

Bidder Certification of Compliance
With Fair Labor Conditions

Ron Raccuia certifies that they are Owner
(Name of individual) (Title e.g. owner, president)

Of Ad Pro Team Sports conducting business at 225 Louisiana St., Buffalo
(Name of business) (Business address)

In response to Bid # E-031
(an information to bid (IFB) or Request for Proposal (RFP))

issued by Elizabeth Fenush at SUNY Buffalo
(Name of college or affiliate)

on 8/19/03 for Athletic Apparel
(Date of IFB or RFP) (Description of Goods)

Certifies that to the best of their knowledge:

- A. The items of apparel/sports equipment described in the IFB or RFP were or will be manufactured in compliance with all applicable labor and occupational safety laws, including, but not limited to, child labor laws, wage and hour laws and workplace safety laws; and if known
- B. The name and address of each subcontractor utilized or to be utilized in the manufacture of such apparel are:

See Attached

C. The manufacturing plants utilized or to be utilized in the production of the apparel are:

See Attached

Please note that upon request, documentation must be supplied to substantiate compliance.

I affirm under penalty of law that the information provided in this certification is accurate and that no false information has been provided.

Ronald A. Raccuia
(Name)

State of New York,
County of Essex

Sworn before me this 12th day of October, 2003.

[Signature] My commission expires on 11-1-05
Notary Public



225 Louisiana Street
Buffalo, NY 14204
Office: (716) 854-5116
Fax: (716) 853-0402

October 29, 2003



Ms Elizabeth Fenush
University at Buffalo
Purchasing Department
Crofts Hall - Buffalo, NY 14260-7013

Dear Ms. Fenush,

Please review the attached documentation pertaining to the "Bidder Certification of Compliance With Fair Labor Conditions" submitted to Ad Pro Team Sports for completion.

With regard to item B, please see the attached list of Ad Pro vendors that may be utilized in the procurement of goods for resale to The University at Buffalo. The primary vendors are highlighted and will be responsible for upwards of 90% of UB's purchases.

Due to the nature of the apparel industry, and the fact that most apparel is manufactured overseas by subcontractors of the major names like Nike, Adidas, Reebok, Wilson etc. it was impractical if not impossible to obtain lists of manufacturers. Nike alone has over 900 subcontracted factories manufacturing in 50 different countries around the world. When I contacted them with this request, they informed me that it was impossible to obtain, and referred me instead to the verbiage in the back of their catalog as well as their website. There I found statements attesting to Nike's compliance with fair labor practices. Adidas also referred me to their website. I printed the information I found at both locations and have attached it for your review.

Reebok, Wilson and Asics all commented on the impracticality of obtaining lists of manufacturing facilities and instead offered to send letters testifying to their company's compliance with fair labor laws. I hope this information will be sufficient.

Please contact me if you have any questions or require additional documentation. I cannot guarantee that I'll be able to obtain everything you ask for, but I will certainly go to the manufacturers and see what I can do. Thank you for your time.

Sincerely,

A handwritten signature in cursive script, appearing to read "Peter Holdsworth".

Peter Holdsworth

Enc.

