

## V. COMPANIES UP CLOSE

### Part 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.

The reports in this section cover efforts made by Category B Licensees to improve conditions 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 2005 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) MBI, Inc.
- 9) Oxford Industries, Inc.
- 10) Riddell, Inc.
- 11) Russell Athletic
- 12) Twins Enterprise, Inc.
- 13) VF Corporation

***Please note:*** Not included in this report are two Category B Licensees, *Boyd's Collection Ltd. and Harland Co.*, because they failed to submit their annual report to the Fair Labor Association.

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
- Acting to prevent persistent forms of 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

## American Pad and Paper, LLC

### 1. American Pad and Paper's Company Profile

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: 100 - 500\***

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

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$2,205**

Company Status: **Privately owned**

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

**Ampad / 100%**

FLA-Affiliated University Licensors: **88**

[See list of universities<sup>i</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **2**

[See list of FLA applicable facilities<sup>ii</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **2**

[See factory locations<sup>iii</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>iv</sup>](#)

[See individual factory reports<sup>v</sup>](#)

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

The American Pad and Paper (Ampad) Compliance Program utilizes the FLA Workplace Code of Conduct. Ampad's Human Resource team manages the compliance program for the manufacturing sites within the company. Each manufacturing facility has a Human Resource Manager and HR Assistant. All Human Resource Managers report into the corporate office to the Director of Human Resource. Human Resources has teamed up with several operations and sales departments internally in order to set controls in place for quality control, and vendor compliance programs.

### **3. American Pad and Paper's Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Ampad's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- Ampad utilizes internal staff resources to communicate the FLA Code of Conduct and explains the code elements during new hire orientation as well as in group meetings.
- No formal training on compliance is provided; training is provided on human resources principles and applicable labor regulations.
- To provide access to policy and procedure information that is posted on the company intranet, a network kiosk computer was installed in the plant for employees who do not have computers for use in their daily work.
- Ampad has an open door policy to encourage employees to come forward with complaints and uses a confidential suggestion box for employees to report noncompliance.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for American Pad and Paper.

#### **Universities, Colleges and Secondary Schools Licensing American Pad and Paper**

<b>Name of School</b>	<b>Location</b>
Albertus Magnus College	Connecticut
American University	Washington DC
Appalachian State University	North Carolina
University of Arizona	Arizona
Arizona State University	Arizona
Boise State University	Idaho
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 Santa Barbara	California
California State University at Santa Cruz	California
California Polytechnic State University	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
Cornell University	New York
Creighton University	Nebraska

University of Dayton	Ohio
Denison University	Ohio
Duke University	North Carolina
University of Florida	Florida
Florida State University	Florida
University of Georgia	Georgia
Gustavus Adolphus College	Minnesota
Ithaca College	New York
University of Iowa	Iowa
James Madison University	Virginia
University of Kansas	Kansas
University of Kentucky	Kentucky
Lake Forest College	Illinois
University of Louisville	Kentucky
University of Maryland	Maryland
Marywood University	Pennsylvania
University of Miami	Florida
University of Missouri at Columbia	Missouri
Mount Holyoke College	Massachusetts
University of Nebraska	Nebraska
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
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. John's University	New York
St. Joseph's University	Pennsylvania
St. Peter's College	New Jersey
University of St. Thomas	Minnesota
San Diego State University	California
San Jose State University	California
Seton Hall University	New Jersey
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
Washington University	Missouri
West Virginia University	West Virginia
Williams College	Massachusetts
University of Wyoming	Wyoming
Xavier University	Ohio

ii **FLA Applicable Facilities Producing American Pad and Paper Products**

<b>Name of factory</b>	<b>Country where located</b>
AMPAD Holyoke	United States
AMPAD Mattoon	United States

iii **Locating and Monitoring American Pad and Paper's FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
United States	2	2	1
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>1</b>

---

## Commemorative Brands, Inc.

### **1. Commemorative Brands, Inc.'s Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$314.1**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$48.8**

Company Status: **Privately owned**

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

**ArtCarved / Less than 2%**

**Balfour / 98%**

**C-B Graduation Announcements / Less than 2%**

FLA-Affiliated University Licensors: **102**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **4**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **4**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **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 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize CBI's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- The workplace standards of Commemorative Brands, Inc (CBI) are communicated verbally 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.
- New employee safety orientation covers the safety handbook which includes the site specific Hazard Communication Standard. A safety training matrix was developed and implemented to ensure specific safety training relating to the job functions performed at a frequency determined by OSHA standards or company insurance carrier.
- An anonymous third party hotline was made available to all employees to register complaints relating to any subject, including human resources issues, legal issues, working conditions, and financial reporting issues.
- CBI maintains working relationships with the following organizations: United Brotherhood of Carpenters & Joiners of America (AFL-CIO), Society of Human Resources Management, Texas Workers Compensation Commission, and safety and loss prevention experts with company insurance carrier, Liberty Mutual.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for CBI.

v

#### **Universities, Colleges and Secondary Schools Licensing Commemorative Brands, Inc.**

<b>Name of School</b>	<b>Location</b>
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 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 Diego	California
University of California at Santa Barbara	California
California State University at Long Beach	California
California State University at Northridge	California
California State University at Sacramento	California



