due to bankruptcy, no facilities were monitored by the FLA in Year Two.

Notes:

American Pad and Paper, LLC exited bankruptcy in August of 2003.

2. American Pad and Paper's Compliance Program in FLA Applicable Facilities

American Pad and Paper (AMPAD) was involved in bankruptcy proceedings through August 2003. Consequently, its compliance program was not in operation for the majority of the year. While both applicable facilities were reported to have been visited during the year by corporate staff, the company did not participate in FLA independent external monitoring due to a shortage of funds. The company plans to implement its compliance program more fully during 2004.

3. American Pad and Paper's Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize AMPAD's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- A letter of intent to affiliate with the FLA was posted for employees to read.
- The AMPAD Code of Conduct is posted in both factories.
- Monthly safety training is provided to all employees.
- Staff from Corporate Human Resources visits factories to review safety and pay practices.
- AMPAD uses a confidential suggestion box for employees to report noncompliance.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from American Pad and Paper

| Name of School | Location |
|---|----------------|
| Albany Law School | New York |
| Albertus Magnus College | Connecticut |
| American University | Washington DC |
| Appalachian State University | North Carolina |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Brookdale Community College | New Jersey |
| Bucknell University | Pennsylvania |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at San Diego | California |
| University of California at San Francisco | California |
| University of California at Santa Barbara | California |
| California State University at Northridge | California |
| California State University at Sacramento | California |
| Cardinal Stritch University | Wisconsin |
| Carleton College | Minnesota |
| Carnegie Mellon University | Pennsylvania |
| Centre College | Kentucky |
| Colgate University | New York |
| University of Colorado at Boulder | Colorado |
| University of Colorado at Denver | Colorado |
| Colorado State University | Colorado |
| Columbia University | New York |
| Connecticut College | Connecticut |
| Creighton University | Nebraska |
| University of Dayton | Ohio |
| Denison University | Ohio |

| | |
|---|----------------|
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |
| Franklin & Marshall College | Pennsylvania |
| University of Georgia | Georgia |
| Gustavus Adolphus College | Minnesota |
| University of Illinois at Urbana-Champaign | Illinois |
| Ithaca College | New York |
| University of Iowa | Iowa |
| James Madison University | Virginia |
| University of Kansas | Kansas |
| University of Kentucky | Kentucky |
| Lake Forest College | Illinois |
| Lewis & Clark College | Oregon |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| Marywood University | Pennsylvania |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Millersville University | Pennsylvania |
| University of Missouri at Columbia | Missouri |
| University of Missouri at St. Louis | Missouri |
| Mount Holyoke College | Massachusetts |
| University of Nebraska | Nebraska |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| University of Pittsburgh | Pennsylvania |
| University of Portland | Oregon |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Randolph Macon Women's College | Virginia |
| Rider University | New Jersey |
| Rutgers University | New Jersey |
| St. Cloud State University | Minnesota |
| St. Joseph's University | Pennsylvania |
| St. Olaf College | Minnesota |
| St. Peter's College | New Jersey |
| University of St. Thomas | Minnesota |
| San Diego State University | California |
| San Jose State University | California |
| Santa Clara University | California |
| Seton Hall University | New Jersey |
| Simpson College | California |
| Smith College | Massachusetts |
| University of Southern California | California |

| | |
|-------------------------------------|---------------|
| SUNY Cobleskill | New York |
| SUNY Cortland | New York |
| SUNY Potsdam | New York |
| Syracuse University | New York |
| Union College | New York |
| University of Utah | Utah |
| Utah State University | Utah |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| Washington University | Missouri |
| Wellesley College | Massachusetts |
| Western Washington University | Washington |
| West Virginia University | West Virginia |
| Wheaton College | Massachusetts |
| University of Wisconsin at Oshkosh | Wisconsin |
| Wright State University | Wisconsin |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |

5. FLA Applicable Facilities Producing American Pad and Paper Products

| Name of factory | Country where located |
|------------------------|------------------------------|
| AMPAD Holyoke | United States |
| AMPAD Mattoon | United States |

6. Locating and Monitoring American Pad and Paper’s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| United States | 2 | 2 | 0*** |
| TOTAL | 2 | 2 | 0 |

***Due to bankruptcy, no facilities were monitored by the FLA in Year Two

2) Commemorative Brands, Inc.

1. Commemorative Brands, Inc.'s Company Profile

Company Name: **Commemorative Brands, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$100-500***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$34.3**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

ArtCarved / 64%

Balfour / 22%

Milestone / 14%

FLA-Affiliated University Licensors: **118**

Total Applicable Facilities Worldwide in FLA Y2: **4**

Factories Subject to Internal Monitoring Visits in FLA Y2: **1**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at

<http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Commemorative Brands, Inc.'s Compliance Program in FLA Applicable Facilities

The Commemorative Brands, Inc. (CBI) Compliance Program is based on the CBI Standards for Production Conduct, which meets all FLA requirements. The compliance team is made up of the Vice President of Legal Affairs and the managers for Human Resources, Safety, and Finance. Each of the team members reports to a Vice President in his/her division. All compliance team members are based at corporate headquarters in Austin, TX.

3. Commemorative Brands, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize CBI's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- The workplace standards of Commemorative Brands, Inc (CBI) are transmitted orally to workers in factories. They are also posted in applicable facilities in English, Spanish and Vietnamese, and included in all new hire packets.
- The CBI Standards for Production Conduct is introduced to new employees during orientation and reiterated to current employees through ongoing training.
- CBI requires a random selection of 25% of its employees to complete a survey regarding the workplace code of conduct on a quarterly basis. The questionnaire is used to verify the communication of workplace standards.
- CBI reports that all employees will be given the names and locations of internal monitors so that they may express concerns directly to them.
- CBI reports that it will periodically consult with the legally constituted unions in CBI facilities in order to ensure that applicable collective bargaining agreements are monitored and adhered to.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Commemorative Brands, Inc.

| Name of School | Location |
|---|-----------------|
| University of Alabama | Alabama |
| American University | Washington DC |
| Appalachian State University | North Carolina |
| University of Arizona | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at Los Angeles | California |
| University of California at San Diego | California |
| California State University at Long Beach | California |
| California State University at Northridge | California |
| California State University at Sacramento | California |
| Carnegie Mellon University | Pennsylvania |
| Colby College | Maine |
| Colgate University | New York |
| University of Colorado | Colorado |
| University of Colorado at Denver | Colorado |
| Colorado College | Colorado |
| Colorado State University | Colorado |
| Columbia University | New York |
| Cornell University | New York |
| Creighton University | Nebraska |

| | |
|---|----------------|
| Dartmouth College | New Hampshire |
| University of Dayton | Ohio |
| University of Delaware | Delaware |
| Denison University | Ohio |
| University of Detroit-Mercy | Michigan |
| Duke University | North Carolina |
| Ferris State University | Michigan |
| University of Florida | Florida |
| Florida State University | Florida |
| Fordham University | Florida |
| George Mason University | Virginia |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| Hamilton College | New York |
| Harvard University | Massachusetts |
| University of Illinois at Chicago | Illinois |
| University of Illinois at Urbana-Champaign | Illinois |
| Illinois State University | Illinois |
| University of Iowa | Iowa |
| Ithaca College | New York |
| Johns Hopkins University | Maryland |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Lake Forest College | Illinois |
| Lebanon Valley College | Pennsylvania |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maine at Farmington | Maine |
| University of Maine at Orono | Maine |
| Manchester College | Indiana |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| Marymount University | Virginia |
| University of Massachusetts | Massachusetts |
| Massachusetts Institute of Technology | Massachusetts |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Michigan Technological University | Michigan |
| University of Missouri at St. Louis | Missouri |
| University of Missouri at Columbia | Missouri |
| Mount Holyoke College | Massachusetts |
| University of Nebraska | Nebraska |
| Neumann College | Pennsylvania |
| University of Nevada-Las Vegas | Nevada |
| University of New Hampshire | New Hampshire |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |

| | |
|---|----------------|
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| Northeastern Illinois University | Illinois |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| University of Pennsylvania | Pennsylvania |
| Pennsylvania State University | Pennsylvania |
| Phillips Academy | Massachusetts |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Randolph-Macon Woman's College | Virginia |
| Rutgers University | New Jersey |
| San Diego State University | California |
| Seton Hall University | New Jersey |
| University of South Florida | Florida |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| SUNY Cobleskill | New York |
| SUNY Cortland | New York |
| SUNY Potsdam | New York |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| University of Texas Medical Branch at Galveston | Texas |
| Temple University | Pennsylvania |
| Trinity College | Connecticut |
| University of Utah | Utah |
| Utah State University | Utah |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| Virginia Tech | Virginia |
| University of Washington | Washington |
| Washington University | Missouri |
| West Virginia University | West Virginia |
| Wheaton College | Massachusetts |
| University of Wisconsin at Oshkosh | Wisconsin |
| Wright State University | Ohio |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |
| Yale University | Connecticut |

5. FLA Applicable Facilities Where Commemorative Brands, Inc. Produces

| Name of factory | Country where located |
|--|------------------------------|
| Commemorative Brands, Inc. – Austin | USA |
| Commemorative Brands, Inc. – El Paso | USA |
| Commemorative Brands, Inc. DBA Balfour- Louisville | USA |
| Pulidos de Juarez | Mexico |

6. Locating and Monitoring Commemorative Brands, Inc. FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| United States | 3 | 1 | 1 |
| Mexico | 1 | 0 | 0 |
| TOTAL | 4 | 1 | 1 |

3) Cutter & Buck, Inc.

