

The factual information set forth on the Tracking Charts was submitted to the FLA by each Independent External Monitor and Participating Company and reviewed by FLA staff. It is being made available to the public pursuant to the FLA Charter in order to strengthen the monitoring process. The FLA Charter provides for regular public disclosure of the factual results of independent monitoring and the resulting specific actions taken by Participating Companies.

What is a Tracking Chart?

Compliance is a process, not an event. A Tracking Chart outlines the process involved in FLA independent external monitoring and remediation. It is used by the accredited independent external monitor, the participating company and the FLA staff to do the following:

- **Record Findings:** The independent external monitor uses the Tracking Chart to report noncompliance with FLA Code standards. The monitor should also cite the specific Code benchmark or national/local law that was used to measure compliance.
- **Report on Remediation:** The FLA participating company uses the Tracking Chart to report on the remediation program that was implemented in order to resolve the noncompliance and prevent any future violations.
- **Evaluate Progress:** The FLA uses the Tracking Chart for purposes of collecting and analyzing information on the compliance situation of a particular factory and for publication on our website. This information is updated on an ongoing basis.

What a Tracking Chart is NOT -

- An exhaustive assessment of factory conditions

Working conditions - in any type of workplace - are dynamic. Each Tracking Chart represents a survey of the factory's conditions on a specific day. Over time, a fuller picture emerges as we compile information from various sources to track the compliance progress of a factory.

- A pass or fail evaluation

The Tracking Charts do not certify whether or not factories are in compliance with the FLA Code. Monitoring is a measurement tool. The discovery of noncompliance issues is therefore not an indication that the participating company should withdraw from a factory. Instead, the results of monitoring visits are used to prioritize capacity building activities that will lead to sustainable improvements in the factory's working conditions.

- A one-time event

Each monitoring visit is followed by a remediation program, further monitoring and remediation in an ongoing process. The Tracking Charts are updated accordingly.

Note on Language

Please be advised that because FLA independent external monitors are locally-based and English is generally not their native language, the language presented may at times appear unclear to a reader who is a native English speaker. In order to preserve the integrity of the transparency process and the information we receive, our policy is to publish the original text from the monitor and participating company. However, the reader will note that we have taken the precaution to remove any identifying information about the factory that was monitored or the workers interviewed.

For example, in cases where monitors and/or participating companies have cited the actual number of workers in reference to a noncompliance issue, in order to protect the workers' identities, we have replaced the numbers with generic wording in brackets (i.e. "[some]", "[worker interviews revealed that]", etc.).

We do not disclose the name of the factory that was monitored in order to ensure that the FLA's efforts to encourage and reward transparency do not have detrimental consequences for the factory and the workers.

Instructions for Printing

The information contained in the Tracking Charts is organized by columns and rows in a table format. Due to the number and width of the columns, the charts have been formatted for legal size (8.5 x 14in.) paper. To print the charts, please make sure to select "legal" size paper from Print properties.

Factory Profile	
Country	U.S.A.
Factory code	07008243A
Independent External Monitor	Intertek Testing Services
Date of monitoring visit	27-Mar-02
Duration of IEM Evaluation	2 Days
Participating Company(ies)	NIKE, Inc.
Number of workers	60
Product(s)	Silk screened T-shirts

