



2008

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Harland Clarke Corp.
COUNTRY: United States
FACTORY CODE: 350082896G
MONITOR: Accordia Global Compliance
AUDIT DATE: November 3, 2008
PRODUCTS: Printing
PROCESSES: Production, Quality,
Warehouse
NUMBER OF WORKERS: 102

The following comment regarding this Independent External Monitoring visit has been submitted by the FLA-accredited monitor since there were no noncompliances raised during this visit.

On November 11, 2008 monitors visited [Factory name] to conduct an Independent External Monitoring visit. Management welcomed monitors and an opening meeting was conducted where all relevant management representatives were present to discuss details of the audit process. During the visit, monitors saw a very clean factory with all documentation in order. Employees interviewed during the audit process appeared happy to work for [Factory name]. Gathered information revealed that a good workplace environment exists in this factory. No issues were found with regards to compensation; all documents corresponding to compensation, overtime and hours worked were found in order. The facility itself was very clean. Use of chemicals was found within the OSHA guidelines, the environment was relatively comfortable for the type of industry, and all necessary PPE was provided to workers. No issues were found regarding safety, environmental and employee personnel issues. In conclusion, it is the monitor's conclusion that [Factory name] was an excellent factory that exhibited a strong commitment in promoting policies and procedures to ensure compliance to FLA benchmarks and all applicable laws.