1. Cutter and Buck's Company Profile

Company Name: **Cutter & Buck, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$131.7**

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$2.3**

Company Status: **Public [NASDAQ: CBUK]**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Cutter and Buck / 100%

FLA-Affiliated University Licensors: **92**

Total Applicable Facilities Worldwide in FLA Y2: **19**

Factories Subject to Internal Monitoring Visits in FLA Y2: **15**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Cutter and Buck's Compliance Program in FLA Applicable Facilities

Cutter and Buck adopted the SA800 Code as the company code of conduct in 1999. The FLA Workplace Code of Conduct has also been adopted by Cutter and Buck's Vendor Social Compliance Program. The Program is managed by the part-time Compliance Manager, who reports to the Vice President of Production. The Compliance Manager schedules all audits and oversees the company's corrective action plans. All internal audit visits are announced and are conducted by Verite.

3. Cutter and Buck's Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Cutter and Buck's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Cutter and Buck requires that FLA standards are posted in all its applicable facilities.

- During 2003, audits revealed that only management knew about the FLA Workplace Code of Conduct.
- Internal monitors use a single audit instrument that monitors in accordance with FLA and SA8000 Code requirements.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Cutter and Buck

| Name of School | Location |
|--|-----------------|
| University of Alabama | Alabama |
| Albany Law School | New York |
| Appalachian State University | North Carolina |
| Arizona State University | Arizona |
| University of Arizona | Arizona |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| Bowdoin College | Maine |
| Brown University | Rhode Island |
| California Polytechnic State University | California |
| California State University at Sacramento | California |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at San Francisco | California |
| Colby College | Maine |
| Colgate University | New York |
| Colorado State University | Colorado |
| University of Colorado at Boulder | Colorado |
| Columbia University | New York |
| Cornell University | New York |
| Creighton University (Omaha, NE) | Nebraska |
| University of Dayton | Ohio |
| Denison University | Ohio |
| Duke University | North Carolina |
| Ferris State University | Michigan |
| Florida State University | Florida |
| University of Florida | Florida |
| Georgia Institute of Technology | Georgia |
| University of Georgia | Georgia |
| Gettysburg College | Pennsylvania |
| Harvard University | Massachusetts |
| Heritage College | Washington |
| Hobart and William Smith Colleges | New York |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| Johns Hopkins University | Maryland |
| James Madison University | Virginia |
| Kansas State University | Kansas |
| University of Kansas | Kansas |
| University of Kentucky | Kentucky |
| Lewis and Clark College | Oregon |

| | |
|---|----------------|
| University of Maine at Orono | Maine |
| Manchester College | Indiana |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| University of Massachusetts | Massachusetts |
| Massachusetts Institute of Technology | Massachusetts |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| Michigan State University | Michigan |
| University of Michigan | Michigan |
| University of Missouri at Columbia | Missouri |
| Mount Holyoke College | Massachusetts |
| University of Nebraska | Nebraska |
| University of Nevada at Las Vegas | Nevada |
| New Mexico State University | New Mexico |
| University of New Mexico | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| Northeastern Illinois University | Illinois |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pennsylvania | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Rutgers University | New Jersey |
| San Diego State University | California |
| San Jose State University | California |
| Santa Clara University | California |
| Seton Hall University | New Jersey |
| Smith College | Massachusetts |
| University of South Florida | Florida |
| University of Southern California | California |
| St. Joseph's University | Pennsylvania |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| Trinity College | Connecticut |
| Tufts University | Massachusetts |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| Virginia Tech | Virginia |
| Washington University in St. Louis | Washington |
| University of Washington | Washington |
| West Virginia University | West Virginia |
| Western Washington University | Washington |
| University of Wisconsin at Milwaukee | Wisconsin |
| University of Wyoming | Wyoming |

5. FLA Applicable Facilities Producing Cutter and Buck Products

| Name of factory | Country where located |
|-------------------------------------|------------------------------|
| Timely | China |
| Zhejiang Jaixing Silk | China |
| Khun Wah | Hong Kong |
| GTN Textiles Ltd. | India |
| Maral Overseas | India |
| Prachi Exports | India |
| Multi Coins | Macau |
| Vimchamp | Macau |
| Cotton Design SA | Peru |
| Cotton Knit | Peru |
| Textile Del Valle AS | Peru |
| JTS Industries, Inc. | Philippines |
| Castle Peak Holding Public Co. Ltd. | Thailand |
| Siam Knitwear & Garment Co. | Thailand |
| Thai Garment | Thailand |
| Thai Jichodo Co. Ltd. | Thailand |
| Thanuluz Public Co. Ltd. | Thailand |
| TM Garment Co. Ltd. | Thailand |
| Belteks | Turkey |

6. Locating and Monitoring Cutter and Buck's FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 2 | 0 | 0 |
| Hong Kong | 1 | 1 | 0 |
| India | 3 | 2 | 0 |
| Macau | 2 | 2 | 0 |
| Peru | 3 | 2 | 1 |
| Philippines | 1 | 1 | 0 |
| Thailand | 6 | 6 | 0 |
| Turkey | 1 | 0 | 0 |
| TOTAL | 19 | 14 | 1 |

4) Drew Pearson Marketing

1. Drew Pearson Marketing's Company Profile

Company Name: **Drew Pearson Marketing**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$34**

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$3.3 approx.**

Company Status: **Drew Pearson Marketing is a subsidiary of Mainland Headwear**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Starter/1.12%

ESPN GameDay/1.25%

ESPN GameNight/ 0%

Drew Pearson / 13.56%

FLA-Affiliated University Licensors: **63**

Total Applicable Facilities Worldwide in FLA Y2: **3**

Factories Subject to Internal Monitoring Visits in FLA Y2: **3**

Total FLA Independent External Monitoring Visits in FLA Y2: **3**

The factory tracking charts available at

<http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Drew Pearson Marketing's Compliance Program in FLA Applicable Facilities

The Company's compliance program is called the Drew Pearson Marketing (DPM) Parallel Auditing Guarantee and the Company's code is the Drew Pearson Marketing Workplace Code of Conduct which is the same as the FLA Workplace Code of Conduct. Drew Pearson does not have a formalized compliance team or program. Different DPM partners do regular monitoring and provide DPM with reports from those monitoring visits. Product development teams have the most contact with the factories.

3. Drew Pearson Marketing's Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Drew Pearson Marketing's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- All factories are visited yearly, though not on formalized monitoring visits.
- Corporate Officers visit factories quarterly.
- If remediation plans are not successful in a factory the company will stop using that facility.
- Anonymous drop boxes are located in the factories to allow a means to report non-compliance.
- Drew Pearson Marketing relies on its trading partner's audits and its employees who regularly visit factories to bring any unfair labor practices that they become aware of to the attention of their divisional manager upon their return.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Drew Pearson Marketing

| Name of School | Location |
|--|----------------|
| University of Alabama | Alabama |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| University of California at Berkeley | California |
| University of California at Los Angeles | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| Cornell University | New York |
| University of Dayton | Ohio |
| University of Delaware | Delaware |
| Duke University | North Carolina |
| Ferris State University | Michigan |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Maine at Orono | Maine |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |

| | |
|-------------------------------------|----------------|
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of Nevada at Las Vegas | Nevada |
| University of New Hampshire | New Hampshire |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| North Carolina State University | North Carolina |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Rutgers University | New Jersey |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| San Diego State University | California |
| Seton Hall University | New Jersey |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| University of Texas at Austin | Texas |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| West Virginia University | West Virginia |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |

5. FLA Applicable Facilities Where Drew Pearson Marketing Produces

| Name of factory | Country where located |
|------------------------------------|------------------------------|
| Mainland Headwear Mfg., Ltd. | China |
| Shanghai Pacific Hat Mfg. CO. Ltd. | China |
| Pak Fu Industrial Co. | Hong Kong |

6. Locating and Monitoring Drew Pearson Marketing FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of |
|-------------------|-------------------------------|---|--|
|-------------------|-------------------------------|---|--|

| | | | Facilities Visited |
|--------------|----------|----------|---------------------------|
| China | 2 | 2 | 1 |
| Hong Kong | 1 | 1 | 0 |
| TOTAL | 3 | 3 | 1 |

5) Global Accessories, Inc.

1. Global Accessories, Inc.'s Company Profile

Company Name: **Global Accessories, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$10-50***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003: **\$200,000 approx.***

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Dashmat / Less than 0.5%

Lebra / Less than 0.5%

FLA-Affiliated University Licensors: **37**

Total Applicable Facilities Worldwide in FLA Y2: **2**

Factories Subject to Internal Monitoring Visits in FLA Y2: **0**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at

<http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Global Accessories, Inc.'s Compliance Program in FLA Applicable Facilities

Global Accessories' compliance program, the Global Fair Labor Program, mirrors the FLA Workplace Code of Conduct. The Procurement and Human Resources staff, reporting to the Vice President of Finance and Administration, coordinate the Global Fair Labor Program. The Vice President of Finance and Administration reports to the Chairman, who is the owner of the company.