A4 Moshay Inc	6199 Malburg Way	Vernon	CA	90058	888-464-3824
Adidas Salomon AG	Adi-Dassler-Strasse 1-2	Herzogenaurach	Germany	91074	49-9132-84-0
Agron Inc. (Adidas)	2440 S Sepulveda Blvd Ste 201	Los Angeles	CA	90064	800-966-7697
Antigua Group Ltd	16651 N 84th Ave	Peoria	AZ	85382	800-528-3133
Ash City	2111 McCowan Rd	Scarborough	Ontario, Canada	M1S 3Y6	800-761-6612
Asics	16275 Laguna Canyon Rd	Irvine	CA	92618	800-678-9435
Athletic Knit	2 Scarlett Rd	Toronto	Ontario, Canada	M6N 4J6	888-818-5648
Augusta Sportswear	PO Box 14939	Augusta	GA	30919	800-237-6695
Bukka Sports	311 W. Borderland Rd	EIPaso	TX	79932	888-866-2552
Boathouse Sports	425 East Hunting Park Ave	Philadelphia	PA	19124	800-875-1883
Bomark Sportswear	2008 Weems Rd	Tucker	GA	30084	770-934-2591
Broder Bros.	7010 Reames Ste. 1	Charlotte	NC	28216	800-521-0850
Charles River Apparel	60 Amaranth Ave	Medford	MA	02155	800-255-0550
DeBeer Lacrosse	5 Burdick Dr	Albany	NY	12205	800-530-0280
Dynamic Team Sports	419 Boot Rd	Downington	PA	19335	800-437-6223
Foremost Athletic	1307 E Maple Rd	Troy	MI	48083	800-433-9486
Holloway Sportswear Inc	2633 Campbell Rd	Sidney	OH	45365	937-497-7575
In Spint	16719 110th Ave East	Puyallup	WA	98374	877-747-4899
J&P Sports Inc	19333 SW 118th Ave	Tualatin	OR	97062	800-547-6843
KIP Headwear	369 Lang Blvd	Grand Island	NY	14072	716-774-1268
Leeds Business Accessories	400 Hunt Valley Rd	New Kensington	PA	15068	724-334-9000
Legacy Athletic	133 Carlisle St	Hanover	PA	17331	800-627-3244
Medco	500 Fillmore Ave	Tonawanda	NY	14150	800-556-3326
Mizuno	4925 Avalon Ridge Pkwy	Norcross	GA	30071	800-966-1234
NES Clothing	154 Campanelli Dr	Middleboro	MA	02346	800-782-7770
New Era Cap Co	8061 Erie Rd	Derby	NY	14047	800-989-0445
Nike	1 Bowerman Dr	Beaverton	OR	97005	503-671-6453
Osborne Innovative Products	2221 2nd St	Enumclaw	WA	98022	800-325-7238
Pacific Headwear	1010 Wilson St	Eugene	OR	97402	800-207-0981
Park Avenue Athletic Wear	14 Park Ave	Bay Shore	NY	11706	631-665-2323
Paw Distributors	27 Dwight Pl	Fairfield	NJ	07004	800-524-0664
Projoy	530 Governors Rd	Guelph	Ontario, Canada	N1K 1E3	800-387-9499
Reebok International Ltd.	1895 JW Foster Blvd	Canton	MA	02021	781-401-5000
Reebok Team Uniforms	1415 N Fourth St	Waco	TX	76707	800-333-4111
Renoc Corporation	3501 South East Blvd	Vineland	NJ	08360	800-372-7100
Saxon Athletic Manufacturing Inc		Brantford	Ontario, Canada	N3T 4A7	866-879-8766
SP Apparel Inc	1237 Boulevard Industriel	Granby	Quebec Canada	J2J 2B8	866-776-6111
Spartan Sportswear	1100Wicomico St	Baltimore	MD	21230	888-746-7833
Strongren	718 Main St Ste 201	Hays	KS	67601	800-527-1988
Teamwork Athletic Apparel	166 Newport Dr	San Marcos	CA	92069	800-381-9527
Tu Mountain	5020 Rivergrade Rd	Baldwin Park	CA	91706	800-824-6464
Twin City Knitting Company Inc.	710 First St. East	Conover	NC	28613	800-438-6884
Venus Knitting Mills	140 Spring St	Murray Hill	NJ	07974	800-955-4200
Wilson Sporting Goods Co.	8700 W Bryn Mawr Ave	Chicago	IL	60631	800-245-5454
WSI Mfg Co	990 Lone Oak Rd #114	Eagan	MN	55121	651-994-9945

Reebok

John W. Banse
Corporate Counsel

Direct Dial: (781) 401-5435
Direct Fax: (781) 401-4780
E-Mail: john.banse@reebok.com

