



University at Buffalo<sup>SM</sup>

SWEAT FREE  
APPAREL  
COMMITTEE  
(SAC)

ANNUAL  
REPORT  
2006-07

Revised 2/8/08



The background of the entire page is a close-up photograph of water ripples, showing a central point where a drop has just hit, creating concentric circles. The colors range from deep blue to light cyan. At the top, there is a dark blue horizontal bar on the left and a teal square on the right.

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## **I. History**

A sweatshop advisory committee was set up by Student Affairs in 2003 to respond to growing student concerns and new New York State legislation regarding the purchase of University apparel from sweatfree manufacturers.

The advisory group is now called the Sweatfree Apparel Committee (SAC). It reviews campus and state sweatshop policies and legislation, suggests corrective action, reviews developments for related national organizations and publishes an Annual Report.

## **II. Charge**

The Sweatfree Apparel Committee is formed to ensure that University apparel bearing University trademarks is made under fair and legal labor standards as defined by the State of New York and University guidelines. The committee reports to the President and will advise the President as to the appropriate course of action towards licensing and purchasing agreements and contracts based on the reports provided by the Workers' Rights Consortium and the Fair Labor Association. This committee will be committed to upholding, monitoring, and maintaining the University's Sweatfree policy and will keep the Campus and Buffalo community updated through various means that may include an annual report, semester briefings, news articles, website.

### **III. Code of Conduct**

#### **Introduction**

This Code of Conduct is in accordance with the Code of Conduct as set forth by the Workers' Rights Consortium.

- A. The University at Buffalo, is committed to conducting its business affairs in a socially responsible and ethical manner consistent with its educational, research and/or service missions, and to protecting and preserving the global environment.
- B. While the Consortium and the Member Institutions believe that Licensees share this commitment, the Consortium and the Member Institutions have adopted the following Code of Conduct (the "Code") which requires that all Licensees, at a minimum, adhere to the principles set forth in the Code.
- C. Throughout the Code the term "Licensee" shall include all persons or entities which have entered into a written "License Agreement" with the University to manufacture "Licensed Articles" (as that term is defined in the License Agreement) bearing the names, trademarks and/or images of the University. The term "Licensee" shall for purposes of the Code, and unless otherwise specified in the Code, encompass all of Licensees' contractors, subcontractors or manufacturers which produce, assemble or package finished Licensed Articles for the consumer.

#### **Notice**

- A. The principles set forth in the Code shall apply to all Licensees.
- B. As a condition of being permitted to produce and/or sell Licensed Articles, Licensees must

comply with the Code. Licensees are required to adhere to the Code within six (6) months of notification of the Code and as required in applicable license agreements.

### **Standards**

- A. Licensees agree to operate workplaces (and to contract with companies whose workplaces) that adhere to the minimum standards and practices described below. The University prefers that Licensees exceed these standards, and to contract with other companies that do the same.
  
- B. Legal Compliance: Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the production or sale of Licensed Articles. Where there are differences or conflicts with the Code and the laws of the country(ies) of manufacture, the higher standard shall prevail.
  
- C. Employment Standards: Licensees shall comply with the following standards:
  - 1. *Wages and Benefits*: Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, wages and benefits which comply with all applicable laws and regulations, and which provide for essential needs and establish a dignified living wage for workers and their families. [A living wage is a "take home" or "net" wage, earned during a country's legal maximum work week, but not more than 48 hours. A living wage provides for the basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, transportation and savings) of an average family unit of employees in the garment manufacturing

employment sector of the country divided by the average number of adult wage earners in the family unit of employees in the garment manufacturing employment sector of the country.]

2. *Working Hours*: Hourly and/or quota-based wage employees shall (i) not be required to work more than the lesser of (a) 48 hours per week or (b) the limits on regular hours allowed by the law of the country of manufacture, and (ii) be entitled to at least one day off in every seven day period, as well as holidays and vacations.
3. *Overtime Compensation*: All overtime hours must be worked voluntarily by employees. In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least one and one-half their regular hourly compensation rate, whichever is higher.
4. *Child Labor*: Licensees shall not employ any person at an age younger than 15 (or 14, where, consistent with International Labor Organization practices for developing countries, the law of the country of manufacture allows such exception). Where the age for completing compulsory education is higher than the standard for the minimum age of employment stated above, the higher age for completing compulsory education shall apply to this section. Licensees agree to consult with governmental, human rights, and nongovernmental organizations, and to take reasonable steps as evaluated by the University to minimize the negative impact

on children released from employment as a result of implementation or enforcement of the Code.