3. Global Accessories, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Global Accessories' efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Global Accessories has provided training and resource documents, including the FLA Workplace Code of Conduct, to its trading partners in an effort to assist the overseas facility in meeting FLA standards.
- Global Accessories has started a suggestion box program to open communication between workers and management.
- Global Accessories used monthly emails and telephone calls, as needed to track the remediation status of the FLA independently monitored facility in Asia.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Global Accessories, Inc.

| Name of School | Location |
|--|-----------------|
| University of Alabama | Alabama |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| University of Colorado | Colorado |
| Colorado State University | Colorado |
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| University of Illinois at Urbana – Champaign | Illinois |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| University of Maine at Orono | Maine |
| University of Maryland | Maryland |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of New Mexico | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| San Diego State University | California |
| University of Southern California | California |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| Washington University | Missouri |
| University of Washington | Washington |
| University of Wisconsin at Milwaukee | Wisconsin |
| University of Wyoming | Wyoming |

5. Applicable Facilities Producing Global Accessories, Inc. Products

| Name of factory | Country where located |
|----------------------------------|------------------------------|
| Ease Clever Plastic Manufacturer | China |
| Dashmat | USA |

6. Locating and Monitoring Global Accessories, Inc.'s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| United States | 1 | 0 | 0 |
| China | 1 | 0 | 1 |
| TOTAL | 2 | 0 | 1 |

6) Herff Jones, Inc.

1. Herff Jones, Inc's Company Profile

Company Name: **Herff Jones, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$100-500***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$41**

Company Status: **Privately held/employee owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Herff Jones / 90%

Collegiate Apparel / 10%

FLA-Affiliated University Licensors: **82**

Total Applicable Facilities Worldwide in FLA Y2: **5**

Factories Subject to Internal Monitoring Visits in FLA Y2: **5**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at

<http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Herff Jones, Inc.'s Compliance Program in FLA Applicable Facilities

The Herff Jones Compliance Program uses the FLA Workplace Code of Conduct. The program is run by the FLA Compliance Coordinator, as well as an internal compliance team which consists of each manufacturing facility's plant manager, human resource manager and administrative staff. The FLA Compliance Coordinator reports to the Vice President-General Manager (VP/GM) of the College Division. The VP/GM reports directly to the CEO of Herff Jones. The FLA Compliance Coordinator's office is located at the company's headquarters.

This year the program focused on the following initiatives: employee safety, security procedures, and rewriting the Employee Handbook.

3. Herff Jones, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Herff Jones' efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Employees can voice concerns through suggestion boxes and the "Herff Jones' Open Door Policy," a policy that allows all employees to bring grievances to any management personnel.
- Monthly safety meetings are held at each manufacturing location.
- Staff from Corporate Human Resources conduct periodic plant employee surveys which probe safety, management support and quality issues.
- Herff Jones facilities have locked bulletin boards with postings of various codes, including the FLA Workplace Code of Conduct, and company policies on discrimination, sexual harassment, and wage requirements.
- The Herff Jones' Company Newsletter is distributed quarterly to inform employees of changes in company policies and the Herff Jones Handbook.
- Herff Jones' intranet website enables employees to e-mail the Human Resources Department directly with any concerns.
- Plant managers are required to provide the Board of Directors with a written response to all non-compliance issues identified in an audit within 90 days.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Herff Jones, Inc.

| Name of School | Location |
|--|----------------|
| American University | Washington, DC |
| Ball State University | Indiana |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at San Diego | California |
| University of California at San Francisco | California |
| University of California at Santa Barbara | California |
| University of California at Santa Cruz | California |
| California State University at Long Beach | California |
| California State University at North Ridge | California |
| Centre College | Kentucky |
| Colby College | Maine |
| University of Colorado at Boulder | Colorado |
| Columbia University | New York |
| Cornell University | New York |
| Dartmouth College | New Hampshire |
| University of Delaware | Delaware |
| University of Detroit – Mercy | Michigan |
| Ferris State University | Michigan |
| University of Florida | Florida |

| | |
|---|----------------|
| Florida State University | Florida |
| Fordham University | New York |
| Franklin & Marshall College | Pennsylvania |
| Furman University | South Carolina |
| George Mason University | Virginia |
| University of Georgia | Georgia |
| Gettysburg College | Pennsylvania |
| Hamilton College | New York |
| Harvard University | Massachusetts |
| Hobart & William Smith Colleges | New York |
| University of Illinois at Chicago | Illinois |
| University of Illinois at Urbana-Champaign | Illinois |
| Johns Hopkins University | Maryland |
| James Madison University | Virginia |
| Keene State College | New Hampshire |
| Lincoln University | Pennsylvania |
| University of Louisville | Kentucky |
| University of Maryland | Maryland |
| Marymount University | Virginia |
| Marywood University | Pennsylvania |
| Massachusetts Institute of Technology | Massachusetts |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Millersville University | Pennsylvania |
| University of Missouri at Columbia | Missouri |
| University of Nevada at Las Vegas | Nevada |
| New School University | New York |
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| University of Notre Dame | Indiana |
| University of Pennsylvania | Pennsylvania |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Rider University | New Jersey |
| Rutgers University | New Jersey |
| San Diego State University | California |
| Santa Clara University | California |
| Simpson College | California |
| Skidmore College | New York |
| University of South Florida | Florida |
| University of Southern California | California |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| St. Peter's College | New Jersey |
| SUNY Albany | New York |
| SUNY Cortland | New York |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| Trinity College | Connecticut |

| | |
|--------------------------|---------------|
| Tufts University | Massachusetts |
| Union College | Kentucky |
| Union College | New York |
| Vanderbilt University | Tennessee |
| Virginia Tech | Virginia |
| Washington University | Missouri |
| West Virginia University | West Virginia |
| Wright State University | Ohio |

5. FLA Applicable Facilities Producing Herff Jones Inc. Products

| Name of factory | Country where located |
|--------------------------|------------------------------|
| Cap and Gown - Arcola | USA |
| Cap and Gown – Champaign | USA |
| Diplomas | USA |
| Fine Papers | USA |
| Jewelry | USA |

6. Locating and Monitoring Herff Jones, Inc.'s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| United States | 5 | 5 | 1 |
| TOTAL | 5 | 5 | 1 |

7) Jostens, Inc.

1. Jostens' Company Profile

Company Name: **Jostens, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec. 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$788.2**

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$60.4**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Jostens/ 100%

FLA-Affiliated University Licensors: **176**

Total Applicable Facilities Worldwide in FLA Y2: **9**

Factories Subject to Internal Monitoring Visits in FLA Y2: **5**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Jostens' Compliance Program in FLA Applicable Facilities

The Jostens FLA Compliance Program (FLACP) uses the Jostens Code of Conduct (JCOC) which meets all FLA Workplace Code of Conduct requirements. In addition, the Jostens' Code has provisions relating to women's rights, ethical principles and environmental safety. A management team staffed by 15 employees from the licensing, audit, human resources, communications, operations, college and legal departments, coordinates the FLACP. This team, which is managed centrally from Jostens headquarters in Minnesota, reports both up and down the company organizational chart to senior management, the chief executive officer, and to facility managers and human resources professionals in each facility.

In FLA Year Two, the Program focused on sexual harassment awareness, occupational health and safety, and internal and external audits of Jostens' applicable facilities. Jostens contracted with ALGI to perform its internal monitoring. The corporate team is

responsible for FLA and Jostens Code of Conduct awareness, training, education and for reviewing the audit reports and following up on remediation.

3. Jostens' Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Jostens' efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- The Jostens Code of Ethics and Business Conduct requires that all external suppliers submit to periodic audits by accredited monitors to evaluate compliance with workplace standards.
- Jostens' Code of Conduct is posted in English, Spanish, and is available in Mandarin Chinese at all of Jostens' facilities, which are all in the US.
- Jostens' Code of Conduct was distributed to over 10,000 employees, independent sales representatives, independent contractors, and suppliers and vendors.
- Jostens' Code of Conduct training was conducted at all facilities.
- In order for employees to report non-compliance in a confidential manner, Jostens uses a hotline called MY INPUT. The hotline is managed by an outside vendor. Calls have been falling into four main categories: policies and procedures, personnel benefits, supervisory questions and suggestions.
- Jostens maintains a database at the corporate headquarters with information on all aspects of Jostens' work with the FLA. Access is limited to senior management, the corporate FLACP team and appropriate plant personnel.
- Jostens has a union presence in one of its facilities in Owatonna, MN. The union comprises approximately 11% of the Jostens' Owatonna workforce, and overall, 1% of the Jostens' total workforce.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Jostens

| Name of School | Location |
|---|-----------------|
| University of Alabama | Alabama |
| Albany Law School | New York |
| University of Alberta | Canada |
| Albertus Magnus College | Connecticut |
| American University | Washington DC |
| Appalachian State University | North Carolina |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| Bowdoin College | Maine |
| Brookdale Community College | New Jersey |
| Brown University | Rhode Island |
| Bucknell University | Pennsylvania |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at Los Angeles | California |

| | |
|--|----------------|
| University of California at Merced | California |
| University of California at Riverside | California |
| University of California at San Diego | California |
| University of California at San Francisco | California |
| University of California at Santa Barbara | California |
| University of California at Santa Cruz | California |
| California Institute of Technology | California |
| California Polytechnic State University | California |
| California State University at Longbeach | California |
| California State University at Northridge | California |
| California State University at Sacramento | California |
| Cardinal Stritch University | Wisconsin |
| Carleton College | Minnesota |
| Carnegie Mellon University | Pennsylvania |
| Centre College | Kentucky |
| Colby College | Maine |
| Colgate University | New York |
| University of Colorado at Boulder | Colorado |
| University of Colorado at Denver | Colorado |
| Colorado State University | Colorado |
| Columbia University | New York |
| Connecticut College | Connecticut |
| Cornell University | New York |
| Creighton University | Nebraska |
| Culver Academies | Indiana |
| Dartmouth College | New Hampshire |
| University of Dayton | Ohio |
| University of Delaware | Delaware |
| Denison University | Ohio |
| University of Detroit- Mercy | Michigan |
| Duke University | North Carolina |
| Ferris State University | Michigan |
| University of Florida | Florida |
| Florida State University | Florida |
| Fordham University | New York |
| Franklin & Marshall College | Pennsylvania |
| Furman University | South Carolina |
| George Mason University | Virginia |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| Gettysburg College | Pennsylvania |
| Grinnell College | Iowa |
| Gustavus Adolphus College | Minnesota |
| Hamilton College | New York |
| Harvard University | Massachusetts |
| University of Illinois at Chicago | Illinois |
| University of Illinois at Urbana-Champaign | Illinois |
| Illinois State University | Illinois |
| Ithaca College | New York |
| University of Iowa | Iowa |
| James Madison University | Virginia |

