



Affidavit of Compliance for Apparel-Related Procurement

Bid # 11849 Date: 12/3/12
 Retail Supplier: GOLDFISH UNIFORMS

Important Information

This Affidavit of Compliance for Apparel-Related Procurement (Affidavit) is the bidder's sworn statement that the facilities identified in their supply chain are responsible manufacturers as defined in the Milwaukee Code of Ordinances 310-17 Requirements for Apparel Purchases. This Affidavit is required for any and all purchasing activities relating to apparel – including, but not limited to, textile, footwear, manufacture, warehouse purchase, rental, laundering and dry cleaning.

As part of their bid response, Bidders shall procure and submit sworn affidavits for:

- Their own company as the retail supplier identified above, and
- For the company or companies they procure item(s) from, and
- From every subcontractor to be employed during the specified time period of the contract, and
- The Owner of the company (i.e., the individual person(s) who own and operate each company).

If any information on the Affidavit(s) changes during the specified time period of the contract, a new Affidavit with the updated information shall be promptly submitted by the retail supplier to the City of Milwaukee Procurement Services Section.

The successful bidder must ensure that the base wages comply with the hourly non-poverty wage table. Non-compliant bids may be rejected. The hourly non-poverty wage table is defined and updated by the City of Milwaukee every year on March 1 and can be found on our website at <http://city.milwaukee.gov> > Departments > Procurement Services (Purchasing) > Ethical Purchasing Wage Table.

Owner & Company Information

Please attach additional sheets, if necessary, if additional company information must be provided.

Item(s):	PANTS, SHIRTS, AND SWEATER
Brand Name(s):	ELBECO AND COBMEX
Style Number(s):	AS LISTED ON BID
Name of Owner:	DEBBIE AND MICHAEL OBRIEN
Company Name:	GOLDFISH UNIFORMS
Company Address:	9901 W OKLAHOMA AVE., MILWAUKEE, WI 53227

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$15.00

If health benefits are provided, percentage of wage paid as health benefits _____ %



Authorized Signature

In compliance with the requirements of the City of Milwaukee, I have completed this Affidavit of Compliance form in good faith and have made no willingly false or misleading statements. Further, I have disclosed the names and plant locations of all my factories, manufacturers and their subcontractors purchasing, renting, laundering and dry cleaning of items of apparel that I sell to the City of Milwaukee. I have also included affidavits of compliance from each subcontractor employed by the contractor during the specified time period of the contract for the fulfillment of contracts covered under this section indicating their compliance with the Code of Ordinances Section 310-17.

Further, I understand that any false statement on these forms could result in:

- Withholding of payments.
- Termination, suspension or cancellation of the contract in whole or in part.
- After a due process hearing, denial of the right of the contractor to bid on future city contracts, by himself or herself, partner or agent, or by any corporation of which he or she is a member, for a period of one year after the first violation is found and for a period of 3 years after a second violation is found.

I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above.

Authorized Signature: 

Printed Name: DEBBIE OBRIEN

Company Name: GOLDFISH UNIFORMS



Affidavit of Compliance for Apparel-Related Procurement

Bid # 11849 Date: 11/30/12

Retail Supplier: GOLDFISH UNIFORMS

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Owner & Company Information

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Item(s):	Dress Pants, Prestige Trousers, Duty Maxx Shirts
Brand Name(s):	ELBECO
Style Number(s):	581, 5581, 9581 LC, 9781LC, 580, 5580, 9580 LC, 9780 LC, E1360 E8921, E494, E9494LC
Name of Owner:	David Lurio
Company Name:	Elbeco
Company Address:	PO Box 13099, Reading, PA 19612-3099

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$11.15

If health benefits are provided, percentage of wage paid as health benefits 2 %



Owner & Company Information (continued)

Please attach additional sheets, if necessary, if additional company information must be provided.