5. *Forced Labor*: There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.
6. *Health and Safety*: Licensees shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Licensee facilities. In addition, Licensees must comply with the following provisions:
  - a. The Licensee shall ensure that its direct operations and those of any subcontractors comply with all workplace safety and health regulations established by the national government where the production facility is located, or with Title 29 CFR of the Federal Code of Regulations, enforced by Federal OSHA (Occupational Safety and Health Administration), whichever regulation protects better from a given hazard.
  - b. The Licensee shall ensure that its direct operations and subcontractors comply with all health and safety conventions of the International Labor Organization (ILO) ratified and adopted by the country in which the production facility is located.
7. *Nondiscrimination*: No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or

ethnic origin.

8. *Harassment or Abuse*: Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse. Licensees will not use or tolerate any form of corporal punishment.

9. *Freedom of Association and Collective Bargaining*: Licensees shall recognize and respect the right of employees to freedom of association and collective bargaining. No employee shall be subject to harassment, intimidation or retaliation (including termination of employment) in their efforts to freely associate or bargain collectively. Licensees shall not cooperate with governmental agencies and other organizations that use the power of the State to prevent workers from organizing a union of their choice. Licensees shall allow union organizers free access to employees. Licensees shall recognize the union of the employees' choice.

10. *Women's Rights*

- a. Women workers will receive equal remuneration, including benefits; equal treatment; equal evaluation of the quality of their work; and equal opportunity to fill all positions open to male workers.
- b. Pregnancy tests will not be a condition of employment, nor will they be demanded of employees.
- c. Workers who take maternity leave will not face dismissal or threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former

employment at the same rate of pay and benefits.

d. Workers will not be forced or pressured to use contraception.

e. Workers will not be exposed to hazards, including glues and solvents, that may endanger their safety, including their reproductive health.

f. Licensees shall provide appropriate services and accommodation to women workers in connection with pregnancy.

### **Compliance and Disclosure**

Licensees (for themselves and on behalf of their contractors, subcontractors, or manufacturers) shall disclose to the Worker Rights Consortium, the University, and the public the information set forth in Sections A, B, and C below.

A. Upon execution and renewal of the License Agreement and upon the selection of any new manufacturing facility which produces Licensed Articles, the company names, contacts, addresses, phone numbers, e-mail addresses, and nature of the business association for all such facilities which produce Licensed Articles;

B. At least sixty (60) days prior to the end of each contract year of the License Agreement, written assurance that (i) Licensees are in compliance with the Code and/or (ii) licensees are taking reasonable steps to remedy non-compliance in facilities found not to be in compliance with the code;

C. At least sixty (60) days prior to the end of each contract year of the License Agreement, a summary of those steps taken to remedy material violations, and/or difficulties encountered, during

the preceding year in implementing and enforcing the Code at all of Licensees' facilities which produce Licensed Articles.

**Verification**

It shall be the responsibility of Licensees (for themselves and on behalf of their contractors, subcontractors, or manufacturers) to ensure their compliance with the Code. The WRC and its Member Institutions will undertake efforts to determine and clearly define the obligations associated with the development of adequate methods and training for independent external monitoring, as guided by the principles in the founding document of the Consortium.

**Labor Standards Environment**

In countries where law or practice conflicts with these labor standards, Licensees agree to consult with governmental, human rights, labor and business organizations and to take effective actions as evaluated by the University to achieve full compliance with each of these standards. Licensees further agree to refrain from any actions that would diminish the protections of these labor standards. In addition to all other rights under the Licensing Agreement, the University reserves the right to refuse renewal of Licensing Agreements for goods made in countries where:

- A. Progress toward implementation of the employment standards in the Code is no longer being made; and
- B. Compliance with the employment standards in the Code is deemed impossible. The University shall make such determinations based upon examination of reports from governmental, human rights, labor and business organizations and after consultation with the relevant Licensees.

## **Remediation**

Remedies herein apply to violations which occur after the Effective Date of the Code.

