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WH APPAREL INDUSTRY

PARTNERSHIP EVENT

4/14/97

- **PURPOSE**
- **PROPOSAL**
- **INVITE LISTS AND RESPONSES**
- **LAYOUT**
- **POTUS ANNOUNCEMENTS AND REMARKS**

WH APPAREL INDUSTRY

PARTNERSHIP EVENT - 4/14/97

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Corres. Rec'd after 4/97
Apparel Partnership Event

220387

May 23, 1997

Liz Claiborne

President William J. Clinton
The White House
Washington, D.C. 20500

Dear President Clinton:

This is a belated note of appreciation for your support of the Apparel Industry Partnership, as well as for the hospitality you showed to my family and me during our recent visit to Washington. There is no question that a coalition of such diverse groups would not have been able to reach agreement without the leadership of your administration.

I would note that we still have a way to go before we can declare the Partnership a real success. For example, Liz Claiborne (and other companies which have participated in Partnership activities) must encourage the industry to endorse and implement the Workplace Code of Conduct and the Principles of Monitoring.

As I have communicated to Secretary Herman, I am personally committed to this effort. In fact, I am currently speaking with apparel manufacturers, retailers and industry associations to enlist them in the fight to eradicate sweatshops.

However, before we can expect many companies to fully endorse the Partnership's recommendations, we still need to work on details, such as how an umbrella association can both implement and enforce workplace standards without keeping its members from achieving their business objectives.

As you are well aware, the groups represented in the Partnership do not have a long history of collaboration. Simply stated, there is not a great deal of mutual understanding or trust. We have to move down the road a bit in this area if important issues are to be resolved in the way I know you want.

PAUL R. CHARRON
CHAIRMAN OF THE BOARD,
CHIEF EXECUTIVE OFFICER

LIZ CLAIBORNE INC

1441 BROADWAY
NEW YORK NY 10019

TEL 212 626 3500
FAX 212 626 1803

MAY 27 1997

President William J. Clinton

May 23, 1997

Page 2.

On a personal note, Kathy and I, as well as our children, Brad and Ashley, very much appreciated the opportunity to visit the White House and to meet you. It was an occasion we will long remember. Too often, these things happen without the opportunity for any family involvement. My White House visit was made considerably more special because my family was able to experience it with me. Thank you.

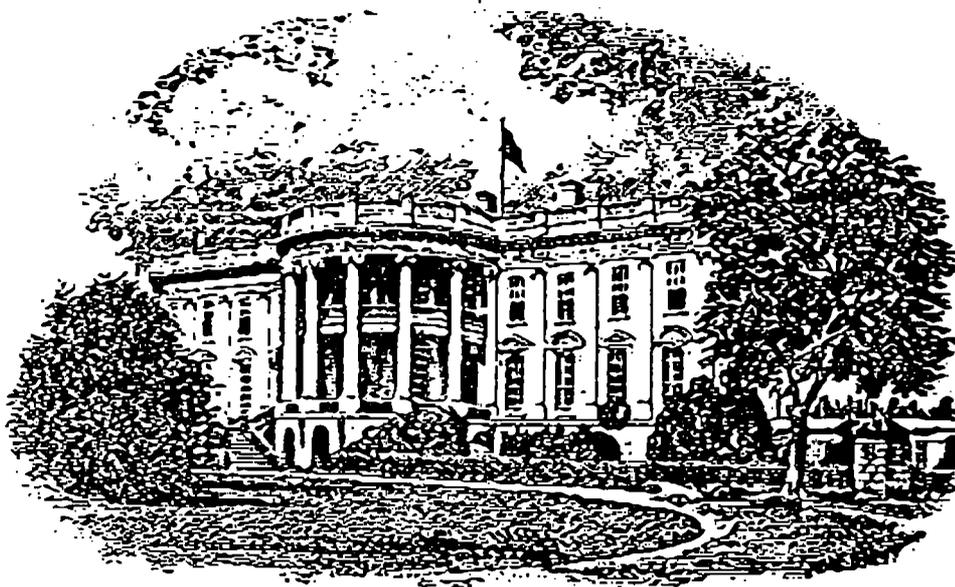
I look forward to further collaboration with you and Secretary Herman on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul R. Charron", with a long horizontal flourish extending to the right.