Carnegie Mellon University	Pennsylvania
Colgate University	New York
University of Colorado at Boulder	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
University of Detroit-Mercy	Michigan
Duke University	North Carolina
Ferris State University	Michigan
University of Florida	Florida
Florida State University	Florida
Furman University	South Carolina
George Mason University	Virginia
Georgia Institute of Technology	Georgia
Harvard University	Massachusetts
Illinois State University	Illinois
University of Iowa	Iowa
James Madison University	Virginia
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 Farmington	Maine
University of Maine at Orono	Maine
Manchester College	Indiana
Marquette University	Wisconsin
University of Maryland	Maryland
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 Columbia	Missouri
University of Missouri at St. Louis	Missouri
Mount Holyoke College	Massachusetts
University of Nebraska	Nebraska
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

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
St. Joseph's University	Pennsylvania
St. Peter's College	New Jersey
San Jose State University	California
Santa Clara University	California
Seton Hall University	New Jersey
University of South Florida	Florida
Syracuse University	New York
Temple University	Pennsylvania
University of Texas at Austin	Texas
University of Texas Medical Branch at Galveston	Texas
Tufts University	Massachusetts
University of Utah	Utah
Utah State University	Utah
Valdosta State University	Georgia
Vanderbilt University	Tennessee
Villanova University	Virginia
Virginia Tech	Virginia
University of Washington	Washington
Washington University	Missouri
Western Washington University	Washington
University of Wisconsin at Milwaukee	Wisconsin
Wright State University	Ohio
University of Wyoming	Wyoming
Xavier University	Ohio
Yale University	Connecticut

∨ **FLA Applicable Facilities Where Commemorative Brands, Inc. Produces**

<b>Name of factory</b>	<b>Country where located</b>
Commemorative Brands, Inc. – Austin	USA
Commemorative Brands, Inc. – El Paso	USA
Commemorative Brands, Inc. – Louisville	USA
Commemorative Brands, Inc. – Manhattan, Kansas	USA

▼ **Locating and Monitoring Commemorative Brands, Inc. FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
United States	4	4	1
<b>TOTAL</b>	<b>4</b>	<b>4</b>	<b>1</b>

---

## Cutter & Buck, Inc.

### **1. Cutter & Buck's Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$128**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$6.5**

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

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

**Cutter & Buck / 100%**

FLA-Affiliated University Licensors: **77**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **17**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **5**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **2. Cutter & Buck's Compliance Program in FLA Applicable Facilities**

Cutter & Buck adopted the SA8000 Code as the company code of conduct in 1999. Subsequently, the FLA Workplace Code of Conduct has also been adopted by Cutter & Buck's Vendor Social Compliance Program. The Program operates within the Production Department. Currently, a Buyer manages the program part time. The Buyer reports to the Vice President of Production. The Buyer schedules all audits and oversees the company's corrective action plans. All internal audit visits are announced and are conducted by Verité.

### **3. Cutter & Buck's Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Cutter & Buck's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- Cutter & Buck requires posting of its Code of Conduct in all its applicable facilities.
- Internal monitors use a single audit instrument consistent with FLA and SA8000 Code requirements.
- Prior to engaging in any business with a new factory, the factory management must read and sign the "Social Responsibility and Partnership Guidelines." In most cases, either the VP of Production or one of the field Quality Control auditors visits the new factory before production orders are placed and assesses the factory's production capabilities as well as the social compliance status.
- Due to limited resources and ongoing implementation of company compliance software, Cutter and Buck has not established a systematic approach to track compliance and remediation.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Cutter & Buck.

v

### Universities, Colleges and Secondary Schools Licensing Cutter & Buck

Name of School	Location
University of Alabama	Alabama
American University	Washington, D.C.
Appalachian State University	North Carolina
Arizona State University	Arizona
University of Arizona	Arizona
Ball State University	Indiana
Boston College	Massachusetts
Boston University	Massachusetts
Brown University	Rhode Island
Bucknell University	Pennsylvania
University of California at Berkeley	California
University of California at San Diego	California
University of California at San Francisco	California
California State University at Sacramento	California
Colby College	Maine
Colgate University	New York
Colorado College	Colorado
Colorado State University	Colorado
Columbia University	New York
University of Colorado at Boulder	Colorado
Cornell University	New York
Duke University	North Carolina
Florida State University	Florida
University of Florida	Florida
Furman University	South Carolina
University of Georgia	Georgia
Gettysburg College	Pennsylvania
Harvard University	Massachusetts
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
Louisiana State University and A&M College	Louisiana
University of Louisville	Kentucky
University of Maine at Farmington	Maine
Valdosta State University	Georgia
Vanderbilt University	Tennessee
University of Virginia	Virginia
Virginia Tech	Virginia
University of Washington	Washington
West Virginia University	West Virginia
University of Wyoming	Wyoming
Xavier University	Ohio
Yale University	Connecticut

∨ **FLA Applicable Facilities Producing Cutter & Buck Products**

<b>Name of factory</b>	<b>Country where located</b>
Timely Manufacturing Co. Ltd.	China
King's Store Fashion Accessory Co.	China
Kwun Wah Garment Factory Ltd.	Hong Kong
GTN Textiles Ltd.	India
Maral Overseas	India
Prachi Exports	India
Shahi Export House	India
Merit Garment Factory Ltd.	Macau
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
Thanulux Public Co. Ltd.	Thailand
TM Garment Co. Ltd.	Thailand
Belteks	Turkey

