

Licensee Roundtable

DELTA APPAREL HONDURAS

Melissa Shears, Vetta Brands

Renata Kukowski, Vetta Brands

DIRECT SHIP AMERICAS (DSA)

Michaela Corr, Fanatics

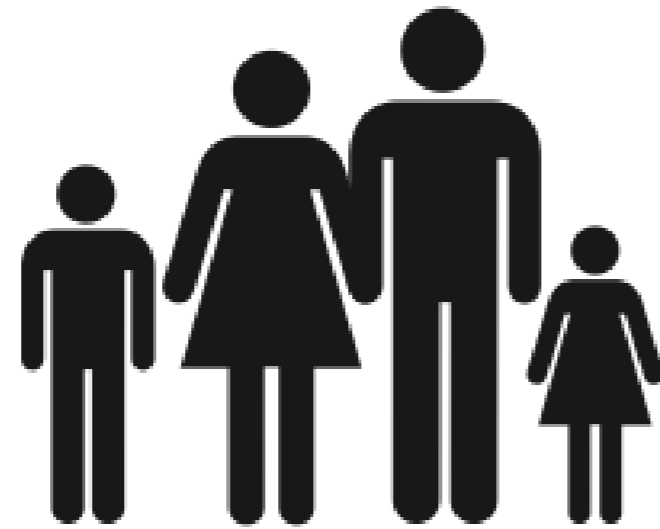


DELTA APPAREL HONDURAS

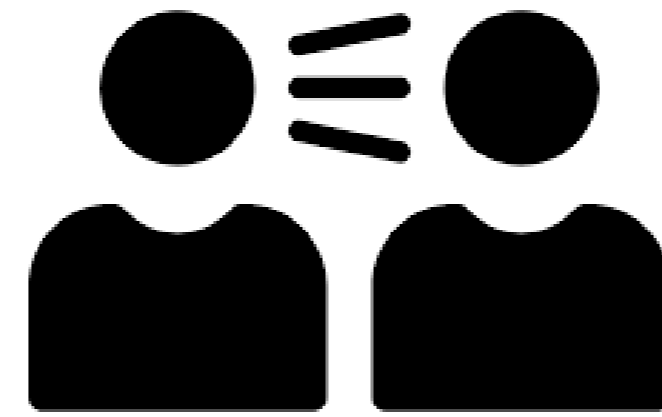
WRC FINDINGS AT DELTA APPAREL HONDURAS



Unpaid work time



Family and
medical leave



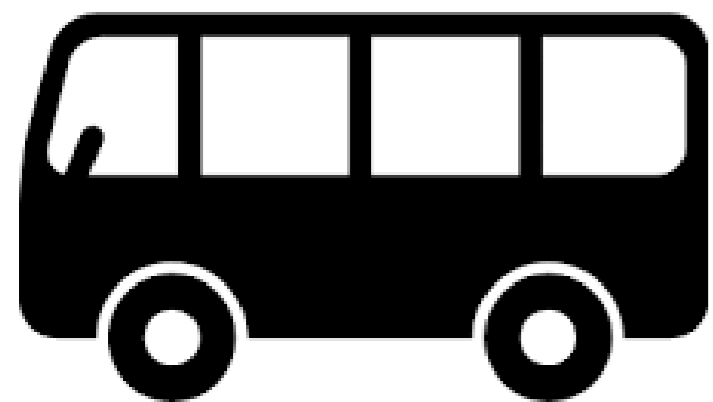
Verbal abuse



Sexual
harassment



Pregnancy
accommodations



Transportation
allowance



Childcare



Understaffed
clinic



Freedom of
Association



Health and
Safety

DELTA APPAREL HONDURAS' FAILURE TO REMEDY

Limited
remediation
commitments

No further steps
to remedy
violations

Repeated
appeals and
defiance of
government
directives

Company
proposed to
remedy through
collective
bargaining

RESPONSE FROM LICENSEES



Message from
representatives of
the Delta Apparel
Honduras union

Licensees that have discontinued sourcing from Delta:

- All Colors
- South by Sea
- State Discount
- Ad Specialties and Promotions Inc.
- A-Game Apparel*
- All Colors*
- Creative Apparel Concepts
- G&G*
- Gorilla Marketing
- Incor Design
- KLK Holdings
- Lakeshirts*
- MV Sport*
- New Agenda*
- New World Graphics
- PromoShop
- SJS Specialty Co. Inc.*
- South By Sea*
- State Discount Corp.
- T.I.S. Inc.
- Trau & Loevner Inc.*
- Turtle Creek Sportswear
- Underground Printing*
- Vetta*
- Viatran

COMPLIANCE ACTION BY LICENSEES

Licensees that have not yet taken any action:

- 4imprint Inc.
- Ad Image, Inc.
- Advertising Etc., LLC
- Coed Sportswear
- Collegiate Promotions (MA)
- Dixie Pride dba Bama Fever & Tiger Pride
- DJR Enterprises Inc.
- Emory Group LLC
- ES Sports Corporation
- Fanatics (decision pending)
- Frenzy Inc.
- Halo Branded Solutions
- Image Source
- J2 Licensing Ltd.
- Latitude 44 Ltd.
- Logo Capital LLC
- Renew Merchandise
- Southland Graphics Apparel LLC
- Standard Pennant Co. Inc.
- United Souvenir & Apparel
- W Republic
- ZippyDogs LLC

DELTA APPAREL HONDURAS MET WITH UNION ON MAY 9

WRC is reviewing company's
proposal to remedy the
violations.