Paul R. Charron

The White House Office of Presidential Letters and Messages



facsimile from: Leanne Johnson
phone: 202-456-5512
fax: 202-456-5426

To: Cheri Carter

No. of pages (including cover): 3 Date: 6-30

Phone: _____ Fax: 66682

Comments: _____

THE WHITE HOUSE

WASHINGTON

June 4, 1997

Mr. Paul Charron
President, Chairman & CEO
Liz Claiborne, Inc.
One Claiborne Avenue
North Bergen, New Jersey 07047

Dear Paul:

I want to congratulate you and the other members of the Apparel Industry Partnership for your success in developing an agreement that sets the groundwork for ensuring that the garments sold to American consumers are not produced under adverse labor conditions here or abroad.

Your accomplishment is historic, and I congratulate you on your commitment to this important work. Only when our corporate leaders are all willing to do the right thing, even if it means putting the bottom line at risk, will we rid the global economy of the shame of sweatshops.

Thank you for your hard work, and I look forward to hearing of your continuing progress.

Sincerely,

Bill Clinton

Apparel Industry Partnership
Purpose

THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

DATE: April 14, 1997
LOCATION: East Room
TIME: 12:30 p.m. -1:30 p.m.
FROM: Maria Echaveste
Gene Sperling

I. PURPOSE

You will announce that the Apparel Industry Partnership working group of footwear and apparel leaders, organized labor and non-governmental organizations have reached an agreement to adopt a Workplace Code of Conduct which will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.

II. BACKGROUND

At this event, you will commend the Apparel Industry Partnership (a group of CEOs, labor unions, and human rights organizations) for reaching an historic agreement that will assure Americans that the apparel they buy is made under decent and humane conditions. As you recall, last August you challenged this group to develop options for addressing the sweatshop problem. After months of negotiations, the group has reached an agreement which includes: **a strong workplace code of conduct, independent external monitors, internal monitoring, and a commitment to form an association.**

The **code of conduct**, which applies to companies and their contractors, prohibits child labor, forced labor, harassment and worker abuse; it requires payment of the minimum or prevailing wage, whichever is higher; it limits the work week to 60 hours and it recognizes the rights of employees to freedom of association and collective bargaining.

The agreement also spells out the obligations of the **independent external monitors** who will verify that companies and their contractors are in compliance with the code. The monitors will: provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; and conduct employee interviews and site visits.

The agreement requires companies to undertake internal monitoring.

Finally, the members of the Partnership agreed to **form an association** that will (1) recruit new members companies also committed to the Code of Conduct and external monitoring, (2) develop

a reliable independent means to provide for public confidence that the above obligations are being met, and (3) develop a mechanism (e.g., a label or seal of approval) informing consumers about which companies abide by the Code and monitoring.

There have been two changes in the membership of Apparel Industry Partnership since you met with the principals last August. Reebok has joined the group, and Warnaco has left. Warnaco participated in the negotiations, but ultimately did not want to commit to external monitoring of its factories, although the CEO, Linda Wachtner, has spoken positively about the agreement.