| | |
|---|----------------|
| Johns Hopkins University | Maryland |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| Keene State University | New Hampshire |
| University of Kentucky | Kentucky |
| Lake Forest College | Illinois |
| Lebanon Valley College | Pennsylvania |
| Lewis & Clark College | Oregon |
| Lincoln University | Pennsylvania |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maine at Farmington | Maine |
| University of Maine at Orono | Maine |
| Manchester College | Indiana |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| Marymount University | Virginia |
| Marywood University | Pennsylvania |
| Massachusetts Institute of Technology | Massachusetts |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Michigan Technological University | Michigan |
| Millersville University | Pennsylvania |
| University of Missouri at Columbia | Missouri |
| University of Missouri at St. Louis | Missouri |
| Mount Holyoke College | Massachusetts |
| University of Nebraska | Nebraska |
| Neumann College | Pennsylvania |
| University of Nevada at Las Vegas | Nevada |
| University of New Hampshire | New Hampshire |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| New School University | New York |
| University of North Carolina at Chapel Hill | North Carolina |
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| Northeastern Illinois University | Illinois |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| University of Pennsylvania | Pennsylvania |
| Pennsylvania State University | Pennsylvania |
| Phillips Academy | Massachusetts |
| University of Pittsburgh | Pennsylvania |
| University of Portland | Oregon |
| Princeton University | New Jersey |
| University of Puerto Rico at Humacao | Puerto Rico |
| Purdue University | Indiana |
| Randolph Macon Women's College | Virginia |

| | |
|--|---------------|
| Rhode Island School of Design | Rhode Island |
| Rider University | New Jersey |
| Rutgers University | New Jersey |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| St. Michael's College | Vermont |
| St. Olaf College | Minnesota |
| St. Peter's College | New Jersey |
| University of St. Thomas | Minnesota |
| San Diego State University | California |
| San Jose State University | California |
| Santa Clara University | California |
| School for International Training | Vermont |
| Seton Hall University | New Jersey |
| Simpson College | California |
| Skidmore College | New York |
| Smith College | Massachusetts |
| University of South Florida | Florida |
| University of Southern California | California |
| SUNY Cobleskill | New York |
| SUNY Cortland | New York |
| SUNY Potsdam | New York |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| University of Texas at Austin | Texas |
| University of Texas, Medical Branch at Galveston | Texas |
| Trinity College | Connecticut |
| Tufts University | Massachusetts |
| Union College | Kentucky |
| Union College | New York |
| University of Utah | Utah |
| Utah State University | Utah |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Vassar College | New York |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| Walsh University | Ohio |
| University of Washington at Seattle | Washington |
| Washington University | Missouri |
| Wellesley College | Massachusetts |
| Western Washington University | Washington |
| West Virginia University | West Virginia |
| Wheaton College | Massachusetts |
| Whitman College | Washington |
| Williams College | Massachusetts |
| University of Wisconsin at Milwaukee | Wisconsin |
| University of Wisconsin at Oshkosh | Wisconsin |
| Wright State University | Wisconsin |

| | |
|-----------------------|-------------|
| University of Wyoming | Wyoming |
| Xavier University | Ohio |
| Yale University | Connecticut |

5. FLA Applicable Facilities Producing Jostens Products

| Name of factory | Country where located |
|--------------------------------|------------------------------|
| Jostens, Inc. – Burnsville | USA |
| Jostens, Inc. – Denton | USA |
| Jostens, Inc. – Laurens | USA |
| Jostens, Inc. – Owatonna | USA |
| Jostens, Inc. – Red Wing | USA |
| Jostens, Inc. – Shelbyville | USA |
| Ad Graphics DBA; Concepts Plus | USA |
| Midwest Trophy Mfg. Co., Inc. | USA |
| Spectrum Screen Printing | USA |

6. Locating and Monitoring Jostens' FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| United States | 9 | 5 | 1 |
| TOTAL | 9 | 5 | 1 |

8) Lands' End, Inc.

1. Lands' End, Inc.'s Company Profile

Company Name: **Lands' End, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$1.5-2.0 billion**

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$3-5 million**

Company Status: **Lands' End is a subsidiary of Sears**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Lands' End / Less than 0.5%

FLA-Affiliated University Licensors: **57**

Total Applicable Facilities Worldwide in FLA Y2: **75**

Factories Subject to Internal Monitoring Visits in FLA Y2: **44**

Total FLA Independent External Monitoring Visits in FLA Y2: **2**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

Notes:

Lands' End, Inc. has one ongoing third party complaint filed in October 2002 in El Salvador. The complaint is in stage four. See the report in the Third Party Complaints section of this report.

2. Lands' End, Inc.'s Compliance Program in FLA Applicable Facilities

The Lands' End Compliance Program is based on the company's code of conduct, Lands' End's Standards of Business Conduct, which meets all standards set by the FLA Workplace Code of Conduct. The program is coordinated by the Compliance Manager who is located at the company headquarters. Lands' End uses third-party monitoring firms to assist in internal monitoring on an as-needed basis. Primarily they work with Cal Safety Compliance Corporation for this purpose. This year the compliance program focused on integrating the new staff and resources that became available upon Lands' End being acquired by Sears Roebuck and Co.

3. Lands' End, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Lands' End's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Lands' End employees receive various levels of training on labor compliance depending on their focus and the amount of time they spend in factories.
- Lands' End evaluates its monitoring program by cross-referencing all audits performed by different parties, including internal monitoring, FLA independent external monitoring, and third party resources.
- Lands' End uses an employee questionnaire, which was developed in 1995.
- Lands' End goal is to visit facilities on an annual basis. They employ a risk assessment approach based on country of origin, quality level of the vendor and percent of production for Lands' End.
- Digital photographs are used for verification of compliance.
- All internal monitoring conducted by third parties is done on an unannounced basis.
- Lands' End maintains a database to track factory profile information, quality reviews and compliance documents. The database tracks latest visits and ratings as well as maintains contact information.
- New company monitors receive one-on-one training and learn about assessing compliance efforts through traveling with more experienced monitors during audits.
- New factories are evaluated initially and reevaluated within 2 years on average.
- During the worker interview portion of compliance reviews, factory employees can report instances of non-compliance.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Lands' End, Inc.

| Name of School | Location |
|---|----------------|
| University of Alabama | Alabama |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Boston College | Massachusetts |
| University of California at Berkeley | California |
| University of California at Los Angeles | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| Cornell University | New York |
| Creighton University | Nebraska |
| University of Delaware | Delaware |
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |

| | |
|---|----------------|
| Harvard University | Massachusetts |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| University of Louisville | Kentucky |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Michigan Technological University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| University of Pennsylvania | Pennsylvania |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Princeton University | New Jersey |
| Purdue University | Indiana |
| Rutgers University | New Jersey |
| St. John's University | New York |
| Seton Hall University | New Jersey |
| University of Southern California | California |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| University of Texas at Austin | Texas |
| University of Utah | Utah |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Washington University | Missouri |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |
| Yale University | Connecticut |

5. FLA Applicable Facilities Producing Lands' End, Inc. Products

| Name of factory | Country where located |
|--|------------------------------|
| Youngone Sportswear (CEPZ) Ltd. | Bangladesh |
| Abbca Garment Makers | Canada |
| Hui Yang Charming Garment Factory | China |
| Changzhou Esquel Knitting | China |
| Guangdong Esquel Gao Ming | China |
| Yang Mei Garment | China |
| Zhong Shan Easy On Garment Mfg. | China |
| Nan Hua Textile Co. Ltd. | China |
| Nanan Nai Feng Textiles, Ltd | China |
| Nanging Fashions Ltd | China |
| Dae Joo Leports, China | China |
| Dapeng | China |
| Utex Smart Shirts Garments Mfg. | China |
| Grand Cap/Kwun Min Caps Factory | China |
| Nova Knits China, Inc. | China |
| Shenzhen Artigas Clothing & Leatherwear Co. Ltd. | China |
| Grown-up Manufacturing | China |
| Oxford De Colon | Costa Rica |
| Caribbean International Cap Manufacturing Co. | Dominican Republic |
| Central American Cutting Center | El Salvador |
| Manufacturas Del Rio | El Salvador |
| Primo, S.A. de C.V. | El Salvador |
| Cross Creek Honduras | Honduras |
| Mavest Honduras Mfg. S.A | Honduras |
| Confecciones Monzini | Honduras |
| Bigford Enterprises | Hong Kong |
| Elton International Trading Ltd. | Hong Kong |
| Heng Tat Computer Knitting Ltd. | Hong Kong |
| Po Wai Knitting Factory, Ltd. | Hong Kong |
| Sino Act Industrial Lt. | Hong Kong |
| South Asia Knitting Fty, Ltd | Hong Kong |
| South China Knitting Fty Ltd. | Hong Kong |
| Wallop Industries Ltd. | Hong Kong |
| Yarn Field | Hong Kong |
| Ying Hing Computer Knitting Ltd. | Hong Kong |
| Smart Shirts Manufacturing, Ltd. | Hong Kong |
| Pressfield Co. Ltd. | Hong Kong |
| Lever Shirt GWB Fty. Ltd. | Hong Kong |
| Maral Overseas Ltd. | India |
| Dae Joo Leports | Indonesia |
| PT Metro Garmin | Indonesia |
| Fujiwara Co. Ltd. | Japan |
| Pressfield Kabushiki Kaisha | Japan |
| Hyung-Jai Ltd/Brother Trading | Korea |
| Boogil CP | Korea |
| Hoi Meng Garment Fty | Macau |
| Eastern Garment Mfg. Co. | Malaysia |
| The Eastern Mfg. Co. | Malaysia |