- A. If a Licensee has failed to self-correct a violation of the Code, the University will consult with the Licensee (for itself and on behalf of its contractors, subcontractors, or manufacturers) to determine appropriate corrective action.
- B. The remedy will, at a minimum, include requiring the licensee to take all steps necessary to correct such violations including, without limitation:
  - 1. Paying all applicable back wages found due to workers who manufactured the licensed articles.
  - 2. Reinstatement of any worker found to have been unlawfully dismissed.
- C. If agreement on corrective action is not reached, and/or the action does not result in correction of the violation within a specified reasonable time period, the University reserves the right to
  - 1. Require that the Licensee terminate its relationship with any contractor, subcontractor, or manufacturer that continues to conduct its business in violation of the Code, and/or
  - 2. Terminate its relationship with any Licensee that continues to conduct its business in violation of the Code.
- D. In either event, the University will provide the Licensee with thirty (30) days written notice of termination. In order to ensure the reasonable and consistent application of this provision, the University will seek advice from the Worker Rights Consortium regarding possible corrective

## IV. Bylaws

measures and invocation of options 1 and 2 above.

Bylaws of the Sweatfree Apparel Committee, Feb. 16, 2007

- A. Name:** The name of this committee shall be the Sweatfree Apparel Committee (SAC).
- B. Membership:** The committee shall consist equally of students, faculty and administrative staff, numbering four from each representation. Each should have some knowledge and interest in sweatshop issues. At least one student shall be chosen by Student Against Sweatshops to represent it, at least one other shall be an undergraduate student, and at least one other shall be a graduate student. One faculty member shall be chosen by the UUP-UB Center chapter and/or the UUP-UB Health Sciences chapter to represent it, one faculty member shall be chosen by the Faculty Senate. The four administrative staff members serve at the discretion of the President. Other than the designated members, the remaining members shall be chosen by the committee among nominees offered by any existing committee member. Vacancies shall be filled in the same manner.
- C. Term:** Appointed for a two-year term beginning at the fall semester. Terms of office end on the day before fall semester meeting in odd-numbered years.
- D. Officers:** The Chair, Secretary, and Labor Rights Liaison of the committee shall be chosen by a majority of those attending the first meeting of the academic year.
- E. Meeting Times:** The committee shall meet at least two times each semester, as called by the

Chair with at least one-week advance notice. Four members may call a meeting for a day and time convenient to a majority of the members but not earlier than one week in advance.

- F. Annual Report:** The committee will provide an annual report to the University President and will be posted on an appropriate UB website. The annual report shall be drafted as determined by the committee and approved by a two-thirds majority, but also including at least two members from each of the three categories of representation.
- G. Recommendations:** The committee will make recommendations to the University President by a two-thirds majority, but also including at least two members from each of the three categories of representation. The Chair of the committee shall ensure that recommendations approved by the University President are transmitted at least to SAS, SA, GSA, the Faculty Senate, the UUP-UB chapters, *The Reporter*, and *The Spectrum*.
- H. Website Location:**  
([www.student-affairs.buffalo.edu/sweatshop](http://www.student-affairs.buffalo.edu/sweatshop)).

## V. Accomplishments

- Developed a website to keep the Campus community apprised of developments related to the sweatshop issues ([www.student-affairs.buffalo.edu/sweatshop](http://www.student-affairs.buffalo.edu/sweatshop)).
- The University joined the Workers' Rights Consortium ([www.workersrights.com](http://www.workersrights.com)) and the Fair Labor Association ([www.fairlabor.org](http://www.fairlabor.org)).
- Revised supplier compliance documents.
- Aligned UB w/WRC Code of Conduct.
- Established the Bylaws by which the committee conducts business.
- Participated in the WRC Designated Supplier Program meeting as an observer, and the FLA annual meeting in Washington, DC (Ruth Fink). Approval of the proposal that a student representative also be supported to attend these meetings in the future.
- Compliance with NYS sweatshop legislation .

## VI. Goals

- Continue to educate the Campus that all apparel that has the University's logo on, must be purchased from a licensed supplier. This will ensure that products are being produced in a Sweatfree environment. See Trademarks website at ([www.business.buffalo.edu](http://www.business.buffalo.edu))  
→ Administrator → Trademarks & Licensing
- Attend the WRC and FLA annual meeting. If possible, send a Students Against Sweatshop representative.
- Continue to review the progress of the Designated Supplier Program (DSP) that WRC is sponsoring.
- Address University's involvement with any issue brought to our attention by the WRC and FLA.

A list of all licensed suppliers is in the Attachment.

## VII. Membership

Membership shall include representation from the following areas: Administration – Four  
 Faculty – Four  
 Students – Four, one of which represents the students against sweatshops

This is subject to change depending on the need.