III. PARTICIPANTS

Pre-brief participants:

Maria Echaveste
Gene Sperling

Event Participants:

You will be met in the Blue Room by the working group members:

Rev. David Shilling, The Interfaith Center of Corporate Responsibility
Rev. Pharis Harvey, Executive Director, International Labor Rights Fund
Kathie Lee Gifford
Frank Gifford
Michael Posner, President, Lawyers Committee for Human Rights
Lynda Clarizio, Arnold & Porter, Lawyers Committee for Human Rights
Paul Charron, CEO, Liz Claiborne [Co-Chair of the Partnership]
Roberta Karp, General Counsel, Liz Claiborne
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Philip H. Knight, CEO, NIKE Inc.
David Olsen, CEO, Patagonia
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Paul Fireman, CEO, Reebok International, Inc.
Lenore Miller, President, Retail, Wholesale, and Department Store Union
Ethel Kennedy
Kerry Kennedy Cuomo
Sandra Cuneo, Executive Director, Robert F. Kennedy Memorial Center for Human Rights
Martin Brill, President, Tweeds, Inc.
Jay Mazur, President, UNITE

IV. PRESS PLAN

The Blue Room greeting with working group will be closed to press.
The announcement event will be open to press.

V. SEQUENCE OF EVENTS

- 12:00 p.m. - 12:30 p.m. Event Briefing in the Map Room
- 12:30 p.m. **The President** proceeds to Blue Room to greet members of Apparel Industry Partnership Working Group.
- 12:40 p.m. Non-stage participants are escorted to reserved seats in the East Room from the Blue Room
- 12:45 p.m. Program Begins
- Announcement of program participants into the East Room as they proceed onto stage.
- **The President** is announced into the East Room and proceeds onto stage.
- Jay Mazur, President of UNITE delivers brief remarks and introduces next two speakers.
- Linda Golodner, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks.
- Paul Charron, CEO of Liz Claiborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and introduces **The President**
- **The President** delivers remarks.
- 1:30 pm **The President** departs the East Room

VI. REMARKS

To be provided by Speech writers

VII. ATTACHMENTS

- 1) List of Apparel Industry Partnership Members (attendees only)
- 2) Fact Sheet
- 3) Details of the Agreement
- 4) Chronology

Attachment 1

APPAREL INDUSTRY PARTNERSHIP MEMBERSHIP LIST

**Rev. David Schilling - Director, Global Corporate Programs
The Interfaith Center on Corporate Responsibility**

The ICCR is a coalition of 275 Protestant, Roman Catholic, and Jewish institutional investors with a combined portfolio of \$50 billion with 25 years of experience in engaging corporations around issues of corporate social responsibility and codes of conduct.

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Kathie Lee Gifford

Kathie Lee Gifford is an entertainer and businesswoman. She is currently the co-host of the "LIVE" with Regis and Kathie Lee show. Ms. Gifford along with her husband Frank Gifford devote a great deal of time to numerous charitable causes including Variety Club International's "The Children's Charity" and the Association to Benefit Children, which spawned the Cody Foundation. The resources from the foundation support "Cody House and Cassidy's Place", facilities that provide shelter and care to H.I.V. positive and crack addicted children.

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Roberta Karp - General Counsel (co-chair of the Partnership)
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Bruce J. Klatsky - CEO
Phillips-Van Heusen Corporation
New York, NY

In 1994, Bruce Klatsky published an article called "Work Ethics" in which he discussed companies' responsibilities to their workers in foreign countries. He strongly stated that companies should demand that their vendors, suppliers, licensees, and business partners adhere to high standards of conduct.

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Sandra Cuneo - Executive Director
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MEMBERS NOT ATTENDING

Robert Dunn - President and CEO
Business for Social Responsibility

Lonnie Kane - CEO
Karen Kane Company

Bud Konheim - CEO
Nicole Miller

THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

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Nicole Miller

THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

DATE: April 14, 1997
LOCATION: East Room
TIME: 12:30 p.m. - 1:30 p.m.
FROM: Maria Echaveste
Gene Sperling

I. PURPOSE

You will announce that the Apparel Industry Partnership working group of footwear and apparel leaders, organized labor and non-governmental organizations have reached an agreement to adopt a Workplace Code of Conduct which will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.