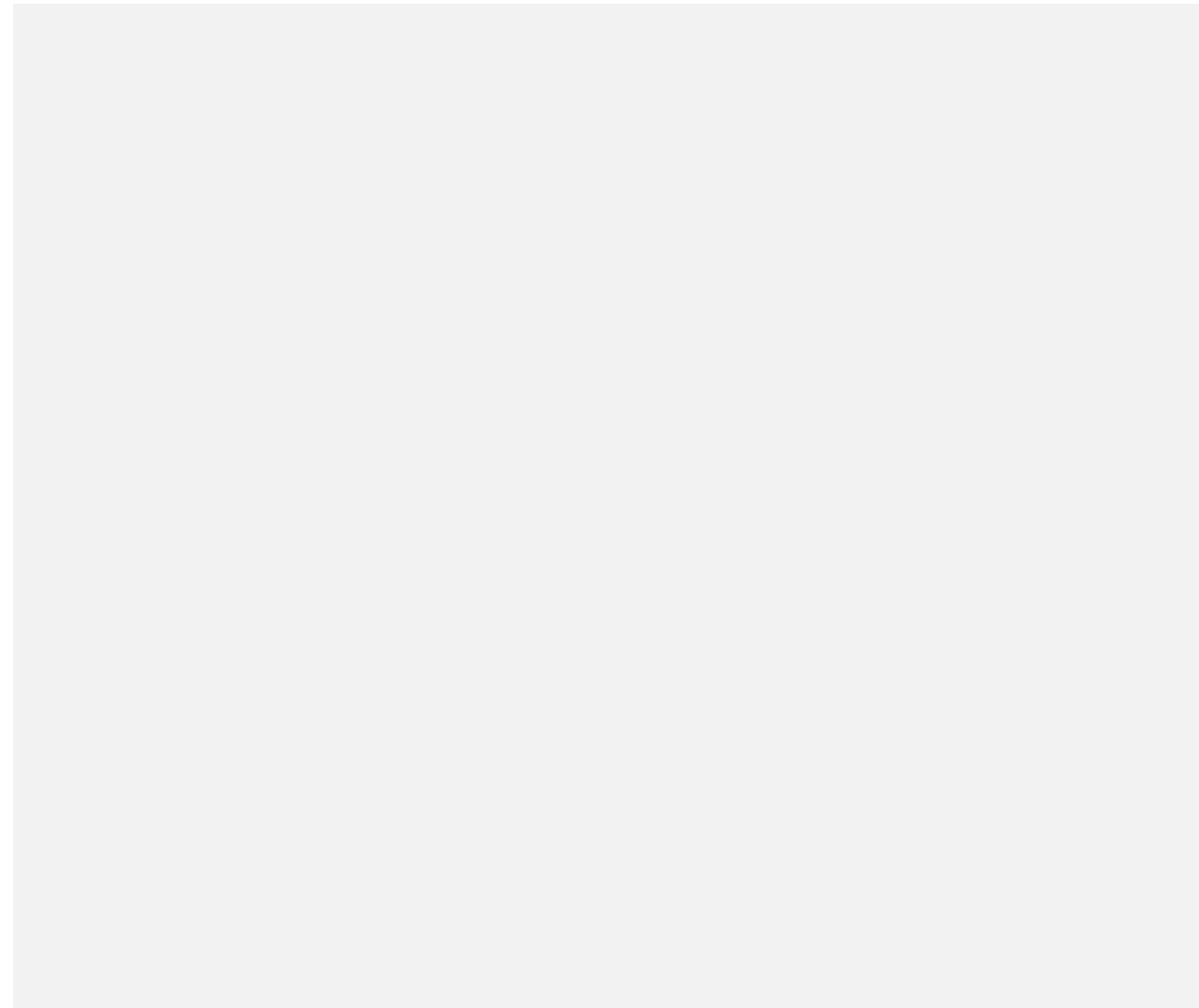
DIRECT SHIP AMERICAS
(DSA)

FANATICS INFORMED WRC ABOUT CLOSURE



Fanatics contacted the WRC *prior* to the factory closure.

Fanatics and AGI ensured workers would be paid terminal benefits.



January 7:
The WRC is at the factory
on the day of the closure.



Month of January:
The WRC worked with the
Ministry of Labor to develop
calculations.



\$468,000



240
production
workers



Money
distributed only
one month
after closure



DSA REPRESENTS PROGRESS WITH REGARD TO COMPLIANCE

- Fanatics informed the WRC of the closure in advance.
- Fanatics and AGI committed to making payments owed to workers.

Delmy

Former DSA Employee

