ADDENDUM ONE TO ALL FIRMS

Reference: Request for Proposal (RFP) #MC010501

Commodity: Sports Marketing, Equipment and Apparel

Dated: January 5, 2001

Proposal Due: February 1, 2001

Please reference the following for clarifications and changes to RFP #MC010501 issued on January 5, 2001 for Sports Marketing, Equipment and Apparel.

Add the following to Section V, Contents of Proposal:

H. Human Rights

1. The University is considering membership in the Fair Labor Association (FLA) and/or the Worker Rights Consortium (WRC). Would membership in either organization present problems (issues) for the firm? If so, which organization(s) and why?

2. State if the firm will allow independent verification of factory sites and conditions from groups or individuals designated by the University.

3. Provide a copy of the firm’s official policy on the use of "sweatshop" labor in factories and include:
   a. How many hours per week workers are required to work.
   b. Whether workers are eligible for overtime compensation and how many hours per week they must work before receiving overtime compensation.
   c. The firm’s disclosure policy regarding the names and locations of the firm’s factories and subcontractor factory locations.
   d. The firm’s Code of Conduct concerning labor practices for factories and subcontractors.

4. Provide examples of specific actions that the firm has taken to ensure that its products are not produced using sweatshop labor and describe any efforts the firm is making to ensure that workers are paid a living wage.

5. State the specific types of monitoring and verification that the firm practices to ensure fair and just labor practices are taking place.

6. State whether the firm acknowledges it’s responsibility to ensure that fair labor practices are occurring.
If you have any questions concerning this Addendum or the RFP, please contact me at (804) 924-4214. Thank you for your participation in this RFP Process. I look forward to receiving your proposal.

Sincerely,

John McHugh, C.P.M.
Purchasing Manager

Please sign below, acknowledging receipt of this Addendum and return this document with your response to the RFP.

________________________________________  ______________________________________
Signature                                  Name of Firm

________________________________________  ________________________________
Please Print Name of Person Signing Above  Date