| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
| Date: 8/31/2006 | FLA Audit Profile |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| FLA Code Compliance Item | Country Law/Legal Reference | FLA Standard | Necessity Score | FLA Score | DAC Code Coordination/Score | Business
corresponding
used for
Coordination | Remediation Plan | Legal
Coordination
Date | Company Follow-Up | Documentation | Time Risk Identification
Code | EMW
Due Date | P2
Due Date | N/A | Documented
<p>| Date: 8/31/2006 | FLA Audit Profile |</p>
<table>
<thead>
<tr>
<th>FLA Code/Compliance Issue</th>
<th>Country/Legal Reference</th>
<th>FLA Benchmark</th>
<th>Noncompliance</th>
<th>Evidence of Noncompliance</th>
<th>If Not Corrected Periodically Why</th>
<th>Remedial Plan</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLA 4.2.1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Pay Statement
Employers will provide workers a pay statement each pay period, which will show earned wages, regular and overtime pay, bonuses and all deductions.

Pay stubs not provided to temporary workers as normal routine as [Agency] utilizes a "paperless" pay system. Monitor was concerned about this practice, but management of [Staffing agency name] indicated that workers can request a pay stub at any time by:
1) going to the [Staffing agency name] web site,
2) going to the [Staffing agency name] office and requesting it in person,
3) calling [Agency staffing name] and requesting a copy by fax (Jostens provides all temporary workers with access to company fax machines for receipt of requested pay stubs. The response time is about 10 to 15 minutes for workers to receive the document. This practice may be an indicator of risk if a worker does not have the ability to travel to the [Staffing agency name] office or have access to a computer and printer. This may also be a difficult issue of access to a pay stub in the event a worker has completed their work (during peak season) and moves from the area, but needs to have their pay stub for personal reasons.

A representative of Jostens' third-party staffing agency is on site at the plant on paydays every week in order to provide pay statements upon employee request. If an employee makes such a request on any other day, the plant HR will have the pay statement sent to the plant via fax from the third-party staffing agency.

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.

10. Overtime Compensation
9. Hours of Work

Miscellaneous
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.