



2009

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

**COMPANY:** Eglomise Designs, Inc.  
**COUNTRY:** United States  
**FACTORY CODE:** 930082448H  
**MONITOR:** Accordia Global Compliance  
**AUDIT DATE:** September 21, 2009  
**PRODUCTS:** College Logo Clocks, Cards  
**PROCESSES:** Digital Pressing, Screen  
Printing, Assembly  
**NUMBER OF WORKERS:** 4



**CONTENTS:**

Code Awareness: \_\_\_\_\_ 3

**Miscellaneous: Code Awareness**

GEN.2 Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.

**Noncompliance**

**Explanation:** Workers have not received awareness training, as evidenced by interviews.

**Plan Of Action:** Schedule meeting with all employees and review the FLA's Code of Conduct and what the FLA is about. Training will be conducted on a regular basis.

**Deadline Date:** 11/30/2009

**Action Taken:** Met with all employees on the FLA's Code of Conduct and gave copy of the code to the employees. Also posted it on our bulletin boards. Also discussed and answered questions with all employees about the FLA. The factory used the same code of conduct as the FLA's. We informed all our employees about our code of conduct. All of the above was completed on November 30, 2009.

**Plan Complete:**

**Plan Complete Date:**