Item(s):	Duty Maxx Shirts
Brand Name(s):	ELBECO
Style Number(s):	581, 5581, 9581 LC, 9781LC, 580, 5580, 9580 LC, 9780 LC
Name of Owner:	David Lurio
Company Name:	Alta Confeccion Queretana S.A. de C.V. – Heriberto Jara #104, Colonia Centro
Company Address:	Ezequiel Montes, QRO, Queretaro, Mexico 76650

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$3.50

If health benefits are provided, percentage of wage paid as health benefits 2 %

Owner & Company Information (continued)

Please attach additional sheets, if necessary, if additional company information must be provided.

Item(s):	Dress Pants
Brand Name(s):	ELBECO
Style Number(s):	E1360
Name of Owner:	David Lurio
Company Name:	Alltex International Trading Co., LTD
Company Address:	Room 1008, Futai-A Bldg. 18 Hongkong middle Rd., Qingdao,SD,China 266071

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$1.95

If health benefits are provided, percentage of wage paid as health benefits 2 %



Authorized Signature

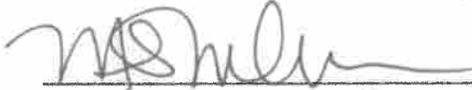
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Authorized Signature:



Printed Name:

Missi Miller, Contract Coordinator

Company Name:

Elbeco, Inc.

Owner & Company Information (continued)

Please attach additional sheets, if necessary, if additional company information must be provided.

Item(s):	Women's Dress Trousers and Women's Prestige Trousers
Brand Name(s):	ELBECO
Style Number(s):	E8921, E9494LC
Name of Owner:	David Lurio
Company Name:	Warsaw Manufacturing
Company Address:	1101 Dogwood St., Warsaw, MO 65355

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$11.15

If health benefits are provided, percentage of wage paid as health benefits 2 %

Owner & Company Information (continued)

Please attach additional sheets, if necessary, if additional company information must be provided.

Item(s):	Men's Prestige Trousers
Brand Name(s):	ELBECO
Style Number(s):	E494
Name of Owner:	Davod Lurio
Company Name:	ERMO Industrial S. A de C.V
Company Address:	Pilares 1540 Int.2, Col. Letran Valle Delegation Benito Juarez Mexico D.F.C.P. 03650

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$3.50

If health benefits are provided, percentage of wage paid as health benefits 2 %



11/30/12

Elbeco – Manufacturing Facility Info
Milwaukee Parking Checkers Uniform Bid

Elbeco, Incorporated
4418 Pottsville Pike, Building 10
Reading, PA 19605
David Lurio

health benefits provided - yes
base hourly wage - \$11.15
% of wage paid as health benefits – 2%

581, 5581, 9581LC, 9781LC, 580, 5580, 9580LC, 9780LC

Alta Confeccion Queretana S.A. de C.V.
Heriberto Jara #104, Colonia Centro
Ezequiel Montes, QRO, Queretaro
Mexico 76650
David Lurio

health benefits provided - yes
base hourly wage - \$3.50
% of wage paid as health benefits – 2%

E1360

Alltex International Trading Co., LTD
Room 1008, Futai-A Bldg.
18 Hongkong Middle Road
Qingdao, SD, China 266071
David Lurio

health benefits provided - yes
base hourly wage - \$1.95
% of wage paid as health benefits – 2%

E8921, E9494LC

Warsaw Manufacturing
1101 Dogwood St.
Warsaw, MO 65355
David Lurio

health benefits provided - yes
base hourly wage - \$11.15
% of wage paid as health benefits – 2%

E494

ERMO Industrial S.A. de C.V.
Pilares 1540 Int.2, Col. Letran Valle
Delegation Benito Juarez
Mexico D.F.C.P. 03650
David Lurio

health benefits provided - yes
base hourly wage - \$3.50
% of wage paid as health benefits – 2%

***Please also see attached Workplace Code of Conduct & Sourcing Declaration



ELBECO, INCORPORATED SOURCING DECLARATION

Elbeco owns and operates four company owned, unionized, domestic production facilities, which currently represent over 80% of our production. These facilities, employing over 400 people, continue to distinguish us from others in our industry.