### Sweatfree Apparel Committee (SAC)

<b>Administrators</b>		
RICOTTA, Barbara (Chair) of SAC Associate VP for Campus Life	645-2982	<a href="mailto:bricotta@buffalo.edu">bricotta@buffalo.edu</a>
FINK, Ruth Director Office of Trademarks & Licensing	645-3413	<a href="mailto:rfink@business.buffalo.edu">rfink@business.buffalo.edu</a>
MILLER, Judy Assistant VP Procurement & Campus Services	645-5000, ext. 1170	<a href="mailto:jmiller@business.buffalo.edu">jmiller@business.buffalo.edu</a>
REED, Dawn Director of External Programs & Development Initiatives Division of Athletics	645-6263	<a href="mailto:dawnreed@buffalo.edu">dawnreed@buffalo.edu</a>
<b>Faculty</b>		
DEVEAUX, Alexis Associate Professor Women's Studies	645-2327, ext. 1230	<a href="mailto:deveaux@acsu.buffalo.edu">deveaux@acsu.buffalo.edu</a>
HOLSTUN, Jim Professor of English	884-0895	<a href="mailto:jamesholstun@hotmail.com">jamesholstun@hotmail.com</a>
MEYEROWITZ, Ruth Associate Professor Department of American Studies	883-0393	<a href="mailto:rsm@buffalo.edu">rsm@buffalo.edu</a>
ZAREMBKA, Paul Professor of Economics	645-2121, ext. 438	<a href="mailto:zarembka@buffalo.edu">zarembka@buffalo.edu</a>
<b>Students</b>		
PELLETTIERI, Maura Sophomore	(518) 331-0723	<a href="mailto:Mrp9@buffalo.edu">Mrp9@buffalo.edu</a>
REIHMAN, Katherine (Kate) Student	(315) 382-6674	<a href="mailto:Kkr3@buffalo.edu">Kkr3@buffalo.edu</a>

Date 2/21/08

## SUMMARY OF LICENSEES: 5-SUNY Campus Trademark Licensing Consortium

### University at Buffalo Licensees: 07- 08 Term

Please Note:

- 1) Licensed companies may supply only products approved under their trademark contracts and all art must be approved by the UB Trademark
- 2) The phone numbers below are for the trademark licensing manager and may not necessarily be the main corporate number.
- 3) The companies below include both licensed apparel and non-apparel UB trademark licensees.