II. BACKGROUND

At this event, you will commend the Apparel Industry Partnership (a group of CEOs, labor unions, and human rights organizations) for reaching an historic agreement that will assure Americans that the apparel they buy is made under decent and humane conditions. As you recall, last August you challenged this group to develop options for addressing the sweatshop problem. After months of negotiations, the group has reached an agreement which includes: **a strong workplace code of conduct, independent external monitors, internal monitoring, and a commitment to form an association.**

The **code of conduct**, which applies to companies and their contractors, prohibits child labor, forced labor, harassment and worker abuse; it requires payment of the minimum or prevailing wage, whichever is higher; it limits the work week to 60 hours and it recognizes the rights of employees to freedom of association and collective bargaining.

The agreement also spells out the obligations of the **independent external monitors** who will verify that companies and their contractors are in compliance with the code. The monitors will: provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; and conduct employee interviews and site visits.

The agreement requires companies to undertake internal monitoring.

Finally, the members of the Partnership agreed to **form an association** that will (1) recruit new members companies also committed to the Code of Conduct and external monitoring; (2) develop

a reliable independent means to provide for public confidence that the above obligations are being met, and (3) develop a mechanism (e.g, a label or seal of approval) informing consumers about which companies abide by the Code and monitoring.

There have been two changes in the membership of Apparel Industry Partnership since you met with the principals last August. Reebok has joined the group, and Warnaco has left. Warnaco participated in the negotiations, but ultimately did not want to commit to external monitoring of its factories, although the CEO, Linda Wachtner, has spoken positively about the agreement.

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Karen Kane Company

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THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

DATE: April 14, 1997
LOCATION: East Room
TIME: 12:30 p.m. - 1:30 p.m.
FROM: Maria Echaveste
Gene Sperling

I. PURPOSE

You will announce that the Apparel Industry Partnership working group of footwear and apparel leaders, organized labor and non-governmental organizations have reached an agreement to adopt a Workplace Code of Conduct which will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.

II. BACKGROUND

At this event, you will commend the Apparel Industry Partnership (a group of CEOs, labor unions, and human rights organizations) for reaching an historic agreement that will assure Americans that the apparel they buy is made under decent and humane conditions. As you recall, last August you challenged this group to develop options for addressing the sweatshop problem. After months of negotiations, the group has reached an agreement which includes: **a strong workplace code of conduct, independent external monitors, internal monitoring, and a commitment to form an association.**

The **code of conduct**, which applies to companies and their contractors, prohibits child labor, forced labor, harassment and worker abuse; it requires payment of the minimum or prevailing wage, whichever is higher; it limits the work week to 60 hours and it recognizes the rights of employees to freedom of association and collective bargaining.

The agreement also spells out the obligations of the **independent external monitors** who will verify that companies and their contractors are in compliance with the code. The monitors will: provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; and conduct employee interviews and site visits.

The agreement requires companies to undertake internal monitoring.

Finally, the members of the Partnership agreed to **form an association** that will (1) recruit new members companies also committed to the Code of Conduct and external monitoring; (2) develop

a reliable independent means to provide for public confidence that the above obligations are being met; and (3) develop a mechanism (e.g., a label or seal of approval) informing consumers about which companies abide by the Code and monitoring.

There have been two changes in the membership of Apparel Industry Partnership since you met with the principals last August. Reebok has joined the group, and Warnaco has left. Warnaco participated in the negotiations, but ultimately did not want to commit to external monitoring of its factories, although the CEO, Linda Wachtner, has spoken positively about the agreement.