√ **Locating and Monitoring Cutter & Buck's FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	2	1	0
Hong Kong	1	0	0
India	4	0	0
Macau	1	0	0
Peru	1	0	0
Philippines	1	1	0
Thailand	6	2	1
Turkey	1	1	0
<b>TOTAL</b>	<b>17</b>	<b>5</b>	<b>1</b>

---

## Drew Pearson Marketing

### 1. Drew Pearson Marketing Company Profile

Company Name: **Drew Pearson Marketing**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$35**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **Approx. \$5**

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

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

**Drew Pearson / 90%**

**ESPN GameDay / 10%**

FLA-Affiliated University Licensors: **63**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **3**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **2**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)  
[See individual factory reports<sup>v</sup>](#)

### 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. In 2004, the Company Executive, reporting directly to the CEO, was assigned to lead the factory compliance efforts. The company did not contract with any third parties for internal monitoring in 2004. The Product Development and Sales Team members conduct cursory internal audits during factory visits and complete the Internal Audit Form while on factory visits for other business reasons. In addition, DPM partners do regular monitoring and provide DPM with reports from those monitoring visits.



---

### **3. Drew Pearson Marketing's Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Drew Pearson Marketing's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- Suppliers were sent a letter informing them about the Drew Pearson Marketing Workplace Code of Conduct.
- Internal monitors (product development employees) were trained on the Internal Audit form. Four employees visited factories in 2004 and tested this form.
- Drew Pearson Marketing has designated an internal staff member to collect audit information and remediation plans in an attempt to formalize the management of compliance information.
- At this time, DPM has not been active in consulting with any civil society organizations.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Drew Pearson Marketing.

v

#### **Universities, Colleges and Secondary Schools Licensing Drew Pearson Marketing**

<b>Name of School</b>	<b>Location</b>
University of Alabama	Alabama
Appalachian State University	North Carolina
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 Delaware	Delaware
Duke University	North Carolina
Ferris State University	Michigan
Florida State University	Florida
Fordham University	New York
University of Georgia	Georgia
Georgia Institute of Technology	Georgia
University of Illinois at Urbana-Champaign	Illinois
Illinois State University	Illinois
University of Kansas	Kansas
Kansas State University	Kansas
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
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
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
Princeton University	New Jersey
Purdue University	Indiana
Rutgers University	New Jersey
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
University of Utah	Utah
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

∨ **FLA Applicable Facilities Where Drew Pearson Marketing Produces**

<b>Name of factory</b>	<b>Country where located</b>
Mainland Sewing Headwear Mfg.	China
Asian Sourcing (Shanghai Pacific)	China
Pak Fu Industrial Co., Ltd.	Hong Kong

∨ **Locating and Monitoring Drew Pearson Marketing FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	2	2	1
Hong Kong	1	0	0
<b>TOTAL</b>	<b>3</b>	<b>2</b>	<b>1</b>

---

## Global Accessories, Inc.

### **1. Global Accessories, Inc.'s Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: \$10-50\***

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

Annual Revenue from University-Licensed Goods FY 2004 (thousands): **\$165**

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: **40**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **2**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **0**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

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

Global Accessories' compliance program, the Global Fair Labor Program, meets the minimum standards of the FLA Workplace Code of Conduct. The Procurement and Human Resources staff, reporting to the Vice President of Finance and Administration, coordinates 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 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Global Accessories' efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- 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.
- The Director of Procurement was trained in all FLA standards.
- Global Accessories corrected all instances of noncompliance reported in external audit after the second follow-up (within three months of Remediation Plan being submitted).
- Global Accessories views the remediation plan as a living document and updates it as corrections to deficiencies are made.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Global Accessories.

v

#### **Universities, Colleges and Secondary Schools Licensing Global Accessories, Inc.**

<b>Name of School</b>	<b>Location</b>
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
Louisiana State University and A&M College	Louisiana
University of Maine at Farmington	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 Utah	Utah
Utah State University	Utah
University of Virginia	Virginia
Virginia Tech	Virginia
University of Washington	Washington
University of Wisconsin at Milwaukee	Wisconsin
University of Wyoming	Wyoming

▼ **FLA Applicable Facilities Producing Global Accessories, Inc. Products**

<b>Name of factory</b>	<b>Country where located</b>
Ease Clever Plastic Manufacturer	China
Dashmat	USA

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

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
United States	1	0	0
China	1	0	1
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>1</b>

---

## Herff Jones, Inc.

### **1. Herff Jones, Inc's Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: \$100-500\***

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

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$43**

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: **77**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **5**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **5**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **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.