Our long standing partnership with UNITE! union members will continue to be the foundation of our capabilities, however, alternative sourcing that complements our internal abilities is a necessity that will be managed with all of the expertise and corporate values that our customers, and employees expect from ELBECO. We will adhere to all government laws and guidelines, and always respect and monitor worker safety, workplace conditions, and prevailing wage standards.

Production from non traditional, worldwide sources are being utilized to reinforce our abilities to service market requirements, not to replace them. We will blend internal production and alternative sourcing in a prudent and sensitive manner, to achieve sustained market leadership while servicing our customers, and respecting our employees.



ELBECO INCORPORATED

Elbeco is dedicated to the eradication of sweatshops in the United States and elsewhere. In this regard, Elbeco has adopted the following set of standards defining decent and humane working conditions.

Any factory making Elbeco products shall abide by the following standards:

WORKPLACE CODE OF CONDUCT

Child Labor: No person shall be employed at an age younger than 15 years of age (or 14 where the law of country of manufacture allows) or the age for completing compulsory education, whichever is greater.

Wage and Benefits: Employees are paid at least the minimum wage required by local law, or the prevailing industry wage, whichever is higher, and shall be provided with legally mandated benefits

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

Forced Labor: There shall not be any use of involuntary or forced labor, either indentured, bonded or otherwise.

Freedom of Association: Employers shall recognize and respect the right of employees to exercise lawful rights of freedom of association and collective bargaining.

Harassment or Abuse: Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Health and Safety: In accordance with applicable local laws, rules and regulations, all factories shall provide a safe and healthy work environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the factories.

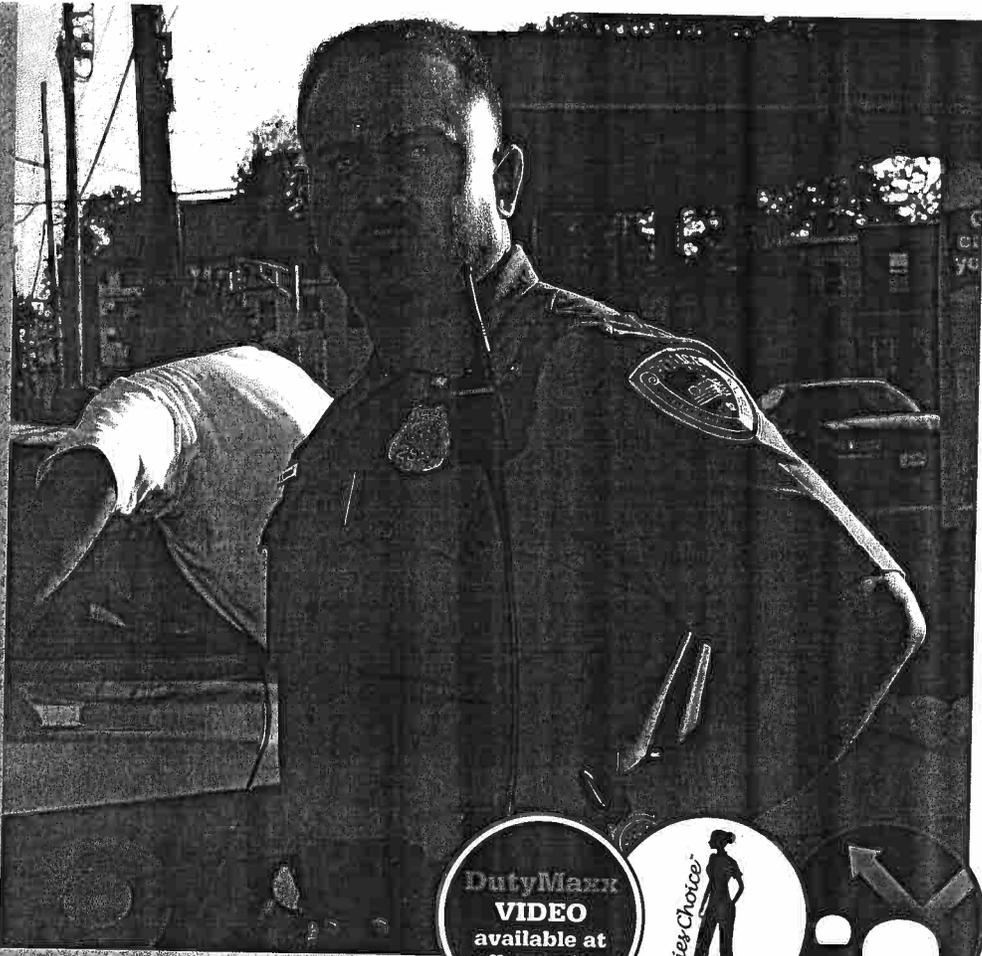
Hours of Work: An employee's hours shall not, except in extraordinary business circumstances, exceed the lesser of (a) legal limitations on regular and overtime hours in the jurisdiction in which the worker is employed, or where the laws of such jurisdiction do not limit the hours of work, the regular work week in such jurisdiction plus 12 hours overtime, or (b) 48 hours per week plus 12 hours of overtime. In addition, except in extraordinary business circumstances, all employees shall be entitled to at least one day off in every seven-day period.