III. PARTICIPANTS

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Gene Sperling

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Rev. Pharis Harvey, Executive Director, International Labor Rights Fund
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Frank Gifford
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 - **The President** is announced into the East Room and proceeds onto stage.
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VI. REMARKS

To be provided by Speech writers

VII. ATTACHMENTS

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THE WHITE HOUSE

WASHINGTON

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VI. REMARKS

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One of the nation's largest makers of women's clothing, Liz Claiborne sells sportswear and professional clothing targeted at upper-middle income shoppers through department stores and its own retail outlets. The company's other products include fashion jewelry, shoes, accessories, cosmetics, and fragrance. Brands include Liz Claiborne, Liz & Co., Elizabeth, Dana Buchman, and the men's label Claiborne. The company is broadening its product lines with the addition of bedding and accessories, including sheets, pillowcases, comforters, candlesticks, and wastebaskets. In addition, it is looking overseas for a boost, opening franchised stores in Asia, Latin America, and the Middle East.

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Business for Social Responsibility

Lonnie Kane - CEO
Karen Kane Company

Bud Konheim - CEO
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PRESIDENT CLINTON ANNOUNCES APPAREL INDUSTRY PARTNERSHIP AGREEMENT

April 14, 1997

TODAY, PRESIDENT CLINTON WELCOMES TO THE WHITE HOUSE THE MEMBERS OF THE APPAREL INDUSTRY PARTNERSHIP TO ANNOUNCE A NEW AGREEMENT.

Leaders from the footwear and apparel industry, labor, nongovernmental organizations (NGOs), and consumer groups have found common ground, agreeing to a Code of Conduct and independent monitoring systems that will assure Americans that the clothes and shoes they buy are made under decent and humane working conditions.

THIS AGREEMENT FOLLOWS FROM WHITE HOUSE MEETING LAST YEAR. Last August, the President and Vice President met with these parties to discuss the problem of sweatshops, consumer concerns, and the need to join together to address these issues. The parties formed a voluntary, industry-driven partnership that proposed to report back to the President its recommendations for action.

- **The participants in the partnership** include leaders from companies such as: Liz Claiborne, Nike, Phillips-Van Heusen, Reebok, L.L. Bean, Patagonia, Tweeds, Nicole Miller, and Karen Kane; labor unions such as UNITE and the Retail, Wholesale, Department Store Union; and religious and NGOs such as Business for Social Responsibility, the Interfaith Center on Corporate Responsibility, the International Labor Rights Fund, Lawyers Committee for Human Rights, the National Consumers League, and the RFK Memorial Center for Human Rights.

THE PARTNERSHIP'S AGREEMENT IS THE FIRST OF ITS KIND. The agreement contains the following components:

- ✓ **A Strong Workplace Code of Conduct** that companies will voluntarily adopt and require their contractors to adopt, which, among other things, includes:
 - Prohibitions against child labor, worker abuse or harassment, and discrimination;
 - The recognition of workers' rights of freedom of association and collective bargaining;
 - A minimum or prevailing industry wage and a cap on mandatory overtime; and
 - A safe and healthy working environment.
- ✓ **Independent External Monitors** to conduct reviews of company policies and practices and to verify that the company is in compliance with its obligations and commitments under the Code of Conduct. Companies will also maintain an internal monitoring system that outlines the obligations each company will undertake to ensure that the Code is enforced in its facilities and its contractors' facilities both domestically and internationally.
- ✓ **Commitment to Form an Association Over the Next Six Months** that will (1) recruit new member companies which also will abide by the Code and implement independent monitoring; (2) develop a reliable, independent means to provide for public confidence that the above obligations are being met; and (3) develop a mechanism or seal of approval informing consumers about which companies abide by the Code and monitoring.

DETAILS ON THE APPAREL INDUSTRY PARTNERSHIP AGREEMENT

The Apparel Industry Partnership agreement contains the following:

- ✓ **A Strong Workplace Code of Conduct** that individual companies will voluntarily adopt and require their contractors to adopt, which includes:
 - The prohibition of employing any persons under the age of 15 (unless permitted by the country of manufacture to be 14);
 - Prohibitions against any worker abuse or harassment and discrimination;
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 - The requirement that employers pay at least the minimum or prevailing industry wage, whichever is higher, and provide mandated benefits;
 - The requirement that workers be provided with a safe and healthy working environment;
 - A cap on mandatory overtime to 12 hours per week and the regular work week of the country (or 48 hours, whichever is less); and requiring a day off in every seven day period; and
 - The requirement that overtime be compensated for at the premium rate required in the country or at least equal to their regular hourly compensation.