### **3. Herff Jones, Inc.'s Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Herff Jones' efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- This year's focus has continued to be the improvement of its employee safety and security system.
- The Herff Jones Code of Conduct was posted in all applicable languages in employee accessible areas.
- The employee handbook was rewritten in its entirety and placed on the Herff Jones online HUB network to communicate updated information on benefits, company policy changes and procedures.
- New employees participate in a new-hire orientation program and receive the Employee Handbook containing safety requirements and regulations, work rules, employee benefits, etc.
- Municipal Fire Department makes unannounced visits to manufacturing sites to inspect for any violations to fire code ordinances. Evacuation drills are conducted yearly.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Herff Jones.

v

#### **Universities, Colleges and Secondary Schools Licensing Herff Jones, Inc.**

Name of School	Location
American University	Washington, DC
University of Arizona	Arizona
Arizona State University	Arizona
Ball State University	Indiana
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 Riverside	California
University of California at Santa Barbara	California
California State University at Long Beach	California
California State University at North Ridge	California
California State University at Sacramento	California
University of Colorado at Boulder	Colorado
Columbia University	New York
University of Dayton	Ohio
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
Harvard University	Massachusetts
University of Illinois at Chicago	Illinois
University of Illinois at Urbana-Champaign	Illinois
Illinois State University	Illinois
University of Iowa	Iowa
James Madison University	Virginia
Lincoln University	Pennsylvania
University of Louisville	Kentucky
Manchester College	Indiana
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
University of North Carolina at Greensboro	North Carolina
Northwestern University	Illinois
University of Notre Dame	Indiana
Ohio State University	Ohio
University of Pennsylvania	Pennsylvania
Pennsylvania State University	Pennsylvania
Princeton University	New Jersey
Purdue University	Indiana
Randolph Macon Women's College	Virginia
Rutgers University	New Jersey
St. John's University	New York
St. Joseph's University	Pennsylvania
St. Peter's College	New Jersey
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, Medical Branch at Galveston	Texas
Tufts University	Massachusetts
Union College	Kentucky
Union College	New York
Vanderbilt University	Tennessee

University of Virginia	Virginia
Virginia Tech	Virginia
Wellesley College	Massachusetts
West Virginia University	West Virginia
Wright State University	Ohio

▼ **FLA Applicable Facilities Producing Herff Jones Inc. Products**

<b>Name of factory</b>	<b>Country where located</b>
Cap and Gown - Arcola	USA
Cap and Gown - Champaign	USA
Diplomas	USA
Fine Papers	USA
Jewelry	USA

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

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
United States	5	5	1
<b>TOTAL</b>	<b>5</b>	<b>5</b>	<b>1</b>

---

## Jostens, Inc.

### **1. Jostens' Company Profile**

Company Name: **Jostens, Inc.**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$807.3**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$30**

Company Status: **Wholly owned subsidiary of Visant Corporation**

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

**Jostens/ 100%**

FLA-Affiliated University Licensors: **176**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **9**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **2**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See factory results<sup>v</sup>](#)

### **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 staffed by 13 employees from the licensing/college, human resources, communications, operations, and legal departments, coordinates the FLACP. This team, which is managed centrally from Jostens headquarters in Minnesota, reports to the chief executive officer and to senior management, and works cross-functionally with facility managers and human resources professionals in each facility.

In 2004, the Program continued its focus on raising code awareness in its applicable facilities. A & L Group Inc. was contracted to perform the company's internal monitoring.

---

### **3. Jostens' Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Jostens' efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- The Jostens Workplace Code of Conduct requires that all external suppliers abide by the JCOC.
- The 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.
- In order for employees to report noncompliance in a confidential manner, Jostens uses a hotline called MY INPUT. The hotline is managed by an outside vendor. Calls fall into four main categories: policies and procedures, personnel benefits, supervisory questions, and suggestions. Senior Management reviews each call and develops a response.
- Jostens has a union presence in one of its facilities in Owatonna, MN. About 10% of the Jostens' Owatonna workforce are union members. Local officials of the IAM union meet with Owatonna plant management monthly to review plans, concerns, and changes.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Jostens.

v

#### **Universities, Colleges and Secondary Schools Licensing Jostens**

<b>Name of School</b>	<b>Location</b>
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 Long Beach	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

∨ **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 (Closed Oct. 1, 2004)	USA
Jostens, Inc. – Shelbyville	USA
Ad Graphics DBA; Concepts Plus	USA
Midwest Trophy Mfg. Co., Inc.	USA
Spectrum Screen Printing	USA

∨ **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	2	1
<b>TOTAL</b>	<b>9</b>	<b>2</b>	<b>1</b>



---

## MBI, Inc.

### **1. MBI, Inc.'s Company Profile**

Company Name: **MBI, Inc.**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: \$100-500\***

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

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$10 - 50\***

Company Status: **Privately owned**

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

**Danbury Mint / 60%**

FLA-Affiliated University Licensors: **37**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **18**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **0**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

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

MBI, Inc.'s Compliance Program uses the Danbury Mint Workplace Code of Conduct which meets all FLA Workplace Code of Conduct requirements. 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. Although the company has a majority of its production in East Asia, the company does not have an employee presence in that region.

---

### **3. MBI, Inc.'s Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize MBI's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- The Vice President updates all company managers annually on the progress and changes in 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.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for MBI.

v

#### **Universities, Colleges and Secondary Schools Licensing MBI, Inc.**

<b>Name of School</b>	<b>Location</b>
University of Alabama	Alabama
University of Arizona	Arizona
Arizona State University	Arizona
Boston College	Massachusetts
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
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
University of Southern California	California
Syracuse University	New York
University of Texas at Austin	Texas
University of Virginia	Virginia
Virginia Tech	Virginia
University of Washington	Washington
West Virginia University	West Virginia