4004, INC.	Port Washington	New York	516-267-7317	<a href="http://www.steveandbarrys.com">http://www.steveandbarrys.com</a>
4IMPRINT, INC	Oshkosh	Wisconsin	920-236-7272	<a href="http://www.4imprint.com">www.4imprint.com</a>
A.T. CROSS COMPANY	Lincoln	Rhode Island	401-335-8513	<a href="http://www.cross.com">www.cross.com</a>
A1 SCREENPRINTING	Ann Arbor	Michigan	734-665-2692	<a href="http://www.undergroundshirts.com">www.undergroundshirts.com</a>
ACE FLAG COMPANY, INC	Depew	New York	716-681-2345	<a href="http://www.aceflag.com">www.aceflag.com</a>
AD PRO TEAM SPORTS	Buffalo	New York	716-853-0400	<a href="http://www.adproteamsports.com">www.adproteamsports.com</a>
AD STUFF	Amherst	New York	716-691-6163	<a href="http://www.adstuff.com">www.adstuff.com</a>
AL-ROSS SCREENPRINTING & EMBROIDERY	Buffalo	New York	716-831-9173	<a href="http://www.alross.com">www.alross.com</a>
AL-ROSS SCREENPRINTING & EMBROIDERY	Buffalo	New York	1-888-4AL-RO	<a href="http://www.alross.com">www.alross.com</a>
AMERICAN NEEDLE, INC	Buffalo Grove	Illinois	847-215-0011	<a href="http://www.americanneedle.com">www.americanneedle.com</a>
AMPAD CORPORATION	Richardson	Texas	800-426-1368	<a href="http://www.ampad.com">www.ampad.com</a>
APPLE IMPRINTS APPAREL INC.	Buffalo	New York	716-893-1130	<a href="http://www.appleimprints.com">www.appleimprints.com</a>
AQUA SHEEN	Miami	Florida	305-628-1400	<a href="http://www.aquasheen.com">www.aquasheen.com</a>
BALFOUR	Austin	Texas	800-225-3687	<a href="http://www.balfour.com">www.balfour.com</a>
BLUE BISON SPORTS LLC	Williamsville	New York	716-631-4792	<a href="http://www.bluebisonsports.com">www.bluebisonsports.com</a>
BOATHOUSE SPORTS, LTD	Philadelphia	Pennsylvania	215-425-4300	<a href="http://www.boatouse.com">www.boatouse.com</a>
BOOKBAGS, INC.	Jasper	Georgia	706-253-7794	<a href="http://www.bookbagsinc.com">www.bookbagsinc.com</a>
BRITE IDEAS SALES & MARKETING, INC	Grand Island	New York	716-773-5666	<a href="http://www.briteideasusa.com">http://www.briteideasusa.com</a>
BUFFALO GIFT AND GREEK SHOP, INC.	Amherst	New York	716-688-9743	None
CAMP DAVID, INC	Overland Park	Kansas	913-648-0573	<a href="http://www.campdavid.com">www.campdavid.com</a>
CAMPUS TEES	Amherst	New York	716-645-3770	<a href="http://www.ubcampustees.com">www.ubcampustees.com</a>
CARSON SPECIALTIES	Freeport	Pennsylvania	800-888-1918	<a href="http://www.carsonhomeaccents.com">www.carsonhomeaccents.com</a>
CHAMPION CUSTOM PRODUCTS	Lenexa	Kansas	913-693-3261	<a href="http://www.gearforsports.com">www.gearforsports.com</a>
CHARLES RIVER APPAREL	Medford	Massachusetts	1-800-225-05	<a href="http://www.charlesriverapparel.com">www.charlesriverapparel.com</a>
CHURCH HILL CLASSICS	Danbury	Connecticut	203-730-1535	<a href="http://www.diplomaframe.com">www.diplomaframe.com</a>
COLLEGE CONCEPTS, LLC.	Atlanta	Georgia	770-859-1420	<a href="http://www.collegeconcepts.com">www.collegeconcepts.com</a>
COLLEGE KIDS, LLP	Appleton	Wisconsin	800-556-2036	<a href="http://www.downers-apparel.com">www.downers-apparel.com</a>
COLLEGIATE PACIFIC	Roanoke	Virginia	800-336-5996	<a href="http://www.collegiatepacific.com">www.collegiatepacific.com</a>
COLOSSEUM ATHLETICS CORPORATION	Compton	California	310-613-8991	<a href="http://www.colosseum-athletics.com">www.colosseum-athletics.com</a>
COMPUTER DIGITAL IMAGING, INC.	Chicago	Illinois	773-394-2960	<a href="http://www.cdi-corp.com">www.cdi-corp.com</a>
COTTON EXCHANGE APPAREL, THE	Wendell	North Carolina	(919) 365-590	<a href="http://www.thecottonexchange.com">www.thecottonexchange.com</a>
CREATIVE KNITWEAR	Norcross	Georgia	770-530-5984	None
CSI INTERNATIONAL INC.	Niagara Falls	New York	800-668-8750	<a href="http://www.gmcgifts.com/csius">www.gmcgifts.com/csius</a>
CUSTOM FLAGS & POLES	Depew	New York	716-668-6939	<a href="http://www.customflagsandpoles.com">www.customflagsandpoles.com</a>
CUSTOM TEE ACTIVEWEAR	Kenmore	New York	716-876-9798	None
DICK STEIN ADVERTISING, INC.	Buffalo	New York	716-835-2202	<a href="http://www.dicksteinadvertising.com">www.dicksteinadvertising.com</a>