- ✓ **Independent External Monitors** who will conduct independent reviews of participating company policies and practices; provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; conduct employee interviews and site visits; and verify that the company is in compliance with its obligations and commitments under the Code of Conduct.

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August 2, 1996

President Clinton brings a diverse group of industry, labor, and human rights leaders to the White House to discuss industry conditions. The Apparel Industry Partnership is formed, and challenged by the President to take steps to assure that company products are made in compliance with acceptable labor standards, and to inform consumers that the products they buy are not made under exploitative conditions. The group agrees to report back in six months.

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Monitoring Workshops for manufacturers and retailers in New York, Chicago, and Los Angeles.

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April 14, 1997

Apparel Industry Partnership presents its agreement and plan of action to end sweatshops to President Clinton at the White House.

THE WHITE HOUSE

WASHINGTON

April 12, 1997

WHITE HOUSE APPAREL INDUSTRY PARTNERSHIP EVENT

DATE: April 14, 1997
LOCATION: East Room
TIME: 12:30 p.m. - 1:30 p.m.
FROM: Maria Echaveste
Gene Sperling

I. PURPOSE

You will announce that the Apparel Industry Partnership working group of footwear and apparel leaders, organized labor and non-governmental organizations have reached an agreement to adopt a Workplace Code of Conduct which will enable all Americans to have confidence that the clothes and shoes they purchase are made under decent and humane working conditions.

II. BACKGROUND

At this event, you will commend the Apparel Industry Partnership (a group of CEOs, labor unions, and human rights organizations) for reaching an historic agreement that will assure Americans that the apparel they buy is made under decent and humane conditions. As you recall, last August you challenged this group to develop options for addressing the sweatshop problem. After months of negotiations, the group has reached an agreement which includes: **a strong workplace code of conduct, independent external monitors, internal monitoring, and a commitment to form an association.**

The **code of conduct**, which applies to companies and their contractors, prohibits child labor, forced labor, harassment and worker abuse; it requires payment of the minimum or prevailing wage, whichever is higher; it limits the work week to 60 hours and it recognizes the rights of employees to freedom of association and collective bargaining.

The agreement also spells out the obligations of the **independent external monitors** who will verify that companies and their contractors are in compliance with the code. The monitors will: provide company employees and contractors' employees with secure communication channels to report concerns of noncompliance; audit production records and practices to ensure compliance; and conduct employee interviews and site visits.

The agreement requires companies to undertake internal monitoring.

Finally, the members of the Partnership agreed to **form an association** that will (1) recruit new members companies also committed to the Code of Conduct and external monitoring; (2) develop

a reliable independent means to provide for public confidence that the above obligations are being met, and (3) develop a mechanism (e.g. a label or seal of approval) informing consumers about which companies abide by the Code and monitoring.

There have been two changes in the membership of Apparel Industry Partnership since you met with the principals last August. Reebok has joined the group, and Warnaco has left. Warnaco participated in the negotiations, but ultimately did not want to commit to external monitoring of its factories, although the CEO, Linda Wachtner, has spoken positively about the agreement.