| | |
|------------------------------|---------------|
| Textile Industries, Ltd. | Mauritius |
| Cascada De Mexico | Mexico |
| PC Baja SA de CV - Tijuana | Mexico |
| Cercado Factory | Peru |
| Industrias Nettalco S.A. | Peru |
| Vulcano Factory | Peru |
| MFH Knits | Peru |
| Textile San Cristobal S.A. | Peru |
| Smart Shirt Inc. | Philippines |
| Oxford of Philippines | Philippines |
| Antonio De Almedia and Filh | Portugal |
| Mappin Singapore Pte, Ltd | Singapore |
| Yung Wah Industria Co | Singapore |
| Yung Wah-Toa Payoh Branch #1 | Singapore |
| Polytex Garment Ltd. | Sri Lanka |
| Polytex Garment Ltd. | Sri Lanka |
| Smart Shirts Lanka, Ltd. | Sri Lanka |
| Everwin Bags Co. Ltd. | Thailand |
| Gokhan Tekstil | Turkey |
| Yesim Tekstil | Turkey |
| Olympic West Sportswear | United States |
| Glacier West Sportswear, Inc | United States |
| Lands' End West Union | United States |
| Lands' End Mfg. Elkader | United States |
| Northern Cap Mfg. Co. | United States |
| Nova Knits, Inc. | United States |
| Rice Mills Belton | United States |

6. Locating and Monitoring Lands' End, Inc.'s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|--------------------|-------------------------------|---|---|
| Bangladesh | 1 | 1 | 0 |
| Canada | 1 | 0 | 0 |
| China | 15 | 5 | 0 |
| Costa Rica | 1 | 0 | 0 |
| Dominican Republic | 1 | 1 | 0 |
| El Salvador | 3 | 3 | 1 |
| Honduras | 3 | 1 | 0 |
| Hong Kong | 13 | 9 | 0 |
| India | 1 | 1 | 0 |
| Indonesia | 2 | 0 | 0 |
| Japan | 2 | 1 | 0 |
| Korea | 2 | 0 | 0 |
| Macau | 1 | 1 | 0 |
| Malaysia | 2 | 2 | 0 |
| Mauritius | 1 | 0 | 0 |
| Mexico | 2 | 2 | 0 |
| Peru | 5 | 4 | 1 |
| Philippines | 2 | 1 | 0 |
| Portugal | 1 | 1 | 0 |
| Singapore | 3 | 3 | 0 |
| Sri Lanka | 3 | 1 | 0 |
| Thailand | 1 | 0 | 0 |
| Turkey | 2 | 2 | 0 |
| United States | 7 | 5 | 0 |
| TOTAL | 75 | 44 | 2 |

9) MBI, Inc.

1. MBI, Inc.'s Company Profile

Company Name: **MBI, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$300-600***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$10-12***

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Danbury Mint / 60%

FLA-Affiliated University Licensors: **37**

Total Applicable Facilities Worldwide in FLA Y2: **15**

Factories Subject to Internal Monitoring Visits in FLA Y2: **0**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. MBI, Inc.'s Compliance Program in FLA Applicable Facilities

MBI, Inc.'s Compliance Program uses the FLA Workplace Code of Conduct as the Danbury Mint Workplace Code of Conduct. The program is coordinated and implemented by the Vice President, based in the company's Connecticut office. The Vice President, Danbury Mint Division, reports to the President and CEO on all matters related to compliance.

3. MBI, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize MBI's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- The Vice President updates all company managers annually on the progress and changes within the compliance program.
- The Vice President reports audit results and remediation plans individually to company managers whose product lines are manufactured in the particular factory monitored.
- MBI reports that its vendors are annually asked to confirm that they are committed to the objectives of the Workplace Code of Conduct and that they have conveyed the Code to their workers.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from MBI, Inc.

| Name of School | Location |
|---|-----------------|
| University of Alabama | Alabama |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Boston College | Massachusetts |
| University of California at Berkeley | California |
| University of California at Los Angeles | California |
| University of Colorado | Colorado |
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Maryland | Maryland |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of New Mexico | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| Syracuse University | New York |
| University of Texas at Austin | Texas |

| | |
|--------------------------|---------------|
| Virginia Tech | Virginia |
| University of Washington | Washington |
| West Virginia University | West Virginia |

5. FLA Applicable Facilities Producing MBI, Inc. Products

| Name of factory | Country where located |
|---|------------------------------|
| Brax (Xiamen Jianfa Art Ceramic Company) | China |
| Dongguan Deyuan Arts & Crafts Co., Ltd. | China |
| C & H Arts-Crafts Products Co., Ltd. | China |
| Creative Master Ltd. | China |
| Fa De Shun Industrial (Hui Yang) Co., Ltd. | China |
| Fujian Shishi City Tianma Electronics & Machinery Company, Ltd. | China |
| Fu Yang Wood Artistic Company, Ltd. | China |
| Honour Rich Development Co. | China |
| Hua Hsin Crafts and Arts Products Co., Ltd | China |
| Sheng Lung Poly Factory | China |
| Top Pioneer Company | China |
| Value Trend Company | Thailand |
| R. Platnauer | United Kingdom |
| Rug Barn | USA |
| Pure Country Weavers | USA |

6. Locating and Monitoring MBI, Inc.'s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 11 | 0 | 1 |
| Thailand | 1 | 0 | 0 |
| United Kingdom | 1 | 0 | 0 |
| United States | 2 | 0 | 0 |
| TOTAL | 15 | 0 | 1 |

10) New Era Cap Company, Inc.

1. New Era Cap Company's Profile

Company Name: **New Era Cap Company, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$100-500***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$3.5 - 4**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

New Era Cap / 100%

FLA-Affiliated University Licensors: **72**

Total Applicable Facilities Worldwide in FLA Y2: **10**

Factories Subject to Internal Monitoring Visits in FLA Y2: **10**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

Notes:

New Era's application to become an FLA Participating Company (Category A Licensee) was approved in January 2004. Thus, the company will expand implementation of FLA requirements to all applicable facilities. New Era Cap Company will be included in the Participating Company section of the next annual Public Report.

2. New Era Cap Company's Compliance Program in FLA Applicable Facilities

The New Era Cap Company Social Compliance Program is responsible for implementing the New Era Cap Company Workplace Code of Conduct, which is based on the FLA Workplace Code of Conduct. The Vice President of Global Human Resources has overall responsibility for the New Era Cap Company Social Compliance Program.

During the reporting period, the Social Compliance Program was administered by a compliance team of company employees who dedicated some of their time to compliance-related activities. New Era reports that the team consisted of the Health and Safety Manager, the Vice President of Global Operations, Plant Managers, Plant Human Resource Managers, and the Executive Administrative Assistant. Among these team members, the Vice President of Global Operations and the Executive Administrative Assistant were responsible for overseeing remediation of non-compliance issues in Asia and the United States respectively.

The program utilized a third-party social compliance monitor, Accordia, Inc., to perform internal monitoring visits. In 2003, the program focused on education and awareness training for workers and performing baseline assessments of facilities.

3. New Era Cap Company's Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize New Era Cap Company's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Individual letters were prepared and sent from the company president to stress the importance of the FLA and New Era Cap Company's commitment to the FLA and its monitoring principles.
- New Era Cap Company obtains written certification from all manufacturing facilities that standards will be met and employees will be informed about the FLA and company codes.
- New Era Cap Company translated and provided poster-sized copies of New Era Cap Company Codes to all suppliers.
- Awareness training was conducted for approximately 1,600 workers in all company facilities. The training was done in small groups (approximately 30 workers) to encourage a better environment for learning and comprehension.
- New Era Cap Company developed a program and conducted training in all domestic company owned facilities every other month on at least one element of the New Era Cap Company Code of Conduct.
- New Era Cap Company contracted with a third party monitor to develop and deliver a PowerPoint training program on the New Era Cap Company Code to key employees for improved understanding of the program.
- New Era Cap Company rolled out a policy requiring that a video training presentation of FLA and New Era Cap Company Codes is viewed by new both company (US) and factory employees during orientation (US and abroad).