FLA Code	FLA Compliance Benchmark or Legal Reference	Findings	Monitor's Findings	Remediation
1. Code Awareness				
Informed workplace	In accordance with the FLA Obligations of Companies, B. Create an Informed Workplace: 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.	Not all employees are aware of the Nike Code of Conduct. The Nike Code of Conduct is available only in English (workforce is 90% Spanish speaking).		Note to the reader: Nike has submitted a remediation plan for this factory in accordance with its reporting obligations under the FLA. We have these details on file at the FLA. However, on account of concern about the ruling of the California Supreme Court in Kasky v. Nike, Nike has requested the FLA not to publish Nike's statements on its remediation. The FLA is honoring this request and postponing publication of Nike's remediation plans pending clarification by the U.S. Supreme Court of the Kasky ruling. This does not suspend Nike's obligations to submit updated remediation plans to the FLA. The FLA continues to perform due diligence on the remediation activities undertaken by Nike. We intend to publish Nike's information on its remediation efforts, consistent with the US Supreme Court's decision, once it is issued. A decision is expected before the end of the Supreme Court's current term in June 2003.
	In accordance with US Customs and trademark laws.	Auditors noticed that care labels were being taken off garments and replaced with new care labels that are not identical. (Removal tags had "[a non FLA brand] [Factory], 50% cotton 50% polyester, Made in Mexico". New tags said "100% pre-washed cotton" for [a non FLA brand] without a country of origin. In a separate case, workers were adding extra labels to the original [] garments that had "[Non FLA Brand] 100% Cotton." This is in violation of the US Customs and trademark laws.		
2. Forced Labor				
3. Child Labor				
4. Harassment or Abuse				
Training on harassment and disciplinary policies	In accordance with FLA Compliance Benchmarks, III. Harassment or Abuse: Employers will provide training to managers and supervisors in appropriate disciplinary practices.	No training or harassment policy for managers and supervisors; no training concerning disciplinary policy for supervisors.		Background on pending Supreme Court case Under a California law, Nike was sued for statements it made in 1997-1998 in response to criticism of labor conditions in factories producing Nike products in Southeast Asia. The lawsuit claimed that Nike's statements amounted to false advertising. Nike challenged the claim by contending that its statements were protected by the Free Speech clause of the First Amendment, given that they were made as part of a public discourse around globalization. The Court did not make a finding regarding the truth or falsity of the statements. That case is now before the U.S. Supreme Court to determine whether the false-advertising lawsuit should be allowed to go ahead, or if it should be dismissed as a violation of the right to free speech.
Theft prevention	In accordance with FLA Compliance Benchmarks, III. Harassment or Abuse: Employers will utilize progressive discipline, e.g., escalating discipline using steps such as verbal warning, written warning, suspension, termination. Any exceptions to this rule, e.g., immediate termination for theft or assault, shall be in writing and clearly communicated to workers.	Memos regarding theft prevention were in English, but not the common language.		
5. Nondiscrimination				
6. Health and Safety				
Fire Safety: Evacuation plan	In accordance with 29 CFR Section 1910.36 Mean of Egress. (b)(5) "Every exit shall be clearly visible or the route to reach it shall be conspicuously indicated in such a manner that every occupant of every building or structure who is physically and mentally capable will readily know the direction of escape from any point, and each path of escape, in its entirety, shall be so arranged or marked that the way to a place of safety outside is unmistakable." In accordance with FLA Benchmarks, V.B. Health and Safety: All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Evacuation plan is not written in the common language; no evacuation plan was posted in the sampling department.		
Fire Extinguishers	In accordance with 29 CFR Section 1910.157. Portable fire extinguisher (c)(2) "The employer shall provide portable fire extinguishers and shall mount them, locate and identify them so that they are readily accessible to employees without subjection the employees to possible injury." In accordance with FLA Benchmarks V.B. Health and Safety: All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.	Fire extinguishers were blocked in the following areas: 1) in the screen room; 2) outside of the screen room; 3) bulk storage area; 4) sample screen print area; 5) at oven; 6) at packing table; 7) at dock #1; 8) lunch room. Fire extinguishers were not identified at: 1) the office; 2) design area; 3) dock exit door. Fire extinguishers were missing at the loading dock and staging area. The fire extinguisher in the warehouse is not mounted.		