Nondiscrimination: No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

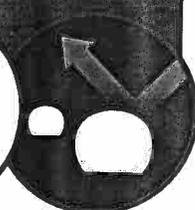
Nonretaliation: Factories must publicize and enforce a non-retaliation policy that permits factory workers to express their concerns about workplace conditions without fear of retribution or losing their jobs. Workers should be able to speak without fear directly to factory management or Elbeco representatives.



CLASSIC



DutyMaxx VIDEO
available at elbeco.com



DutyMaxx™ Shirts

PRODUCT FEATURES

- Pleated pockets, scalloped flaps, hook and loop closures with pen opening in left pocket and pocket flap
- Stitched-in military creases
- Cross-stitched shoulder straps
- Removable button feature (Navy only)
- Men's SS Neck Sizes: 14.5-20
- Men's LS Neck Sizes: 14.5-19, 20, 22 Sleeve Lengths: 32, 33, 34, 35, 36/37
- Women's Bust Sizes: 32-48 (even only)

- Cotton-blend lined collar band and inner yoke
- Plain uniform pockets
- Pocket flaps and shoulder straps can accommodate metal buttons (dark navy only)
- Men's LS Neck Sizes: 14.5-19, 20, 22 Sleeve Lengths: 32, 33, 34, 35, 36/37
- Women's Bust Sizes: 30-48 (even only); 9594LC also available in 50 and 52

WEST COAST STYLE

- Silverton is authorized by CDC and has reinforced elbows. (Style number 592)
- Dark Navy is authorized by LAPD

Dark Navy WC Style AUTHORIZED BY LAPD

NANO FLUID REPELLENCY

VI DUTY MAXX

External Vest Carrier

- Identical fabric match to DutyMaxx Shirts and Trousers
- Also available in West Coast Styles

See page 7 for more information.