- New Era Cap Company developed a questionnaire based on elements of the FLA Workplace Code of Conduct to assess a facility's compliance.
- New Era Cap Company has contracted with an Employee Assistance Program Administrator to act as a confidential conduit for non-unionized US workers to report non-compliance.
- The Vice President of Global Human Resources receives weekly updates on the status of remediation, which is tracked using FLA tracking charts or third party tracking resources.
- New Era Cap Company has conducted meetings with several unions and local groups to present the New Era Company Workplace Code of Conduct.
- New Era Cap Company conducted internal monitoring at 100% of its contract suppliers, as well as all New Era Cap facilities.
- The company reports that all internal monitoring visits conducted at company-owned factories and contract suppliers during the reporting period were *unannounced*.
- New Era Cap Company created a position of Managing Director for Asia in 2003. That position has responsibility for active participation in remediation activities by visiting the Asian production facilities on unannounced visits to review remediation progress.
- New Era Cap Company executive management meets monthly to review results of internal monitoring and develop action plans as necessary to ensure compliance with the code.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from New Era Cap Company

| Name of School | Location |
|---|----------------|
| University of Alabama | Alabama |
| American University | Washington DC |
| Appalachian State University | North Carolina |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| Brown University | Rhode Island |
| University of California at Berkeley | California |
| University of California at Irvine | California |
| University of California at Los Angeles | California |
| University of California at Santa Barbara | California |
| California State University at Longbeach | California |
| California State University at Northridge | California |
| California State University at Sacramento | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| Creighton University | Nebraska |
| University of Delaware | Delaware |
| University of Detroit- Mercy | Michigan |
| Duke University | North Carolina |

| | |
|---|----------------|
| University of Florida | Florida |
| Florida State University | Florida |
| Furman University | South Carolina |
| University of Georgia | Georgia |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| James Madison University | Virginia |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Michigan Technological University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of Nevada at Las Vegas | Nevada |
| University of North Carolina at Chapel Hill | North Carolina |
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| Rutgers University | New Jersey |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| San Diego State University | California |
| San Jose State University | California |
| Santa Clara University | California |
| Seton Hall University | New Jersey |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| University of Utah | Utah |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Washington at Seattle | Washington |
| West Virginia University | West Virginia |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |

5. FLA Applicable Facilities Producing New Era Cap Company Products

| Name of factory | Country where located |
|---------------------------------|------------------------------|
| Asian Sourcing Co, Ltd. | China |
| Eter-Wind | China |
| Nanhai Lishui Mei Fai Hats | China |
| Senfair | China |
| Chung San Knit | South Korea |
| 5 Bs | United States |
| New Era Cap Company – Buffalo | United States |
| New Era Cap Company – Demopolis | United States |
| New Era Cap Company – Derby | United States |
| New Era Cap Company – Jackson | Unites States |

6. Locating and Monitoring New Era Cap Company’s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 4 | 4 | 1 |
| South Korea | 1 | 1 | 0 |
| United States | 5 | 5 | 0 |
| TOTAL | 10 | 10 | 1 |

11) Outdoor Cap Company

1. Outdoor Cap Company's Profile

Company Name: **Outdoor Cap Company**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: over \$50 million**

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **not disclosed, privately held company**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Outdoor Cap / 66%

Signature & Starter / 33%

FLA-Affiliated University Licensors: **37**

Total Applicable Facilities Worldwide in FLA Y2: **10**

Factories Subject to Internal Monitoring Visits in FLA Y2: **4**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at

<http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Outdoor Cap Company's Compliance Program in FLA Applicable Facilities

Outdoor Cap Company's Social Compliance Program is responsible for enforcing the Outdoor Cap Company Workplace Code of Conduct, which meets the standards set by the FLA Workplace Code of Conduct. In 2003, a new company division was created to implement the Social Compliance Program in its overseas manufacturing facilities. The Vice President of Operations and the Compliance Coordinator, based in Bentonville, Arkansas, coordinate the program and conduct compliance monitoring and audits for the company. The Vice President of Operations conducts all overseas monitoring visits and oversees the direction of the Social Compliance Program. He reports directly to the Company's President and CEO. The program focuses on compliance with the Outdoor Cap Company Workplace Code of Conduct through ongoing training with factory management and workers.

3. Outdoor Cap Company's Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Outdoor Cap Company's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Outdoor Cap Company maintains a database which tracks the audits performed and the remediation processes for each factory.
- "Welcome Kits" are sent to each factory, including copies of the Outdoor Cap Company Workplace Code of Conduct, which has been translated into Korean, Singhalese, Bengali, as well as Simplified and Traditional Chinese to ensure comprehension.
- Outdoor Cap Company requires factory management to verify in writing that all Outdoor Cap Workplace Code of Conduct posters are displayed in a variety of prominent places throughout the factory.
- Factory management is required to hold meetings with workers to discuss the Outdoor Cap Workplace Code of Conduct and its implementation in the factories.
- Each factory is required to fill out and return an Annual Supplier Certification form to corporate headquarters. This is a self-certification form that is based on the Outdoor Cap Workplace Code of Conduct.
- In its factory locations in Sri Lanka, Outdoor Cap Company recommended that factory management install suggestion boxes. That was done and the factories have written procedures in place for how the suggestions are retrieved, reviewed and addressed by the factory management.
- Outdoor Cap Company collaborates with NGOs in Hong Kong and Bangladesh to monitor factories and promote management training programs.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Outdoor Cap Company

| Name of School | Location |
|--------------------------------------|-----------------|
| University of Alabama | Alabama |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| University of California at Berkeley | California |
| University of California Los Angeles | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| University of Dayton | Ohio |
| Duke University | North Carolina |
| Ferris State University | Michigan |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |

| | |
|---|----------------|
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| University of Missouri at St. Louis | Missouri |
| University of Nebraska | Nebraska |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| San Diego State University | California |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| University of Utah | Utah |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| West Virginia University | West Virginia |
| University of Wisconsin at Milwaukee | Wisconsin |
| University of Wyoming | Wyoming |

5. FLA Applicable Facilities Producing Outdoor Cap Company Products

| Name of factory | Country where located |
|--------------------------------|------------------------------|
| Actor Sporting Ltd. | Bangladesh |
| Dada (Dhaka) Ltd. | Bangladesh |
| Dada (Savar) Ltd. | Bangladesh |
| Young An Hat (BD) Ltd. | Bangladesh |
| Asian Sourcing | China |
| Pax (Suzhou) Ltd. | China |
| Superb International Co., Ltd. | China |
| Yanbu Lee Hing Cap Factory | China |

| | |
|-----------------------------|-----------|
| Young An Lanka PVT Ltd. – 1 | Sri Lanka |
| Young An Lanka PVT Ltd. – 2 | Sri Lanka |

6. Locating and Monitoring Outdoor Cap Company's FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| Bangladesh | 4 | 0 | 1 |
| China | 4 | 2 | 0 |
| Sri Lanka | 2 | 2 | 0 |
| TOTAL | 10 | 4 | 1 |

12) Oxford Industries, Inc.

1. Oxford Industries, Inc.'s Company Profile

Company Name: **Oxford Industries, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$764.6**

Annual Revenue from University-Licensed Goods FY 2003 (thousands): **\$48**

Company Status: **Public** [NYSE: **OXM**]

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Tommy Hilfiger / 4%

FLA-Affiliated University Licensors: **4**

Total Applicable Facilities Worldwide in FLA Y2: **19**

Factories Subject to Internal Monitoring Visits in FLA Y2: **18**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Oxford Industries, Inc.'s Compliance Program in FLA Applicable Facilities

The Oxford Code of Ethics Program is responsible for enforcing the Oxford Code of Conduct, which meets all standards set by the FLA Workplace Code of Conduct. The program is called Oxford Products International Limited, Code of Ethics Program. Oxford reports that the program is made up of several quality controllers, who report to the Head Quality Controller of Oxford Products International. In turn, the Head Quality Controller reports to the Director of the Shirt Group. In addition, Tommy Hilfiger USA also participates in some monitoring of the factories that manufacture collegiate products.

3. Oxford Industries, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Oxford Industries' efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- Oxford Industries, Inc. received written certification from factories, contractors and suppliers that employees have been informed of the standards enumerated in the company's Code of Conduct.
- Factories, contractors and suppliers were required to complete a compliance questionnaire on a regular basis.
- New factories were audited before orders were placed.
- Over 95% of internal monitoring visits to applicable facilities were unannounced.
- When a critical non-compliance issue was observed during a compliance visit, all purchase orders were stopped and the company withdrew from the factory.
- Legally constituted unions representing employees at a worksite were periodically consulted regarding the monitoring process.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Oxford Industries, Inc.

| Name of School | Location |
|--|-----------------|
| Georgia Institute of Technology | Georgia |
| Louisiana State University & A&M College | Louisiana |
| Vanderbilt University | Tennessee |
| University of Wyoming | Wyoming |

5. FLA Applicable Facilities Where Oxford Industries, Inc. Produces

| Name of factory | Country where located |
|---------------------------------------|------------------------------|
| Nan Feng Knitting Factory Ltd. | China |
| Nan Rong Garment Co. Ltd. | China |
| GZ Nansha Development Zone | China |
| South China Textile Company Ltd. | Hong Kong |
| South Glamour Fashions Garment | Hong Kong |
| South Ocean – Well Knit Apparels Ltd. | India |
| PT Katexindo | Indonesia |
| PT Masterindo | Indonesia |
| PT Satriasejati Multi Industries | Indonesia |
| Vui Keong Garment Factory Ltd. | Macau |
| Imperial Garments Sdn. Bhd. | Malaysia |
| Canatex SA De C.V. | Mexico |
| Fashion Express Textiles Co. Ltd. | Philippines |
| Formostar Garments Co. Ltd. | Philippines |
| Pan Phil Sportswear Inc. | Philippines |
| Polytex Garment Ltd. – Ja Ela | Sri Lanka |
| Hong Kong Knitters Lanka Ltd. | Sri Lanka |
| China Unique Garments | Taiwan |

6. Locating and Monitoring Oxford Industries, Inc. FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 3 | 3 | 0 |
| Hong Kong | 2 | 2 | 0 |
| India | 1 | 0 | 0 |
| Indonesia | 3 | 3 | 0 |
| Macau | 1 | 1 | 0 |
| Malaysia | 1 | 1 | 1 |
| Mexico | 1 | 1 | 0 |
| Philippines | 3 | 3 | 0 |
| Sri Lanka | 2 | 2 | 0 |
| Taiwan | 2 | 2 | 0 |
| TOTAL | 19 | 18 | 1 |

13) Riddell Inc.'s

1. Riddell Inc.'s Company Profile

Company Name: **Riddell Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$10-50 million**

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$3**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Riddell / 13.5%

FLA-Affiliated University Licensors: **50**

Total Applicable Facilities Worldwide in FLA Y2: **3**

Factories Subject to Internal Monitoring Visits in FLA Y2: **0**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Riddell Inc.'s Compliance Program in FLA Applicable Facilities

Riddell Inc.'s FLA Compliance Program is managed by the Company's Human Resource Manager and the Director of International Sourcing, who are based at the company's United States headquarters. The Program also consists of six company monitors and a Company Safety Committee.