FLA Code	Findings		Remediation
	FLA Compliance Benchmark or Legal Reference	Monitor's Findings	
Exit signs	In accordance with 29 CFR Section 1910.38. Exit Marking (6) "Every exit shall be suitably illuminated by a reliable light source giving a value of not less than 5 foot candles on the illuminated surface. Artificial lights giving illumination to exit signs other than the internally illuminated types shall have screens, discs, or lenses of not less than 25 square inches area made of translucent material to show red or other specified designating color on the side of approach." In accordance with FLA Benchmarks, V.B. Health and Safety : All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	The exit sign needs to be raised at the time clock, exit signs are missing at the art storage room and the entrance of the office door.	Note to the reader: Nike has submitted a remediation plan for this factory in accordance with its reporting obligations under the FLA. We have these details on file at the FLA. However, on account of concern about the ruling of the California Supreme Court in Kasky v. Nike, Nike has requested the FLA not to publish Nike's statements on its remediation. The FLA is honoring this request and postponing publication of Nike's remediation plans pending clarification by the U.S. Supreme Court of the Kasky ruling. This does not suspend Nike's obligations to submit updated remediation plans to the FLA. The FLA continues to perform due diligence on the remediation activities undertaken by Nike. We intend to publish Nike's information on its remediation efforts, consistent with the US Supreme Court's decision, once it is issued. A decision is expected before the end of the Supreme Court's current term in June 2003.
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Exits	In accordance with FLA Compliance Benchmarks V. Health and Safety A. workplace code provisions and with 29 CFR Section 1910.36 Mean of Egress. (b)(4) "In every building or structure exits shall be so arranged and maintained as to provide free and unobstructed egress from all parts of the building or structure at all times when it is occupied." In accordance with FLA Benchmarks, V. Health and Safety B. : All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	The aisle way at the following area (by the folding machine area) was blocked with work product).	Background on pending Supreme Court case Under a California law, Nike was sued for statements it made in 1997-1998 in response to criticism of labor conditions in factories producing Nike products in Southeast Asia. The lawsuit claimed that Nike's statements amounted to false advertising. Nike challenged the claim by contending that its statements were protected by the Free Speech clause of the First Amendment, given that they were made as part of a public discourse around globalization. The Court did not make a finding regarding the truth or falsity of the statements. That case is now before the U.S. Supreme Court to determine whether the false-advertising lawsuit should be allowed to go ahead, or if it should be dismissed as a violation of the right to free speech.
Chemical management	In accordance with 29 CFR Section 1910.176(b) Secure Storage. "Storage of material shall not create a hazard. - Fire resistance. Storage cabinets shall be designed and constructed to limit the internal temperature to not more than 325deg.F. when subjected to a 10-minute fire test using the standard time-temperature curve as set forth in Standard Methods of Fire Tests of Building Construction and Materials, NFPA 251-1969, which is incorporated by reference as specified in Sec. 1910.6. All joints and seams shall remain tight and the door shall remain securely closed during the fire test. Cabinets shall be labeled in conspicuous lettering, "Flammable-Keep Fire Away." In accordance with FLA Benchmarks, V.B. Health and Safety : All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.	A flammables storage cabinet is needed for extremely flammable products, paint thinner, adhesive #301, and WD-40.	
PPE: Eye Wash	In accordance with 29 CFR Section 1910.151 Medical Services and First Aid. (c) " Where the eyes or body of any person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body shall be provided within the work area for immediate emergency use." In accordance with FLA Benchmarks, V.B. Health and Safety : Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	The buffered eye alert station in the hallway is missing the container. The eye wash unit is not installed in the silk screen area and eye wash station is needed at the chemical storage area.	