FABRIC FEATURES

80% POLYESTER / 20% RAYON
TROPICAL WEAVE / 14% FIBER STRETCH
6 OZ / SQ YD | 10.25 OZ / LINEAR YD
MACHINE WASHABLE
NANO FLUID REPELLENCY

WHITE

MEN'S LS: 580
MEN'S SS: 5580
WOMEN'S LS: 9580LC
WOMEN'S SS: 9780LC

GRAY

MEN'S LS: 581
MEN'S SS: 5581
WOMEN'S LS: 9581LC
WOMEN'S SS: 9781LC

SILVERTON

MEN'S LS: 582
MEN'S SS: 5582
WOMEN'S LS: 9582LC
WOMEN'S SS: 9782LC
WC MEN'S LS: 592
WC MEN'S SS: 5592
WC WOMEN'S LS: 9592LC
WC WOMEN'S SS: 9792LC

BLUE

MEN'S LS: 583
MEN'S SS: 5583
WOMEN'S LS: 9583LC
WOMEN'S SS: 9783LC

DARK NAVY

MEN'S LS: 584
MEN'S SS: 5584
WOMEN'S LS: 9584LC
WOMEN'S SS: 9784LC
WC MEN'S LS: 594
WC MEN'S SS: 5594
WC WOMEN'S LS: 9594LC
WC WOMEN'S SS: 9794LC

BROWN

MEN'S LS: 585
MEN'S SS: 5585
WOMEN'S LS: 9585LC
WOMEN'S SS: 9785LC

MEDIUM BLUE

MEN'S LS: 586
MEN'S SS: 5586
WOMEN'S LS: 9586LC
WOMEN'S SS: 9786LC

FRENCH BLUE

MEN'S LS: 589
MEN'S SS: 5589
WOMEN'S LS: 9589LC
WOMEN'S SS: 9789LC

BLACK

MEN'S LS: 590
MEN'S SS: 5590
WOMEN'S LS: 9590LC
WOMEN'S SS: 9790LC



Prestige Advance™ Shirts

PRODUCT FEATURES

This all-season tropical wool blend was developed by the U.S. Navy to accommodate its requirements for a global range of climates.

- Long sleeve features top-fused banded dress collar with internal permanent collar stays; Short sleeve has top-fused convertible collar with internal collar stays
- Stitched-in creases for a classic military look
- Cross-stitched shoulder straps with functional button
- Badge eyelets with internal support strap
- Pleated pockets with scalloped flaps, hook and loop closure and pen opening in left pocket and flap
- Pocket flaps, shoulder straps, and cuffs accommodate metal buttons
- Premium top-dyeing process assures depth of color and a guaranteed match with Prestige Advance™ Trousers

- Men's SS Neck Sizes: 14.5-22
- Men's LS Neck Sizes: 14.5-19, 20, 22
Sleeve Lengths: 32, 33, 34, 35, 36/37
- Women's Bust Sizes: 32-48 (even only)



PATTERN
AVAILABLE

DARK NAVY

MEN'S LS: 840
MEN'S SS: 8840
WOMEN'S LS: 9340LC
WOMEN'S SS: 9840LC

FABRIC FEATURES

75% POLYESTER / 25% WORSTED
WOOL / PREMIUM TROPICAL WEAVE
6.5 OZ / SQ YD | 11 OZ / LINEAR YD
MACHINE WASHABLE

Prestige™ & Prestige Advance™ Trousers

PRESTIGE FEATURES

- Permanent 17% stretch provides increased range of movement for maximum comfort 
- DutyFit™ waistband allows for stretch while keeping shirt tucked in (men's only - women's styles feature Ladies Choice fit and waistband)
- Extra-deep quarter-top front pockets, two back pockets with bar tacks; button tab on left pocket
- Double hook and eye closure
- Creaset™ front and back permanent military creases
- Triple-stitched crotch prevents seam separation
- Men's Sizes: 28-38 (all sizes), 40-58 (even only)
- Women's Sizes: 2-26 (even only)