3. Riddell Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Riddell's efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- The Riddell Workplace Code of Conduct is posted in all applicable factories and employees receive a copy in the Employee Handbook.
- Locked complaint boxes are installed in the company's US factory in order to provide employees with a way to report problems to management confidentially. Only the factory's human resource manager can access the boxes. Similar boxes have also been installed in overseas supplier factories.
- The company's non-retaliation policy is included in the Employee Handbook.
- The Chicago headquarters and the Chicago factory location both have a union presence from the Union of Needletrades, Industrial, and Textile Employees, AFL-CIO-CLC. A meeting was held with the Union Business Representative and Union Representative from the Company to explain the Riddell Workplace Code of Conduct. The company also reports that the Human Resource Manager meets regularly with the Business Representative from the Union to discuss compliance and grievance issues.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Riddell Inc.

| Name of School | Location |
|--|-----------------|
| University of Alabama | Alabama |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| University of California at Los Angeles | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |
| University of Georgia | Georgia |
| University of Illinois at Urbana-Champaign | Illinois |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Nebraska | Nebraska |
| University of Nevada at Las Vegas | Nevada |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |

| | |
|---|----------------|
| University of North Carolina at Chapel Hill | North Carolina |
| North Carolina State University | North Carolina |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| San Diego State University | California |
| San Jose State University | California |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| University of Texas at Austin | Texas |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| West Virginia University | West Virginia |
| University of Wyoming | Wyoming |

5. FLA Applicable Facilities Where Riddell Inc. Produces

| Name of factory | Country where located |
|------------------------------------|------------------------------|
| Jianda Manufacturing Co., Ltd | China |
| Sun Yick Plastic Products Co., Ltd | China |
| Riddell Inc. | USA |

6. Locating and Monitoring Riddell Inc.'s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 2 | 0 | 1 |
| USA | 1 | 0 | 0 |
| TOTAL | 3 | 0 | 1 |

14) Twins Enterprise, Inc.

1. Twins Enterprise Inc.'s Company Profile

Company Name: **Twins Enterprise, Inc.**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2005**

Annual Consolidated Revenue in FY 2003 (millions): **Range: \$50-100***

*The FLA provides revenue ranges for companies that are not traded publicly

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$9.5**

Company Status: **Privately owned**

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Twins / 100%

FLA-Affiliated University Licensors: **90**

Total Applicable Facilities Worldwide in FLA Y2: **1**

Factories Subject to Internal Monitoring Visits in FLA Y2: **0**

Total FLA Independent External Monitoring Visits in FLA Y2: **1**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. Twins Enterprise, Inc.'s Compliance Program in FLA Applicable Facilities

The Twins Enterprise Compliance Program, called the Assuring Factory Compliance Program (AFC) is based on the company's Code of Conduct and Compliance, which meets the standards set by the FLA Workplace Code of Conduct. The company reports that AFC is managed by a team made up of the Vice Presidents of each department: Operations, Sourcing, Research and Development, Finance, and Sales and Marketing. The family owners of Twins Enterprises make semi-annual monitoring visits to the factory, which was independently monitored by the FLA this year.

3. Twins Enterprise, Inc.'s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize Twins' efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- The compliance team corresponds about remediation plans once a week until the plan has been executed and the team has received confirmation of such.
- Twins Enterprise receives written certification from the factory that compliance standards are being met.
- Twins Enterprise has an open door policy and an anonymous question box for workers to submit compliance concerns.
- Formal meetings, attended by the department heads and the Vice Presidents of Finance, Research and Development, Sourcing, Sales and Marketing, Operations, and Warehouse/Traffic are scheduled twice a year to discuss compliance issues and new standards.
- Factory management is required to sign a non-retaliation agreement, prohibiting management from punishing workers who file complaints.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from Twins Enterprise, Inc.

| Name of School | Location |
|---|-----------------|
| University of Alabama | Alabama |
| American University | Washington DC |
| Appalachian State University | North Carolina |
| University of Arizona | Arizona |
| Arizona State University | Arizona |
| Ball State University | Indiana |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| Boston University | Massachusetts |
| Brown University | Rhode Island |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at Los Angeles | California |
| University of California at San Francisco | California |
| California State University at Longbeach | California |
| California State University at Sacramento | California |
| University of Colorado at Boulder | Colorado |
| Colorado State University | Colorado |
| Columbia University | New York |
| Creighton University | Nebraska |
| Dartmouth College | New Hampshire |
| University of Dayton | Ohio |
| University of Delaware | Delaware |
| Duke University | North Carolina |
| University of Florida | Florida |
| Florida State University | Florida |

| | |
|---|----------------|
| Fordham University | New York |
| George Mason University | Virginia |
| University of Georgia | Georgia |
| Georgia Institute of Technology | Georgia |
| Harvard University | Massachusetts |
| University of Illinois at Urbana-Champaign | Illinois |
| Illinois State University | Illinois |
| University of Iowa | Iowa |
| Johns Hopkins University | Maryland |
| University of Kansas | Kansas |
| Kansas State University | Kansas |
| University of Kentucky | Kentucky |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maine at Orono | Maine |
| Marquette University | Wisconsin |
| University of Maryland | Maryland |
| University of Memphis | Tennessee |
| University of Miami | Florida |
| University of Michigan | Michigan |
| Michigan State University | Michigan |
| Michigan Technological University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Missouri at St. Louis | Missouri |
| University of Nebraska | Nebraska |
| University of Nevada at Las Vegas | Nevada |
| University of New Hampshire | New Hampshire |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| University of North Carolina at Chapel Hill | North Carolina |
| University of North Carolina at Greensboro | North Carolina |
| North Carolina State University | North Carolina |
| Northwestern University | Illinois |
| University of Notre Dame | Indiana |
| Ohio State University | Ohio |
| Pennsylvania State University | Pennsylvania |
| University of Pittsburgh | Pennsylvania |
| Purdue University | Indiana |
| Rutgers University | New Jersey |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| University of St. Thomas | Minnesota |
| San Diego State University | California |
| San Jose State University | California |
| Seton Hall University | New Jersey |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| Temple University | Pennsylvania |
| University of Texas at Austin | Texas |

| | |
|-------------------------------------|---------------|
| University of Utah | Utah |
| Utah State University | Utah |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| West Virginia University | West Virginia |
| Wright State University | Wisconsin |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |

5. FLA Applicable Facilities Producing Twins Enterprise, Inc. Products

| Name of factory | Country where located |
|----------------------|-----------------------|
| Tinkwood Hat Factory | Macau |

6. Locating and Monitoring Twins Enterprise, Inc.’s FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|--------------|------------------------|--|--|
| Macau | 1 | 0 | 1 |
| TOTAL | 1 | 0 | 1 |

15) VF Corporation

1. VF Corporation's Company Profile

Company Name: **VF Corporation**

Year of FLA Implementation: **1st year**

FLA Initial Implementation Period Ends: **Dec 2006**

Annual Consolidated Revenue in FY 2003 (millions): **\$5,750**

Annual Revenue from University-Licensed Goods FY 2003 (millions): **\$52**

Company Status: **Publicly owned** [NYSE:VFC]

FLA Applicable Brands / Brand's Percentage of Total Consolidated Revenue:

Lee Sport, CSA, NCAA / 86.5%

Jansport / 11.5%

Eastpack / 2%

FLA-Affiliated University Licensors: **95**

Total Applicable Facilities Worldwide in FLA Y2: **61**

Factories Subject to Internal Monitoring Visits in FLA Y2: **46**

Total FLA Independent External Monitoring Visits in FLA Y2: **2**

The factory tracking charts available at <http://www.fairlabor.org/all/transparency/reports.html> give individual reports on each monitoring visit.

2. VF Corporation's Compliance Program in FLA Applicable Facilities

VF Corporation's Compliance Program is based on the Corporation's Terms of Engagement which focuses on five tenets; Ethical Standards, Legal Requirements, Intellectual Property Rights, Product Labeling and the Corporation's Global Compliance Principles. The Global Compliance Principles meet or exceed all standards set by the FLA Workplace Code of Conduct.

VF's Compliance team consists of two groups of auditors who work with licensed products and contractors. In addition, a group of production individuals are responsible for conducting audits at their direct sourced factories. The Corporation's Compliance Program uses CSCC, Intertek Testing Services, and WRAP as third party monitors. This year the program focused on training new staff and improving corporate awareness.