▼ **FLA Applicable Facilities Producing MBI, Inc. Products**

<b>Name of factory</b>	<b>Country where located</b>
Brax (Xiamen Jianfa Art Ceramic Company)	China
C & H Arts-Crafts Products Co., Ltd.	China
Dongguan Deyuan Arts & Crafts Co., Ltd.	China
Dongguan Henli Tiantou Chuang Ying Toys Factory	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
Green Lake Product Company, Ltd.	China
Hua Hsin Crafts and Arts Products Co., Ltd.	China
PinGhe Tien Chi	China
Sheng Ling Craft Co. Factory	China
Wilson International Ind. Co., Ltd.	China
Xiamen Holiday Factory	China
Crystalline Direct	Thailand
Pranda Jewelry Public Co., Ltd.	Thailand
Value Trend Company	Thailand
Pure Country Weavers	USA
Rug Barn	USA

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

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	13	0	1
Thailand	3	0	0
United States	2	0	0
<b>TOTAL</b>	<b>18</b>	<b>0</b>	<b>1</b>

---

## Oxford Industries, Inc.

### **1. Oxford Industries, Inc.'s Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$1,116**

Annual Revenue from University-Licensed Goods FY 2004 (thousands): **\$64**

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

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

**Tommy Hilfiger / 6%**

FLA-Affiliated University Licensors: **11**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **48**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **45**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **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.

In 2004, a major focus was to improve the communication skills of internal auditors to ensure appropriate exchange of information between the auditor and factory management on remediation.

---

### **3. Oxford Industries, Inc.'s Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Oxford Industries' efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- In an attempt to strengthen its Code of Ethics Program, Oxford Industries, Inc. has hired one additional auditor for compliance audits and designated one of its existing Senior Quality Controllers to receive training on how to conduct factory monitoring.
- All factories have "grievance boxes" located on main floors and in restrooms, and employees are encouraged to submit their grievances with or without their names attached. Alternatively, the names of Managers or Welfare Officers are posted in the facility for direct contact.
- Factories, contractors, and suppliers are required to complete a compliance questionnaire on a regular basis.
- New factories receive compliance audits before orders are placed.
- 100% of internal monitoring visits to applicable facilities were unannounced.
- Legally constituted unions representing employees at a worksite were periodically consulted regarding the monitoring process.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Oxford Industries.

v

#### **Universities, Colleges and Secondary Schools Licensing Oxford Industries, Inc.**

<b>Name of School</b>	<b>Location</b>
Cornell University	New York
Duke University	North Carolina
University of Florida	Florida
Furman University	South Carolina
Georgia Institute of Technology	Georgia
University of Maryland	Maryland
Michigan State University	Michigan
University of New Mexico	New Mexico
Syracuse University	New York
University of Virginia	Virginia
University of Washington	Washington

▼ **FLA Applicable Facilities Where Oxford Industries, Inc. Produces**

<b>Name of factory</b>	<b>Country where located</b>
Banshi Knitting Factory of Chang Ping	China
Creative Apparel Ent. Ltd.	China
Guangdong Esquel Textiles Co. Ltd. Yang Mei B Garment Factory	China
GZ Nansha Development Zone	China
KoKo Fashion	China
Legend Industrial Ltd.	China
Nan Feng Knitting Factory Ltd.	China
Nan Hua Textile Company Ltd.	China
South Fountain Garment Factory Ltd.	China
South Glamour Fashions Garment	China
Suzhou Xuchang Knitting Garment	China
Tongxiang Xuyang Garment Mfr. Co.	China
Wah Sing Labels Limited	China
Wujiang Lingyaan Garment Co. Ltd.	China
CDP Textiles Ltd.	Hong Kong
Paxar Far East Limited	Hong Kong
South China Textile Company Ltd.	Hong Kong
Wah Sing Labels Limited	Hong Kong
Way Yat Industrial Limited	Hong Kong
Yiu Wing Polybags Factory	Hong Kong
Orient Craft Ltd.	India
PT Katexindo	Indonesia
PT Masterindo	Indonesia
PT Satriasejati Multi Industries	Indonesia
Fu Tou Garment Factory Ltd.	Macau
Golden Lion Garment Factory Ltd.	Macau
Macau Textile Limited Knitting Factory	Macau
Mee Ngai Printing & Garment Factory Ltd.	Macau
Vui Keong Garment Factory Ltd.	Macau
Dragon & Phoenix Serba pakaian	Malaysia
Imperial Garments	Malaysia
The Eastern Garment Mfg. Co.	Malaysia
Yangtzekiang Industries	Malaysia
Textiles Industries	Mauritius
Canatex SA De C.V.	Mexico
Cotton Designs	Peru
Textil San Cristobal S.A.	Peru
Formostar Garments Co. Ltd.	Philippines
Hamlin Industrial Corp	Philippines
Everbest Garments Ltd. Co. (PVT)	Sri Lanka
Hong Kong Knitters Lanka Ltd.	Sri Lanka
Polytex Garment Ltd. – Ja Ela	Sri Lanka
Polytek Garment Ltd. – Kegalle	Sri Lanka
Polytek Garment Ltd. – KOG	Sri Lanka
Polytex Garment Ltd. - YAK	Sri Lanka

Diamond Hosiery and Thread	Taiwan
Fashion Express Co. Ltd.	Thailand

<sup>v</sup> **Locating and Monitoring Oxford Industries, Inc. FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	15	15	0
Hong Kong	6	6	0
India	1	0	0
Indonesia	3	3	0
Macau	5	5	0
Malaysia	4	4	0
Mauritius	1	1	0
Mexico	1	1	0
Peru	2	0	0
Philippines	2	2	0
Sri Lanka	6	6	1
Taiwan	1	1	0
Thailand	1	1	0
<b>TOTAL</b>	<b>48</b>	<b>45</b>	<b>1</b>

---

## Riddell Inc.'s

### **1. Riddell Inc.'s Company Profile**

Company Name: **Riddell Inc.**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: \$10-50\***

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

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$3**

Company Status: **Privately owned**

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

**Riddell / 13.5%**

FLA-Affiliated University Licensors: **50**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **3**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **0**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

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

Riddell Inc.'s FLA Compliance Program meets all standards set by the FLA Workplace Code of Conduct. The 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 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B licensee in January 2005. The points below briefly summarize Riddell's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.