PRESTIGE ADVANCE FEATURES

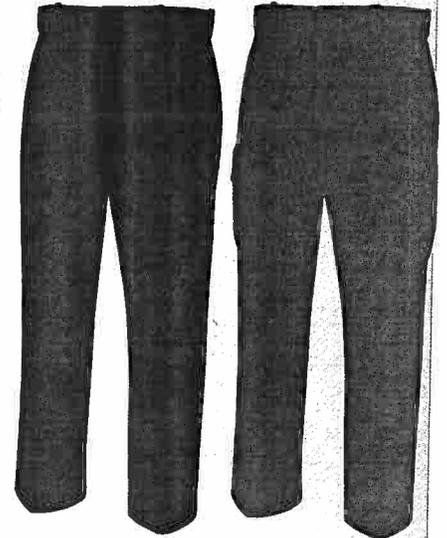
- Extra-deep quarter-top front pockets, two back pockets with bar tacks; button tab on left pocket
- Double hook and eye closure
- Stitched-in permanent military creases
- Triple-stitched crotch
- Men's: 28-38 (all sizes), 40-54 (even only)
- Women's: 2-24 (even only)

DARK NAVY

PRESTIGE MEN'S 4-POCKET: E494
PRESTIGE MEN'S CARGO: E4030
PRESTIGE WOMEN'S 4-POCKET: E9494LC
PRESTIGE WOMEN'S CARGO: E4031LC

BLACK

PRESTIGE ADVANCE MEN'S 4-POCKET: E470R
PRESTIGE ADVANCE WOMEN'S 4-POCKET: E9470



CARGO POCKET FEATURES

- Two double entry side pockets with external pleats and pointed flaps

PRESTIGE:
74% POLYESTER / 25% WOOL
1% LYCRA PREMIUM
SERGE WEAVE
7.6 OZ / SQ YD
13 OZ / LINEAR YD
MACHINE WASHABLE

PRESTIGE ADVANCE:
75% POLYESTER / 25%
WORSTED WOOL PREMIUM
TROPICAL WEAVE
6.5 OZ / SQ YD
11 OZ / LINEAR YD
MACHINE WASHABLE



PATTERN AVAILABLE
IN PRESTIGE ONLY

Classic™ Wool Blend Dress Blousecoats

PRODUCT FEATURES

A premium worsted wool-rich blend serge weave fabric delivers a professional look.

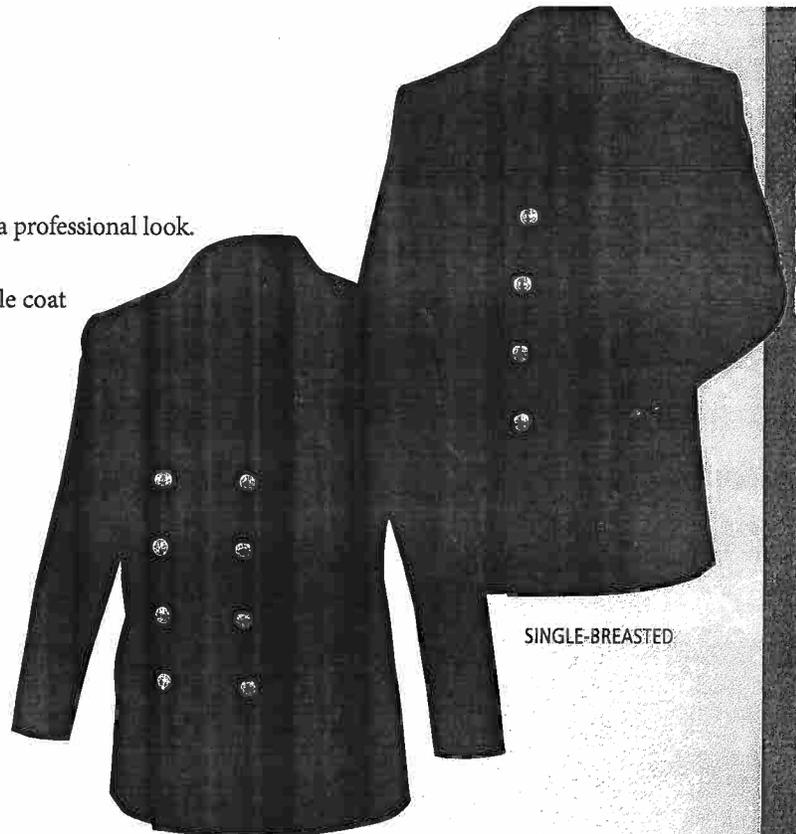
- Lined peak lapel and fronts
- Increased length and sweep provide a fuller, more comfortable coat
- Full satin lining
- Two inside breast pockets
- Shoulder pads
- Badge tab with metal eyelets
- Single-breasted coat has four-button front, two-button cuff; removable silver finish "FD" buttons standard
- Double-breasted coat can accommodate three to six buttons per vertical row
- Optional buttons: gold or silver finish "P", "FD" or "S"
- Perfect match to Classic Wool Blend Dress Trousers
- Chest Sizes: 36-46 short and regular - 38-56 regular and long