III. PARTICIPANTS

Pre-brief participants:

Maria Echaveste
Gene Sperling

Event Participants:

You will be met in the Blue Room by the working group members:

Rev. David Shilling, The Interfaith Center of Corporate Responsibility
Rev. Pharis Harvey, Executive Director, International Labor Rights Fund
Kathie Lee Gifford
Frank Gifford
Michael Posner, President, Lawyers Committee for Human Rights
Lynda Clarizio, Arnold & Porter, Lawyers Committee for Human Rights
Paul Charron, CEO, Liz Claiborne [Co-Chair of the Partnership]
Roberta Karp, General Counsel, Liz Claiborne
Tom Harden, Senior Vice President, LL Bean
Linda Golodner, CEO, National Consumers League [Co-Chair of the Partnership]
Philip H. Knight, CEO, NIKE Inc.
David Olsen, CEO, Patagonia
Bruce J. Klatsky, CEO, Phillips-Van Heusen
Paul Fireman, CEO, Reebok International, Inc.
Lenore Miller, President, Retail, Wholesale, and Department Store Union
Ethel Kennedy
Kerry Kennedy Cuomo
Sandra Cuneo, Executive Director, Robert F. Kennedy Memorial Center for Human Rights
Martin Brill, President, Tweeds, Inc.
Jay Mazur, President, UNITE

IV. PRESS PLAN

The Blue Room greeting with working group will be closed to press.
The announcement event will be open to press.

V. SEQUENCE OF EVENTS

- 12:00 p.m. - 12:30 p.m. Event Briefing in the Map Room
- 12:30 p.m. **The President** proceeds to Blue Room to greet members of Apparel Industry Partnership Working Group.
- 12:40 p.m. Non-stage participants are escorted to reserved seats in the East Room from the Blue Room
- 12:45 p.m. Program Begins
- Announcement of program participants into the East Room as they proceed onto stage.
 - **The President** is announced into the East Room and proceeds onto stage.
 - Jay Mazur, President of UNITE delivers brief remarks and introduces next two speakers.
 - Linda Golodner, President of the National Consumer League and Co-Chair of the Apparel Industry Partnership, delivers brief remarks.
 - Paul Charron, CEO of Liz Claiborne and Co-Chair of the Apparel Industry Partnership, delivers brief remarks and introduces **The President**
 - **The President** delivers remarks.
- 1:30 pm **The President** departs the East Room.

VI. REMARKS

To be provided by Speech writers

VII. ATTACHMENTS

- 1) List of Apparel Industry Partnership Members (attendees only)
- 2) Fact Sheet
- 3) Details of the Agreement
- 4) Chronology

Attachment 1

APPAREL INDUSTRY PARTNERSHIP MEMBERSHIP LIST

Rev. David Schilling - Director, Global Corporate Programs The Interfaith Center on Corporate Responsibility

The ICCR is a coalition of 275 Protestant, Roman Catholic, and Jewish institutional investors with a combined portfolio of \$50 billion with 25 years of experience in engaging corporations around issues of corporate social responsibility and codes of conduct.

Rev. Pharis Harvey - Executive Director International Labor Rights Fund

The ILRF is a nonprofit organization dedicated to assuring that the human rights of workers are protected throughout the world. With a leadership representing human rights, labor, consumer, business, religious and academic the ILRF works to develop consensus around policies that enhance and enforce international norms and standards to assure that adult working people are able to work under conditions that respect their rights, dignity, economic needs and health and safety.

Kathie Lee Gifford

Kathie Lee Gifford is an entertainer and businesswoman. She is currently the co-host of the "LIVE" with Regis and Kathie Lee show. Ms. Gifford along with her husband Frank Gifford devote a great deal of time to numerous charitable causes including Variety Club International's "The Children's Charity" and the Association to Benefit Children, which spawned the Cody Foundation. The resources from the foundation support "Cody House and Cassidy's Place", facilities that provide shelter and care to H.I.V. positive and crack addicted children.

Ms. Gifford has also developed a clothing line, the Kathie Lee Collection at Wal Mart and has written two books whose proceeds continue to support various charities.

Michael Posner - President Lawyers Committee for Human Rights

Based in New York, the Lawyers Committee is a not-for-profit organization dedicated to advancing human rights and the rule of law throughout the world.

Paul Charron - CEO
Roberta Karp - General Counsel (co-chair of the Partnership)
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