- 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 U.S. 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 union that represents many of the company employees has a formalized grievance procedure.
- The company's non-retaliation policy is included in the Employee Handbook.
- Riddell's internal monitors include exempt and non-exempt employees, as well as union and non-union employees; however, training on the FLA Audit instrument is still required.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Riddell.

v

### **Universities, Colleges and Secondary Schools Licensing Riddell Inc.**

<b>Name of School</b>	<b>Location</b>
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

∨ **FLA Applicable Facilities Where Riddell Inc. Produces**

<b>Name of factory</b>	<b>Country where located</b>
Jianda Manufacturing Co., Ltd	China
Sun Yick Plastic Products Co., Ltd	China
Riddell Inc.	USA

∨ **Locating and Monitoring Riddell Inc.'s FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	2	0	1
USA	1	0	0
<b>TOTAL</b>	<b>3</b>	<b>0</b>	<b>1</b>

---

## Russell Corporation

### **1. Russell Corporation's Company Profile**

Company Name: **Russell Corporation**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **\$5.8**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$27**

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

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

**Russell Athletic / 100%**

FLA-Affiliated University Licensors: **101**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **20**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **19**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **2. Russell Corporation's Compliance Program in FLA Applicable Facilities**

Russell Corporation's Social Compliance Program is based on the Corporation's Code of Conduct. This Code meets or exceeds all standards set by the FLA Workplace Code of Conduct. The two main differences between Russell's Code of Conduct and the FLA Workplace Code of Conduct is the age requirement, workers may not be under 15 years old regardless of country law; and inclusion of provisions for environment, legal and ethical standards and right of inspection.

The Vice President of International Human Resources oversees the Social Compliance Program, the Compliance Coordinator, and six field staff based in Europe, Southeast Asia, and South Africa. The Vice President travels to the factories to ensure that the Code of Conduct is being followed.

The Corporation monitors 100% of all contractors on an annual basis and uses A & L Group Inc. (domestic only), Cal Safety Compliance Corporation, Intertek Testing Services, and Bureau Veritas Quality Insurance as third party monitors.

### **3. Russell Corporation’s Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Russell’s efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- Russell’s Code of Conduct has been translated into 18 languages and distributed to appropriate factories and auditors.
- Russell requires pre-sourcing audits of potential factories before production is placed or the factory must be Worldwide Responsible Apparel Production (WRAP) certified.
- Employees of Russell’s self-owned factories may use the PRIDEline communication, a 24-hour toll-free confidential reporting system, to communicate any grievances or concerns.
- Following worker interviews, third party auditors leave a toll-free number with employees so that they may call the factory management to report any additional information in a confidential environment.
- Non-retaliation is covered in the Corporation’s Code of Conduct under general policy of Legal and Ethical Standards.
- The Corporation has established offices in regions of the world where greatest attention could be given to the compliance program.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Russell.

v

### **Universities, Colleges and Secondary Schools Licensing Russell Corporation**

<b>Name of School</b>	<b>Location</b>
University of Alabama	Alabama
American University	Washington, DC
University of Arizona	Arizona
Arizona State University	Arizona
Appalachian State University	North Carolina
Ball State	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 Long Beach	California
University of California at Los Angeles	California
University of California at Northridge	California
University of California at Sacramento	California

University of California at San Diego	California
University of California at Santa Barbara	California
University of California at Santa Cruz	California
Colgate University	New York
University of Colorado at Boulder	Colorado
Colorado College	Colorado
Colorado State University	Colorado
Columbia University	New York
Cornell University	New York
Creighton University	Nebraska
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
Furman University	South Carolina
George Mason University	Virginia
University of Georgia	Georgia
Georgia Institute of Technology	Georgia
Harvard University	Massachusetts
University of Illinois at Chicago	Illinois
Illinois State University	Illinois
University of Iowa	Iowa
James Madison University	Virginia
University of Kansas	Kansas
Kansas State University	Kansas
University of Kentucky	Kentucky
Lincoln University	Pennsylvania
Louisiana State University and A&M College	Louisiana
University of Louisville	Kentucky
Marquette University	Wisconsin
University of Maryland	Maryland
University of Massachusetts	Massachusetts
University of Memphis	Tennessee
University of Miami	Florida
University of Michigan	Michigan
Michigan State University	Michigan
Michigan Technological University	Michigan
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
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
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
Temple University	Pennsylvania
University of Utah	Utah
Utah State University	Utah
Valdosta State University	Georgia
Vanderbilt University	Tennessee
Villanova University	Virginia
University of Virginia	Virginia
Washington University	Missouri
University of Washington at Seattle	Washington
Western Washington University	Washington
West Virginia University	West Virginia
University of Wisconsin at Milwaukee	Wisconsin
Wright State University	Wisconsin
University of Wyoming	Wyoming
Xavier University	Ohio
Yale University	Connecticut

