



2011

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

**COMPANY:** Harland Clarke Holdings Corp  
**COUNTRY:** United States  
**FACTORY CODE:** 350082550J  
**MONITOR:** Margarita Chiriboga – Sustainable Alliance  
**AUDIT DATE:** September 9, 2011  
**PRODUCTS:** Commercial Checks, Deposit Tickets  
**PROCESSES:** Printing, Packing, Shipping  
**NUMBER OF WORKERS:** 197

**FLA Comment:** An unannounced Independent External Monitoring audit was conducted at this Harland Clarke facility on September 9, 2011, in which the FLA monitors found no noncompliances. The factory is comprised of one 50,000 square foot building—a printing facility of commercial checks and deposit tickets that uses the processes of printing, packing and shipping. Out of a total of 197 employees, on the day of the audit there were 82 employees working, 40 of which were production workers.

During the audit, management was cooperative and provided all necessary documents, along with unrestricted access to both the facility and its employees. The monitors were invited to attend a Team Business Meeting, where they observed the following: a) open communication, with discussion on achieved targets and errors; b) outspoken employees who were joking amongst themselves and with the team leader; c) discussion on overtime, preparing for the next day of work, identifying staff available for overtime; and d) recognition of co-workers (management encourages employees to recognize their co-workers' efforts and support by handing out slips during the meeting).

In addition to being compliant with all FLA benchmarks, factory was observed to engage in certain good practices. For example, document review of factory's payroll showed that the factory's minimum wage was more than \$4.00 an hour over the prevailing industry wage. Also, during a factory walkthrough, monitors discovered that along with having proper fire and safety provisions in case of emergency, the facility also provided an emergency action book at every exit door which included the names of all current employees, flash lights and instructions on how to operate the sprinkler control valves and water levels.

For an explanation on how to read this report, please visit the FLA website [here](#).



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\*Denotes a Notable Feature



## **Fair Wages: Other - Wages, Benefits and Overtime Compensation**

Other

### **Notable Feature**

**Explanation:** Harland Clarke provides the following benefits: paid time off; holidays; bereavement leave; time off to vote; 401 K; medical, dental and vision insurance; employee assistance plan; tuition assistance; employee event team; career opportunity program: this program provides employees the opportunity for growth and self improvement.