FLA Code	FLA Compliance Benchmark or Legal Reference	Findings	Remediation
PPE: training	<p>In accordance with 29 CFR Section 1910.133 Personal Protective Equipment. A) The employer shall provide training to each employee who is required by this section to use PPE. Each such employee shall be trained to know at least the following: 1) When PPE is necessary; 2) What PPE is necessary; 3) How to properly don, duff, adjust, and wear PPE; 4) the limitations of PPE; and 5) the proper, care, maintenance, useful life and disposal of the PPE. B) Each affected employee shall demonstrate an understanding of the training and the ability to use PPE properly, before being allowed to perform work requiring the use of PPE. C) When the employer has reason to believe that any affected employee who has already been trained does not have the understanding and skill required, the employer shall retrain each such employee." In accordance with FLA Benchmarks, V.B. Health and Safety: Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical</p>	<p>1) The air hose pressure needs to be reduced at the work station and a sign stating the air pressure should be posted. Goggles should also be used in this area. 2) The employee in the ink mixing area was not wearing protective goggles and gloves.</p>	<p>Note to the reader: Nike has submitted a remediation plan for this factory in accordance with its reporting obligations under the FLA. We have these details on file at the FLA. However, on account of concern about the ruling of the California Supreme Court in Kasky v. Nike, Nike has requested the FLA not to publish Nike's statements on its remediation. The FLA is honoring this request and postponing publication of Nike's remediation plans pending clarification by the U.S. Supreme Court of the Kasky ruling. This does not suspend Nike's obligations to submit updated remediation plans to the FLA. The FLA continues to perform due diligence on the remediation activities undertaken by Nike. We intend to publish Nike's information on its remediation efforts, consistent with the US Supreme Court's decision, once it is issued. A decision is expected before the end of the Supreme Court's current term in June 2003.</p>
Sanitation: Restrooms	<p>In accordance with 29 CFR Section 1910.141 Sanitation. Toilet facilities, in toilet rooms separate for each sex shall be provided in all places of employment in accordance with table J-1 of this section. The number of facilities to be provided for each sex shall be based on the number of employees of that sex for whom the facilities are furnished. Where toilet rooms will be occupied by no more than one person at a time, can be locked from the inside, and contain at least one water closet, separate toilet rooms for each sex need not be provided. Where such single occupancy rooms have more than one toilet facility, only one such facility in each toilet room shall be counted for the purpose of table J-1. -Minimum number of Employees to water closets: 1 to 15 -(1), 16 to 35 -(2), 36 to 66 -(3), 67 to 80 -(4), 81 to 110 -(5), 111 to 150 -(6), over 150 -(2).</p> <p>Where toilet facilities will not be used by women, urinals may be provided instead of water closets, except that the number of water closets in such cases shall not be reduced to less than 2/3 of the minimum specified. 1 additional fixture for each additional 40 employees. In accordance with FLA Benchmarks, V.B. Health and Safety: All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.</p>	<p>1) The number of bathrooms (2 stalls in office area -one men's and one women's, one stall for women in factory next to water heater and two men's stalls -one in factory and one in warehouse) are just barely enough enough to meet the current number of employees (approx. 40 women and 20 men). If as stated by Management, employees increase to about 200 then they do not have enough bathroom stalls to support the stated number of employees. And it is also noted that although the office area bathrooms are said to be open for the factory employees it seems that employees are reluctant to use it because of the hassle needed to get a supervisor to open the door because it is alarmed into the office. Employees really have one women's and two men's stalls on the factory floor that are readily accessible. 2) Inadequate number of sinks.</p>	<p>Background on pending Supreme Court case</p> <p>Under a California law, Nike was sued for statements it made in 1997-1998 in response to criticism of labor conditions in factories producing Nike products in Southeast Asia. The lawsuit claimed that Nike's statements amounted to false advertising. Nike challenged the claim by contending that its statements were protected by the Free Speech clause of the First Amendment, given that they were made as part of a public discourse around globalization. The Court did not make a finding regarding the truth or falsity of the statements. That case is now before the U.S. Supreme Court to determine whether the false-advertising lawsuit should be allowed to go ahead, or if it should be dismissed as a violation of the right to free speech.</p>
Medical personnel	<p>In accordance with 29 CFR Section 1910.151(b) "In the absence of an infirmary, clinic or hospital in near proximity to the workplace which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid. Adequate first aid supplies shall be readily available." In accordance with FLA Benchmarks, V.B. Health and Safety: Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.</p>	<p>Insufficient number of trained medical personnel; no factory trained in first-aid</p>	
Housekeeping	<p>In accordance with 29 CFR Section 1910.39 Mean of Egress. (b)(4) "In every building or structure exits shall be so arranged and maintained as to provide free and unobstructed egress from all parts of the building or structure at all times when it is occupied." In accordance with FLA Benchmarks, V.B. Health and Safety: All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.</p>	<p>The floor was wet at the exit of the screen reclaim area.</p>	
Storage areas	<p>In accordance with 29 CFR Section 1910.176(b) Secure Storage. "Storage of material shall not create a hazard. Bags, containers, bundles, etc., stored in tiers shall be stacked, blocked, interlocked and limited in height so that they are stable and secure against sliding or collapse." In accordance with FLA Benchmarks, V.B. Health and Safety: All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.</p>	<p>The top shelf of the racks in the ink area (buckets 5 high) and warehouse (boxes on skids 5 high not shrink wrapped) stacked on the top shelf area.</p>	

