



Reports

SPECIAL ISSUE



*John Menghini, President, CEO
GEAR For Sports*

"I think this is a significant step that other licensees need to take as well - One of the many steps that they need to take."

*Michael Low
The University of Arizona
Director of Trademarks & Licensing
Department of Intercollegiate Athletics*

"I want to give GEAR For Sports a lot of credit for taking the lead in the CIIRM group. I think it was very important that someone with as high of profile in the industry as GEAR took the initiative to get that group started and active."

*Carol Anne Smart
University of California Los Angeles
Chief Operating Officer of the UCLA Store*

If you have any questions please contact John Joerger, Director of Global Human Rights Compliance, at 913-752-3314.

GEAR For Sports: The First Collegiate-Focused Apparel Company to Announce Full Factory Disclosure

GEAR For Sports®, maintained its leadership role in improving the ethical and moral practices of apparel manufacturing by announcing its decision to disclose a complete list of overseas factories.

John Menghini, President and CEO of GEAR For Sports, said that the most important factor driving the company's decision was that of trust. "With disclosure, we are reinforcing to our customers and schools the one thing that matters most to both of us: trust. We are giving them peace of mind that the way we do business with them is completely out in the open, with no remote appearance of impropriety. We believe that this is fundamental to continue building the bonds of trust on which we founded our company," stated Menghini.

GEAR For Sports will initiate its disclosure program on January 10, 2000. In the interim, a computer database is being developed to track where each individual school's merchandise is produced. Menghini is confident that competitors will follow the lead taken by GEAR For Sports. "Many of us share the same commitment to human rights, the highest ethical standards and best practices," he said. "This is a multi-faceted and complex issue that demands collaboration between the university, manufacturers and factory owners to develop reasonable and workable solutions." Menghini went on to say that "disclosure is a significant step in the process of improving working conditions around the world."

In an effort to stay close to the rising concerns expressed by its collegiate customers nationwide, GEAR For Sports has stepped up its schedule of campus visits to discuss these very important issues. Additionally, the company helped to form an industry partnership known as CIIRM, the Collegiate Industry Initiative for Responsible Manufacturing. CIIRM was designed to serve as a forum where all industry participants can meet to develop solutions to the sweatshop problem in an environment of thoughtful and constructive dialogue. John Menghini serves as the chairman for this group whose next meeting will take place later this month in Chicago.