3. VF Corporation’s Approach to Compliance in 2003

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2004. The points below briefly summarize VF’s efforts to uphold its FLA Obligations in accordance with the FLA Charter.

- VF’s intent is to audit 100% of active factories on an annual basis. If a domestic factory has an ‘accepted’ status (see below), then an audit is scheduled once every 18 months.
- After audits facilities receive one of three grades:
 1. Accepted – The factory has no major noncompliance issues, thus the factory can continue to manufacture VF products.
 2. Accepted to be upgraded – The factory has some minor issues, thus the factory can continue to produce. However if the issues are not addressed in 8-12 weeks the factory will be downgraded to rejected.
 3. Rejected – The factory has some major noncompliance issue, thus is no longer authorized to manufacture VF products.
- No products, samples or bulk orders, can be produced in a factory until it has been inspected.
- Approximately 2% of audits are unannounced.
- Full time compliance staff periodically participates in audits conducted by company staff and third party monitors, CSCC, Intertek Testing Services, and WRAP.
- The compliance and audit staff have bi-yearly meetings to promote consistent audit practices.
- Additionally, VF employees who are not in the compliance department are aware of the company’s compliance program and that production cannot be sourced in a facility that has not had a compliance audit.
- VF continued to meet with its field auditors to establish consistency in auditing procedures in Asia, Europe and for its jeanswear, in Mexico.
- The Company has an Open Door Policy for workers to report non-compliance.
- In addition to participating with the FLA, WRC, and WRAP, VF also attends Business for Social Responsibility events.

4. Universities, Colleges and Secondary Schools Buying Licensed Goods from VF Corporation

| Name of School | Location |
|--------------------------------|----------------|
| University of Alabama | Alabama |
| Albertus Magnus | Connecticut |
| Anne Arundel Community College | Maryland |
| Appalachian State University | North Carolina |
| University of Arizona | Arizona |
| Boise State University | Idaho |
| Boston College | Massachusetts |
| Bowdoin College | Maine |
| Brookdale Community College | New Jersey |

| | |
|--|----------------|
| Brown University | Rhode Island |
| Bucknell University | Pennsylvania |
| University of California at Berkeley | California |
| University of California at Davis | California |
| University of California at Irvine | California |
| University of California at Los Angeles | California |
| University of California at Merced | California |
| University of California at Riverside | California |
| University of California at San Diego | California |
| University of California at San Francisco | California |
| University of California at Santa Barbara | California |
| University of California at Santa Cruz | California |
| Carleton College | Minnesota |
| Carnegie Mellon | Pennsylvania |
| Centre College | Kentucky |
| Colby College | Maine |
| Colgate University | New York |
| University of Colorado at Boulder | Colorado |
| University of Colorado at Denver | Colorado |
| Connecticut College | Connecticut |
| Cornell University | New York |
| Creighton University | Nebraska |
| Dartmouth College | New Hampshire |
| Denison University | Ohio |
| Duke University | North Carolina |
| Furman University | South Carolina |
| University of Georgia | Georgia |
| Gettysburg College | Pennsylvania |
| Grinnell College | Iowa |
| Harvard University | Massachusetts |
| University of Illinois at Urbana-Champaign | Illinois |
| Ithaca College | New York |
| University of Iowa | Iowa |
| University of Kansas | Kansas |
| Lincoln University | Pennsylvania |
| Louisiana State University and A&M College | Louisiana |
| University of Louisville | Kentucky |
| University of Maine at Orono | Maine |
| Manchester College | Indiana |
| Marquette University | Wisconsin |
| Marywood University | Pennsylvania |
| University of Miami | Florida |
| Michigan State University | Michigan |
| University of Missouri at Columbia | Missouri |
| University of Missouri at St. Louis | Missouri |
| Mount Holyoke College | Massachusetts |
| University of Nebraska | Nebraska |
| University of New Mexico | New Mexico |
| New Mexico State University | New Mexico |
| University of Notre Dame | Indiana |
| University of Pittsburgh | Pennsylvania |

| | |
|--------------------------------------|---------------|
| Princeton University | New Jersey |
| Randolph Macon Women's College | Virginia |
| Rider University | New Jersey |
| Rutgers University | New Jersey |
| St. Cloud State University | Minnesota |
| St. John's University | New York |
| St. Joseph's University | Pennsylvania |
| St. Michael's College | Vermont |
| St. Olaf's College | Minnesota |
| St. Peter's College | New Jersey |
| University of St. Thomas | Minnesota |
| Seton Hall University | New Jersey |
| Simpson College | California |
| Smith College | Massachusetts |
| University of South Florida | Florida |
| University of Southern California | California |
| Syracuse University | New York |
| University of Texas at Austin | Texas |
| Trinity College | Connecticut |
| Union College | Kentucky |
| Union College | New York |
| University of Utah | Utah |
| Utah State University | Utah |
| Valdosta State University | Georgia |
| Vanderbilt University | Tennessee |
| Villanova University | Virginia |
| University of Virginia | Virginia |
| Virginia Tech | Virginia |
| University of Washington at Seattle | Washington |
| Wellesley College | Massachusetts |
| Western Washington University | Washington |
| University of Wisconsin at Milwaukee | Wisconsin |
| University of Wisconsin at Oshkosh | Wisconsin |
| University of Wyoming | Wyoming |
| Xavier University | Ohio |

5. FLA Applicable Facilities Where VF Corporation Produces

| Name of factory | Country where located |
|--|------------------------------|
| Dongguan Zerong Bag Co. Ltd. | China |
| Hang Dian | China |
| JiangSu YaFeng Knitting Co. Ltd. | China |
| Keng Tou Handbag Factory | China |
| Ningbo Beston Plastics Company Ltd. | China |
| Ningbo Horizon Luggage Co. Ltd. | China |
| Qingdao Daejoo Leprts Corp. | China |
| Shanghai Dolphin FanLun Garment Co. Ltd. | China |
| Shanghai Meihua Knitting Co. Ltd. | China |
| Shanghai Tairi Knitwear Garment Factory | China |

| | |
|---|-------------|
| Shanghai Tianma Computer Embroidery Factory | China |
| Shunde Licheng Garment Factory Co. Ltd. | China |
| Yafeng General Knitting | China |
| Yafeng General Knitting Mill Jiangsu Province | China |
| Chi-Fung SA | El Salvador |
| Mansalex SA de CV | El Salvador |
| Satellite International, SA de CV | El Salvador |
| Textile La Paz | El Salvador |
| Elcatex | Honduras |
| Genesis Apparel | Honduras |
| Industrias de Exportacion SA de CV | Honduras |
| CV United Garment | Indonesia |
| PT Arta Glory | Indonesia |
| PT Dae Joo Leports | Indonesia |
| PT Poly Allied Industries | Indonesia |
| PT Skycamping | Indonesia |
| Eagle Shirt | Jordan |
| Hippo Knitting Co. Ltd. | Macau |
| Gross View Enterprises SARM | Madagascar |
| Chia Moon Garments | Malaysia |
| Confecciones Juraidini SA de CV | Mexico |
| Confecciones Sta. Elena SA de CV | Mexico |
| Industrias Desafio / Desafio Sewing | Mexico |
| Industrias Desofio / Grupo Trueno | Mexico |
| Liga Mayor / Diaz Ordaz | Mexico |
| Liga Mayor / FCO. Meadero | Mexico |
| Diorva | Mongolia |
| Fashionware | Pakistan |
| Leisure Textile | Pakistan |
| Summit Camping | Pakistan |
| Yusung Adventure Corp. | Philippines |
| Darwood | Taiwan |
| C G Petrochemical Co. Ltd. | Thailand |
| Future Garment Co. Ltd. | Thailand |
| Micro Embroidery Co. Ltd. | Thailand |
| ST Embroidery | Thailand |
| Union Garment Co. Ltd. | Thailand |
| Apparel Designs | USA |
| Bay Promotions | USA |
| Buffalo Inc. | USA |
| Crown Prince | USA |
| Embroidered Corp. Image | USA |
| Fit for a King | USA |
| Guerilla Graffix | USA |
| Powertex Sportswear | USA |
| VF Knitwear 39 th Street | USA |
| VF Knitwear Linebaugh | USA |
| Visual Impressions | USA |
| Volunteer Knit Apparel Inc. | USA |
| Pungkook Saigon II Corp. | Vietnam |

6. Locating and Monitoring VF Corporation's FLA Applicable Facilities

| A. Country | B. Number of Factories | C. Internal Monitoring: Number of Facilities Visited | D. External Monitoring: Number of Facilities Visited |
|-------------------|-------------------------------|---|---|
| China | 14 | 12 | 0 |
| El Salvador | 4 | 2 | 1 |
| Honduras | 3 | 2 | 0 |
| Indonesia | 5 | 3 | 0 |
| Jordan | 1 | 0 | 0 |
| Lesotho | 1 | 1 | 0 |
| Macau | 1 | 1 | 0 |
| Madagascar | 1 | 1 | 0 |
| Malaysia | 1 | 1 | 0 |
| Mexico | 6 | 6 | 0 |
| Mongolia | 1 | 1 | 0 |
| Pakistan | 3 | 2 | 0 |
| Philippines | 1 | 0 | 0 |
| Taiwan | 1 | 1 | 0 |
| Thailand | 5 | 2 | 0 |
| USA | 12 | 10 | 0 |
| Vietnam | 1 | 1 | 1 |
| TOTAL | 61 | 46 | 2 |