		Findings		Remediation
FLA Code	FLA Compliance Benchmark or Legal Reference	Monitor's Findings		
Fork lifts	In accordance with 29 CFR Section 1910.178 (I) "The employer shall ensure that each powered industrial truck operator is competent to operate a powered industrial truck safely, as demonstrated by the successful completion of the training required by this paragraph." In accordance with FLA Benchmarks, V.B. Health and Safety : Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits.	There is no fork lift training program in the factory.		<p>Note to the reader: Nike has submitted a remediation plan for this factory in accordance with its reporting obligations under the FLA. We have these details on file at the FLA. However, on account of concern about the ruling of the California Supreme Court in Kasky v. Nike, Nike has requested the FLA not to publish Nike's statements on its remediation. The FLA is honoring this request and postponing publication of Nike's remediation plans pending clarification by the U.S. Supreme Court of the Kasky ruling. This does not suspend Nike's obligations to submit updated remediation plans to the FLA. The FLA continues to perform due diligence on the remediation activities undertaken by Nike. We intend to publish Nike's information on its remediation efforts, consistent with the US Supreme Court's decision, once it is issued. A decision is expected before the end of the Supreme Court's current term in June 2003.</p> <p>Background on pending Supreme Court case</p> <p>Under a California law, Nike was sued for statements it made in 1997-1998 in response to criticism of labor conditions in factories producing Nike products in Southeast Asia. The lawsuit claimed that Nike's statements amounted to false advertising. Nike challenged the claim by contending that its statements were protected by the Free Speech clause of the First Amendment, given that they were made as part of a public discourse around globalization. The Court did not make a finding regarding the truth or falsity of the statements. That case is now before the U.S. Supreme Court to determine whether the false-advertising lawsuit should be allowed to go ahead, or if it should be dismissed as a violation of the right to free speech.</p>
Circuit Breaker Panel	29 CFG Section 1910.305 Wiring methods, components, and equipment for general use. (3) Covers and Canopies. All pull boxes junction boxes and fittings shall be provided with covers approved for the purpose. If metal covers are used they shall be grounded. In accordance with FLA Benchmarks, V.B. Health and Safety : All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	The circuit breaker doors were left open in the label area and warehouse area		
Lock-out/tag-out	In accordance with 29 CFR Section 1926.21 Safety Training and Education. The employer shall instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury. In accordance with FLA Benchmarks, V.B. Health and Safety : All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	Lock-out tag-out procedures are not in place.		
Workplace accidents	In accordance with the FLA Code Provision on Health and Safety : Employers will provide a safe and healthy working environment to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. In accordance with FLA Benchmarks, V.B. Health and Safety : All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	There is a continuing problem with workers hurt by the print press machine.		
7. Freedom of Association and Collective Bargaining				
8. Wages and Benefits				
Informed workplace	In accordance with FLA Compliance Benchmarks, VII Wages and Benefits : Employers will communicate orally and in writing to all employees in the language of the worker the wages, incentive systems, benefits and bonuses to which all workers are entitled in that company and under the applicable law. In general, workers will have access to understandable information about their wages and benefits, and will not express dissatisfaction with their ability to get information.	Employees are not all aware of unemployment benefits		
Misclassification of worker's work status	24 CFR Section 541.1(Exempt Executive Employees) and 24 CFR Section 541.103 Managerial work must comprise an individual's "primary duty" before the employee can be considered to be overtime exempt. An individual's primary duty generally comprises those activities in which an individual spends more than one-half of his or her time. Primary duties consists of office or non-manual work or academic administration. Employees will be paid for all hours worked in a workweek. In accordance with FLA Compliance Benchmarks, Wages and Benefits, Hours of Work and Overtime Compensation : Employers will communicate orally and in writing to all employees in the language of the worker the wages, incentive systems, benefits and bonuses to which all workers are entitled in that company and under the applicable law. Calculation of hours worked must include all time that the employer allows or requires the worker to work. The factory shall comply with applicable law for premium rates for overtime compensation.	Employee classified wrongly as Hourly Exempt when none of his work is administrative. He has done overtime hours but there are no records to show this because the company has a practice of not keeping a time system for all exempt employees. We have noted that the employee classified as "exempt" does not meet the requirements of 24 CFR Section 541.103 Managerial work because his duties are primarily that of manual mechanical maintenance work.		

FLA Code	Findings		Remediation
FLA Compliance Benchmark or Legal Reference	Monitor's Findings		
9. Hours of Work			
Involuntary overtime	<p>In accordance with FLA Compliance Benchmarks, Wages and Benefits, Hours of Work and Overtime Compensation: Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period. Overtime hours worked in excess of code standard will be voluntary. Negative incentives or punitive actions will not be used to induce overtime in excess of code standards.</p>	<p>Employees penalized by suspension if they do not report to work overtime on Saturday when scheduled.</p>	<p>Note to the reader: Nike has submitted a remediation plan for this factory in accordance with its reporting obligations under the FLA. We have these details on file at the FLA. However, on account of concern about the ruling of the California Supreme Court in <i>Kasky v. Nike</i>, Nike has requested the FLA not to publish Nike's statements on its remediation. The FLA is honoring this request and postponing publication of Nike's remediation plans pending clarification by the U.S. Supreme Court of the <i>Kasky</i> ruling. This does not suspend Nike's obligations to submit updated remediation plans to the FLA. The FLA continues to perform due diligence on the remediation activities undertaken by Nike. We intend to publish Nike's information on its remediation efforts, consistent with the US Supreme Court's decision, once it is issued. A decision is expected before the end of the Supreme Court's current term in June 2003.</p> <p>Background on pending Supreme Court case</p> <p>Under a California law, Nike was sued for statements it made in 1997-1998 in response to criticism of labor conditions in factories producing Nike products in Southeast Asia. The lawsuit claimed that Nike's statements amounted to false advertising. Nike challenged the claim by contending that its statements were protected by the Free Speech clause of the First Amendment, given that they were made as part of a public discourse around globalization. The Court did not make a finding regarding the truth or falsity of the statements. That case is now before the U.S. Supreme Court to determine whether the false-advertising lawsuit should be allowed to go ahead, or if it should be dismissed as a violation of the right to free speech.</p>
10. Overtime Compensation			