∨ **FLA Applicable Facilities Where Russell Corporation Produces**

<b>Name of factory</b>	<b>Country where located</b>
Ningbo Shenzhou Dagang	China
Zona Franca	Dominican Republic
Hermosa Manufacturing S.A. de C.V.	El Salvador
BJ Trading	Guatemala
Bonmax	Guatemala
Chung Yang	Guatemala
Denmor	Guyana
Athletic de Camargo S.A. de C.V.	Mexico
Eastern Garments	Pakistan
Masood Textile Mills	Pakistan
Sapphire Fibres Knitting	Pakistan
Fashion International	Swaziland

Well & David	Taiwan
President Knitting	Thailand
Turkmenbasy	Turkmenistan
NBC Graphics	USA
Quick Hits	USA
Wideworld Sportswear, Inc.	USA
Tooper Crown/JM Caps	Vietnam
Voraporn	Vietnam

▼ **Locating and Monitoring Russell Corporation's FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	1	1	0
Dominican Republic	1	1	0
El Salvador	1	1	0
Guatemala	3	3	0
Guyana	1	1	0
Mexico	1	1	0
Pakistan	3	3	0
Swaziland	1	1	0
Taiwan	1	1	0
Thailand	1	1	0
Turkmenistan	1	1	0
United States	3	3	0
Vietnam	2	1	1
<b>TOTAL</b>	<b>20</b>	<b>20</b>	<b>1</b>

---

## Twins Enterprise, Inc.

### **1. Twins Enterprise Inc.'s Company Profile**

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

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Range: \$50-100\***

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

Annual Revenue from University-Licensed Goods FY 2004 (millions): **\$8.2**

Company Status: **Privately owned**

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

**Twins / 100%**

FLA-Affiliated University Licensors: **91**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **1**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **0**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **1**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **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 of seven full-time staff representing the Vice Presidents of the following departments: Operations, Sourcing, Research and Development, Finance, and Sales and Marketing. The Licensing Director serves as the AFC Coordinator. The family owners of Twins Enterprises make semi-annual monitoring visits to the factory, which was independently monitored by the FLA in 2004.

The focus of this year's program was to improve overall communication and education on the Code of Conduct among compliance team members and factory management and workers.



---

### **3. Twins Enterprise, Inc.'s Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize Twins' efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- Twins Enterprise utilized training materials from a contracted external monitor to train its internal monitoring staff.
- 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.
- Factory workers may contact AFC administrators at Twins Enterprise directly to lodge a complaint. The contact information is posted in the native language.
- Factory management is required to sign a non-retaliation agreement, prohibiting management from punishing workers who file complaints.
- In an effort to improve the company compliance program, the company has consulted with other companies for information sharing on local outreach and code implementation.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for Twins Enterprise.

v

#### **Universities, Colleges and Secondary Schools Licensing Twins Enterprise, Inc.**

<b>Name of School</b>	<b>Location</b>
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 Davis	California
University of California at Irvine	California
University of California at Los Angeles	California
California State University at Northridge	California
California State University at Sacramento	California
Carnegie Mellon University	Pennsylvania
Colorado College	Colorado
University of Colorado at Boulder	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
Duke University	North Carolina
University of Florida	Florida
Florida State University	Florida
Franklin and Marshall College	Pennsylvania
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
James Madison University	Virginia
Johns Hopkins University	Maryland
University of Kansas	Kansas
Kansas State University	Kansas
University of Kentucky	Kentucky
University of Louisville	Kentucky
University of Maine at Orono	Maine
Marquette University	Wisconsin
University of Maryland	Maryland
University of Massachusetts	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 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
University of North Carolina at Chapel Hill	North Carolina
University of North Carolina at Greensboro	North Carolina
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
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

Seton Hall University	New Jersey
University of South Florida	Florida
University of Southern California	California
SUNY at Buffalo	New York
Syracuse University	New York
Temple University	Pennsylvania
University of Texas at Austin	Texas
University of Utah	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 in St. Louis	Missouri
West Virginia University	West Virginia
Wright State University	Wisconsin
University of Wyoming	Wyoming
Xavier University	Ohio
Yale University	Connecticut

∨ **FLA Applicable Facilities Producing Twins Enterprise, Inc. Products**

<b>Name of factory</b>	<b>Country where located</b>
Tinkwood Hat Factory	Macau

∨ **Locating and Monitoring Twins Enterprise, Inc.'s FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
Macau	1	0	1
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>1</b>

---

## VF Corporation

### **1. VF Corporation's Company Profile**

Company Name: **VF Corporation**

Year of FLA Implementation: **2nd year**

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

Annual Consolidated Revenue in FY 2004 (millions): **Approx. \$6 billion**

Annual Revenue from University-Licensed Goods FY 2004 (millions): **Approx. \$68**

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

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

**Lee Sport, CSA, NCAA / 19%**

**Jansport / 81%**

FLA-Affiliated University Licensors: **41**

[See list of universities<sup>v</sup>](#)

Total Applicable Facilities Worldwide in FLA 2004: **41**

[See list of FLA applicable facilities<sup>v</sup>](#)

Factories Subject to Internal Monitoring Visits in FLA 2004: **23**

[See factory locations<sup>v</sup>](#)

Total FLA Independent External Monitoring Visits in FLA 2004: **2**

[See factory locations<sup>v</sup>](#)

[See individual factory reports<sup>v</sup>](#)

### **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 company modified its Principles in 2004 with the additions of Freedom of Association, Informed Workplace, and Facility Security. These Principles meet or exceed all standards set by the FLA Workplace Code of Conduct.