<b>DICK STEIN ADVERTISING, INC.</b>	Buffalo	New York	716-835-2202	www.dicksteinadvertising.com
<b>DREYER'S GRAND ICE CREAM, INC.</b>	Oakland	California	417-885-4594	None
<b>DUBWEAR, INC.</b>	Toronto, Ontario	Canada	800-463-3828	www.dubwear.com
<b>EGLOMISE DESIGNS OF BOSTON, INC.</b>	Devens	Massachusetts	800-443-8987	www.eglomisedesigns.com
<b>EMERSON STREET</b>	Oviedo	Florida	407-701-7145	www.emersonstreet.biz
<b>ENTREPRENEURIAL MARKETING, INC.</b>	smyma	Tennessee	615-625-7080	
<b>FOUR POINT PRODUCTS</b>	Pittsburgh	Pennsylvania	800-456-6603	www.binders.com
<b>FRAMING SUCCESS, INC.</b>	Virginia Beach	Virginia	800-677-3726	www.framingsuccess.com
<b>G&amp;G OUTFITTERS, INC.</b>	Lanham	Maryland	301-731-2099	www.ggoutfitters.com
<b>GEAR FOR SPORTS</b>	Lenexa	Kansas	800-942-3261	www.gearforsports.com
<b>GELSCRUBS</b>	Chicago	Illinois	866-592-5787	www.gelscrubs.com
<b>GLASS GRAPHICS, INC.</b>	Conway	New Hampshire	603-447-2091	www.glassgraphics.com
<b>GLOBAL WIRELESS ENTERTAINMENT</b>	San Diego	California	858-433-2580	www.gwe-usa.com
<b>GREAT IDEA PROMOTIONS, INC.</b>	Clarence	New York	716-835-5644	www.greatideapromotions.com
<b>HERFF JONES INC.</b>	Indianapolis	Indiana	317-297-0383	www.herff-jones.com
<b>HERRINGTON &amp; COMPANY, INC.</b>	Irvine	California	949-727-9482	www.herringtonteddybears.com
<b>HIGHLAND GLEN MANUFACTURING INC.</b>	Buffalo	New York	716-883-1110	www.highlandglen.com
<b>HOLLOWAY SPORTSWEAR</b>	Sidney	Ohio	937-497-7575	www.hollowayusa.com
<b>IT'S ALL GREEK TO ME INC.</b>	Simi Valley	California	805-581-8728	www.iagtm.com
<b>J. AMERICA</b>	Webberville	Michigan	517-333-2680	www.jamericaretail.com
<b>JADON LTD., INC.</b>	Safety Harbor	Florida	727-796-7476	www.jadon.com
<b>JANSPORT, INC.</b>	Appleton	Wisconsin	920-735-1918	www.jansport.com
<b>JMS &amp; ASSOCIATES</b>	Buffalo	New York	716-832-4040	None
<b>JONES &amp; MITCHELL SPORTSWEAR, INC.</b>	Olathe	Kansas	913-324-2700	www.jonesmitchell.com
<b>JOSTENS, INC.</b>	Owatonna	Minnesota	507-455-6418	www.jostens.com
<b>KNIGHTS APPAREL, INC.</b>	Oak Brook	Illinois	630-928-8620	None
<b>KROWN USA INC</b>	Decatur	Georgia	404-377-8181	www.soccerws.com
<b>LAKESHIRTS, INC.</b>	Detroit Lakes	Minnesota	218-847-2171	www.lakeshirts.com
<b>LEAGUE COLLEGIATE WEAR</b>	Bridgeport	Pennsylvania	610-272-7575	www.4league.com
<b>LEGACY ATHLETIC</b>	Hanover	Pennsylvania	717-630-0892	www.legacyathletic.com
<b>M BOSS INC.</b>	Cleveland	Ohio	216-441-6080	www.mbossinc.com
<b>MEAD WESTVACO CONSUMER &amp; OFFICE PRODUCTS</b>	Sidney	New York	800-323-0500	www.meadwestvaco.com
<b>MERGE LEFT, INC.</b>	Hawthorne	California	310-856-3899	www.mergeleft.com
<b>MIDWEST COLLEGE MARKETING GROUP, INC.</b>	Chelsea	Michigan	800-335-5229	www.mcmgroup.net
<b>MR. IDEA, INC.</b>	Attleboro	Massachusetts	800-325-4332	www.stormduds.com
<b>MUNDI-WESTPORT CORPORATION</b>	Pine Brook	New Jersey	800-257-1274	www.mundiwestport.com
<b>MV SPORT</b>	Bay Shore	New York	631-273-8020	www.mvsport.com
<b>MYTEAM LIMITED</b>	Columbus	Ohio	614-231-8326	www.myteamstuff.com
<b>NBC GRAPHICS</b>	College Station	Texas	979-690-0598	www.nbcgraphics.com
<b>NEW AGENDA BY PERRIN</b>	Comstock Park	Michigan	800-243-6326	www.perrinwear.com
<b>NEW ERA CAP COMPANY, INC.</b>	Buffalo	New York	716-604-9000	www.neweracap.com

