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<tr>
<th>FLA Benchmark</th>
<th>Factory Name</th>
<th>Open Issue</th>
<th>Compliance Officer</th>
<th>Section(s)</th>
<th>Action Plan</th>
<th>Document/Action</th>
<th>Follow-Up</th>
<th>Action Plan</th>
<th>Document/Action</th>
<th>Follow-Up</th>
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<tbody>
<tr>
<td>Fire safety policy already been made and posted on notice</td>
<td>Top of the World, LLC; Outdoor Cap Company</td>
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FLA Benchmark

Factory did not send remediation items by 11/1/05.

During floor visit we found time card of worker who had joined on 8/31/05. Factory did not complete worker interview for this worker.

Company Follow Up

Worker Welfare Committee has been formed by FLA. Factory has started to give sick leave and PPE to workers. Factory shall immediately supply all PPE to necessary employees and train them in the use of PPE. Factory shall make sure all chemical containers on factory floor are properly guarded, and operated in a safe manner. Factory shall provide MSDS for all chemicals.

Employees using time cards to clock in and out until Thumb reader is installed.

Factory shall immediately supply all PPE to necessary employees and train them in the use of PPE. Factory shall make sure all chemical containers on factory floor are properly guarded, and operated in a safe manner. Factory shall provide MSDS for all chemicals.

Documentation

Wages are also deducted sometimes for reasons other than being late. Factory had deducted wages for workers who were not late. Factory shall immediately start following local law and give back to those workers the wages that were deducted due to any other fraudulent reason.

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours in any 7-day period, (b) 100 hours in any 2-week period, or (c) 150 hours in any 4-week period; (ii) not be required to work more than 9.5 hours a day; and (iii) not be required to work more than 50 hours a week. Hours of Work

Payroll not in local language; double record keeping and payment is inaccurate. Factory shall make sure that payroll is done correctly in local language. Factory shall give back to those workers the wages that were deducted due to any other fraudulent reason.

Wage Benefits Awareness

Factory provided copies of paperwork. Factory submitted records showing immediate payment is accurate. Factory will need to submit more records in order to verify that wages are being paid according to local law.

Factory submitted time cards, attendance records, and worker personnel files and worker interviews for review. Factory has hired a medical practitioner and is working with FLA to have WWC meetings on a monthly basis. Factory is also conducting worker interviews; review of laborer record and daily activity sheets from training to be confirmed.

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Workers shall be informed about overtime compensation.

As time and overtime recording system is manual and no recording system of voluntary overtime.

The company now provides payroll statements that show the volume of work performed by women or workers under the circumstances.

Employees will be paid for all hours worked in a week. Calculation of hours worked must include all time that employees' pay statements, time cards, salary sheets and attendance records for October by November 15.

Factory now keeps all new employees and fired workers' pay statements, time cards, salary sheets and attendance records for October by November 15.

Factory is being asked to give TOW a copy of revised employee list by November 15, 2005.

Workers are aware about the overtime hours and compensation.

Workers' signatures on time cards and OT sign-up sheets.

Factory shall immediately start the policy and start it by October 1, 2005.

All overtime should be voluntary and sign-up sheet should be posted for continued required OT.

Factory did not send remediation items by November 1, 2005, asking that it be given to TOW on December 1, 2005.

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Factory provided voluntary OT sign-up sheets for new recruits on monthly basis, but failed to maintain sheet with workers' signatures to document participation for continued required OT.

The factory is expected to develop production output tracking.

Factory maintained sheet with workers' signatures to document for continued required OT.

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Employees will be paid for all hours worked in work week. Calculation of hours worked must include all time that employees' pay statements, time cards, salary sheets and attendance records for October by November 15.

Factory distributed old handbooks printed prior to August 2009.

Factory maintained sheet with workers' signatures to document for continued required OT.

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