October 24, 2003

By Facsimile and First Class Mail

Peter Holdsworth
AdPro Team Sports
225 Louisiana Street
Buffalo, NY 14204

Re: Reebok Human Rights Production Standards

Dear Mr. Holdsworth:

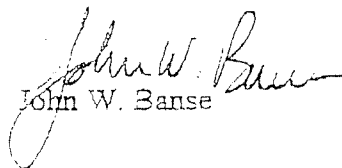
We are in receipt of your fax concerning the University of Buffalo's request that Reebok International Ltd. certify that its products are manufactured in compliance with applicable labor and occupational safety laws. As you may know, as part of Reebok's long standing commitment to human rights, we require all agents and/or manufacturers of Reebok products to adopt Reebok's human rights standards, which set forth acceptable factory policies and workplace conditions. We use a global monitoring program to implement these standards.

Reebok's human rights standards are described in detail on our website at www.reebok.com/humanrights. As you will see from our website, Reebok's standards are consistent with the University of Buffalo's requirements.

Please feel free to call me if you have any questions.

Thank you.

Very truly yours,


John W. Banse



October 28, 2003

Mr. Peter Holdsworth
Ad Pro Team Sports
225 Louisiana Street
Buffalo, NY 14204

Dear Mr. Holdsworth:

As per our conversation and your request, this is to advise that all of our manufacturing plants are in compliance with the Fair Labor Conditions.

In the event you require further information, please do not hesitate to contact me. I may be reached at 773-714-6722.

Sincerely,

WILSON SPORTING GOODS CO.


Mary B. Lally
Director, Human Resources

WILSON SPORTING GOODS CO.
8700 W. BRYN MAWR AVENUE
CHICAGO, IL 60631
TEL: 773-714-6400
ONLINE: WWW.WILSONSPORTS.COM



Michael E. Zall
Vice President
General Counsel

October 22, 2003

BIDDER CERTIFICATION OF COMPLIANCE

Michael E. Zall, certifies that he is the Vice President, General Counsel of ASICS America Corporation (previously ASICS Tiger Corporation) conducting business at 16275 Laguna Canyon Road, Irvine, CA 92618.

In response to Bid # E-031 issued by the University of Buffalo, The State University of New York, at Buffalo, New York, I hereby Certify that to the best of my knowledge, that the ASICS® brand items of apparel described in the IFB or RFP were or will be manufactured in compliance with all applicable labor and occupational safety laws, including, but not limited to, child labor laws, wage and hour laws and workplace safety laws. Attached is the ASICS Corporation Code of Conduct.

The names and addresses of the subcontractor manufacturing plants are considered confidential and trade secret information and will not be disclosed.

I affirm under penalty of law that the information provided in this certification is accurate and that no false information has been provided.

Michael E. Zall

ASICS WORKPLACE CODE OF CONDUCT

ASICS has addressed issues related to the eradication of sweatshop in our factories. On the basis of this examination, ASICS has formulated the following set of standards defining decent and humane working conditions. ASICS believes that consumers can have confidence that products that are manufactured in compliance with these standards are not produced under exploitative or inhumane conditions.

Forced Labor: Employers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child Labor: Employers shall not employ any person younger than the age of 16, or under the legal minimum age where local standards are higher.

Harassment or Abuse: Employers shall treat every employee with respect and dignity. Employers shall not harass or abuse any employee by physical, sexual, psychological or verbal harassment or abuse.

Nondiscrimination: Employers shall not discriminate 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.

Health and Safety: Employers 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 employer facilities.

Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Wages and Benefits: Employers recognize that wages are essential to meeting employees' basic needs. Employers shall pay employees, as a floor, at least the minimum wage required by local law and shall provide legally mandated benefits.

Hours of Work: Employers shall comply with all applicable laws of the country of manufacture and other regulations regarding hours of work and days off on a regular basis.

Overtime Compensation: In addition to their compensation for regular hours of work, Employers shall compensate employees for overtime hours at such premium rate as is legally required in the country of manufacture.

CODE

Approved May 11, 1998