<b>NEXT INC.</b>	Wabash	Indiana	260-563-2186	www.nextincmarketing.com
<b>NICHOLS &amp; STONE COMPANY</b>	Gardner	Massachusetts	978-632-2770	www.NicholsandStone.com
<b>NORDIC CO., INC.</b>	Riverside	Rhode Island	800-841-4641	www.nordiccompanyinc.com
<b>OT SPORTS</b>	Burlington	North Carolina	336-222-8774	www.otsports.com
<b>OVERLY (DIV. SALTUS PRESS)</b>	Worcester	Massachusetts	508-752-1969	www.overlypub.com
<b>POWERS</b>	Branford	Connecticut	203-483-8517	www.teesplus.com
<b>PRIME PROMOTIONS, INC.</b>	Williamsville	New York	716-632-2614	www.primepromo.com
<b>RIDDELL, INC.</b>	Rosemont	Illinois	773-481-7140	www.riddell.com
<b>RISE OF WNY, INC.</b>	Lancaster	New York	716-684-2099	www.riseideas.com
<b>ROARING SPRING BLANK BOOK COMPANY</b>	Roaring Spring	Pennsylvania	814-224-5141	www.roaringspring.com
<b>RUSSELL CORPORATION</b>	Alexander	Alabama	678-742-8142	www.russell.com
<b>SAMSILL CORPORATION</b>	Fort Worth	Texas	800-255-1100	www.samsill.com
<b>SCHUTT MANUFACTURING COMPANY</b>	Litchfield	Illinois	800-637-2047	www.schuttssports.com
<b>SPIRIT PRODUCTS, LTD.</b>	Haverhill	Massachusetts	978-372-2022	www.spiritproducts.com
<b>SPORTS LICENSED DIVISION OF THE ADIDAS GROUP, THE</b>	Cedar Rapids	Iowa	319-368-0353	None
<b>STANDARD CHAIR OF GARDNER INC.</b>	Gardner	Massachusetts	978-632-1301	www.standardchair.com
<b>STOCKDALE TECHNOLOGIES, INC.</b>	Lake Mary	Florida	407-323-5121	www.stockdale.net
<b>SUTTER'S MILL SPECIALTIES</b>	Tempe	Arizona	602-437-5550	www.suttersmill.com
<b>TAMBAR ENTERPRISES</b>	Amherst	New York	716-688-7255	None
<b>TARGET GROUP, INC.,THE</b>	Buffalo	New York	716-871-1111	www.targetpromotions.net
<b>TCHOTCHKE'S</b>	San Diego	California	858-793-5322	www.tchotchkes.com
<b>TEAM EDITION APPAREL, INC.</b>	Bradenton	Florida	941-744-2041	www.teamedition.com
<b>TEAM GOLF</b>	Dallas	Texas	214-366-1595	www.alumnigolf.com
<b>TEMPO FRAMING SYSTEMS</b>	Pickering, Ontario	Canada	800-437-0463	www.tempoframing.com
<b>THE GAME LLC</b>	Phenix City	Alabama	800-723-5656	www.2thegame.com
<b>THIRD STREET SPORTSWEAR</b>	Ozark	Missouri	417-485-3881	www.thirdstreetsportswear.com
<b>TOP FLIGHT, INC.</b>	Chattanooga	Tennessee	423-266-8171,	www.topflightpaper.com
<b>TOP OF THE WORLD</b>	Norman	Oklahoma	800-896-8978	www.towcaps.com
<b>TOPSOX</b>	High Point	North Carolina	800-438-0359	www.topsox.com
<b>T-SHIRT INTERNATIONAL, INC.</b>	Culloden	West Virginia	304-743-7933	www.tsisportswear.com
<b>TWINS ENTERPRISE, INC.</b>	Dedham	Massachusetts	781-320-1384	www.twinsenterprise.com
<b>UNDECIDED BRANDS LLC</b>	Carrolton	Texas	214-732-1612	None
<b>UNDER ARMOUR</b>	Lenexa	Kansas	800-942-3261	www.gearforsports.com
<b>UNIVERSITY FRAMES, INC.</b>	Anaheim	California	714-575-5100	www.universityframes.com
<b>U-TRAU</b>	Denver	Colorado	800-878-9620	www.utrau.com
<b>VESI</b>	Cincinnati	Ohio	513-563-6002	www.vesiinc.com
<b>WILDCAT APPAREL GROUP, INC</b>	Los Angeles	California	323-583-4508	www.retrosportapparel.com
<b>ZEPHYR GRAF-X, INC</b>	Loveland	Colorado	888-282-0994	www.zhats.com