VF's compliance team consists of auditors located in the United States, Hong Kong, China, India, Bangladesh, and Malaysia who work with licensed products and contractors. In addition, a group

---

of production personnel are responsible for conducting audits at their direct sourced factories. The Corporation's Compliance Program uses Cal Safety Compliance Corporation (CSCC), Intertek Testing Services, and Worldwide Responsible Apparel Production (WRAP) as third party monitors. This year, the program focused on integrating new acquisitions into the VF Compliance Program, increased participation in corporate social responsibility forums, and training for new compliance support staff.

### **3. VF Corporation's Approach to Compliance in 2004**

Information provided in this section is based on reports submitted to the FLA by each Category B Licensee in January 2005. The points below briefly summarize VF's efforts to uphold its FLA Obligations in accordance with the FLA Charter. [Click here](#) to access FLA Company Obligations.

- VF has translated its Terms of Engagement (TOE) into 26 languages and has provided TOE posters to all its accepted facilities (see definition below).
- VF's intent is to audit 100% of active factories on an annual basis. If a domestic factory has an 'accepted' status, 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.
- 81% of VF's factories (26 of 32, four of which were new facilities) received an "Accepted" grade in 2004 according to the VF end of inspection rating system.
- No products, samples or bulk orders, can be produced in a factory until it has been inspected.
- VF has added Bureau Veritas as one of its third party monitors to conduct compliance audits and factory training (CSCC, Intertek Testing Services, and WRAP continue to serve as monitors).
- The Company has an Open Door Policy for workers to report noncompliance.

[Click here](#) to see a summary of monitoring conducted in facilities producing university-licensed goods for VF.

v

### Universities, Colleges and Secondary Schools Licensing VF Corporation

Name of School	Location
University of Alabama	Alabama
University of Arizona	Arizona
Arizona State University	Arizona
Ball State	Indiana
Boise State University	Idaho
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
Connecticut College	Connecticut
University of Delaware	Delaware
Duke University	North Carolina
University of Georgia	Georgia
Georgia Institute of Technology	Georgia
University of Illinois at Urbana-Champaign	Illinois
Illinois State University	Illinois
University of Iowa	Iowa
University of Kansas	Kansas
Kansas State University	Kansas
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 Massachusetts	Massachusetts
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
North Carolina State University	North Carolina
University of North Carolina at Chapel Hill	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

▼ **FLA Applicable Facilities Where VF Corporation Produces**

<b>Name of factory</b>	<b>Country where located</b>
Dongguan Zerong Bag Co. Ltd.	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 Tairi Knitwear Garment Factory	China
Shunde Licheng Garment Factory Co. Ltd.	China
WuYou Corporation	China
Satellite International, SA de CV	El Salvador
Textile La Paz	El Salvador
Elcatex	Honduras
Genesis Apparel	Honduras
Industrias de Exportacion SA de CV	Honduras
C.V. United Garment Factory	Indonesia
PT Arta Glory Buana	Indonesia
PT Dae Joo Leports Indonesia	Indonesia
Hippo Knitting Co. Ltd.	Lesotho
Lei Wah Garment Factory Company Limited	Macao
Gross View Enterprises SARL	Madagascar
Confecciones Juraidini SA de CV	Mexico
Confecciones Sta. Elena SA de CV	Mexico
Corporacion International Gamma/Pipsa Plant	Mexico
Liga Mayor/Diaz Ordaz	Mexico
Liga Mayor/Fco. Madero	Mexico
Maquilas Export Mex, S.A. de C.V.	Mexico
Eastern Garments (PVT) Ltd.	Pakistan
Yusung Adventure Corp	Philippines
CG Petrochemical	Thailand
First Apparel Co., Ltd.	Thailand
Future Garment Co., Ltd.	Thailand
Apparel Designs	USA
Bay Promotions	USA
Buffalo Inc.	USA
Fit for a King	USA
Powertex Sportswear	USA
VF Knitwear 39 <sup>th</sup> Street	USA
VF Knitwear Linebaugh	USA
Visual Impressions	USA
Pungkook Saigon II Corp.	Vietnam

▼ **Locating and Monitoring VF Corporation's FLA Applicable Facilities**

<b>A. Country</b>	<b>B. Number of Factories</b>	<b>C. Internal Monitoring: Number of Facilities Visited</b>	<b>D. External Monitoring: Number of Facilities Visited</b>
China	10	8	0
El Salvador	2	0	1
Honduras	3	2	0
Indonesia	3	2	0
Lesotho	1	0	0
Macau	1	1	0
Madagascar	1	0	0
Mexico	6	1	0
Pakistan	1	1	0
Philippines	1	0	0
Thailand	3	1	1
United States	8	6	0
Vietnam	1	1	0
<b>TOTAL</b>	<b>41</b>	<b>23</b>	<b>2</b>