FABRIC FEATURES

55% POLYESTER / 45% WORSTED
WOOL / 2-PLY SERGE WEAVE
8.5 OZ / SQ YD
14.5 OZ / LINEAR YD
DRY CLEAN ONLY

DARK NAVY

MEN'S SINGLE-BREASTED: 1370
MEN'S DOUBLE-BREASTED: 13750



SINGLE-BREASTED

DOUBLE-BREASTED

Classic™ Wool Blend Dress Trousers

PRODUCT FEATURES

These premium wool blend uniform trousers are made from a unique machine-washable polyester/wool serge weave. They are a great match to our Classic Wool Blend Blousecoats.

- Two back pockets with button tab on left
- Lined inserted belt loops
- ComfortGrip™ waistband keeps shirts tucked in
- Crease® front and back permanent military creases
- French fly for additional support
- Exclusive triple-stitched crotch prevents seam separation
- Pressed-open, tailored seam construction
- Bar tacks at key stress points for durability
- Double-ply crotch lining for comfort and durability
- Extra-deep quarter-top front pockets
- Men's Sizes: 28-38 (all), 40-52 (even only)
E1360 is also available in 54

CLASSIC PLUS WOOL BLEND DRESS TROUSERS

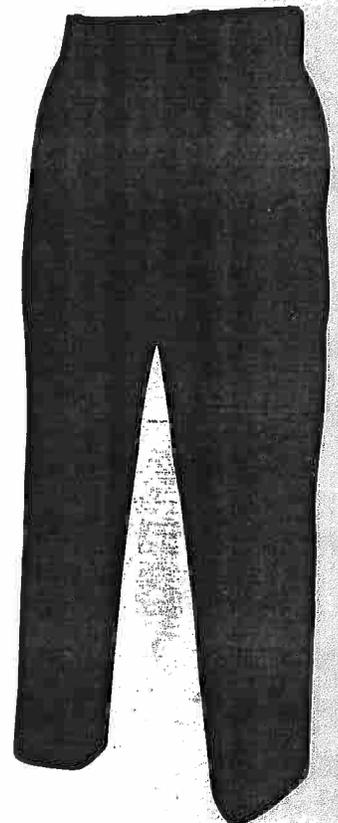
- Straight front pockets
- Drop watch pocket
- Two back billy pockets
- Men's Sizes: 28-38 (all), 40-52 (even only)

FABRIC FEATURES

55% POLYESTER / 45% WORSTED
WOOL / 2-PLY SERGE WEAVE
8.5 OZ / SQ YD
14.5 OZ / LINEAR YD
DRY CLEAN OR MACHINE WASH

DARK NAVY

MEN'S CLASSIC WOOL BLEND TROUSERS: E1360
MEN'S CLASSIC PLUS WOOL BLEND TROUSERS: E8920
WOMEN'S CLASSIC PLUS WOOL BLEND TROUSERS E8921





City of Milwaukee
 Department of Administration
 Business Operations Division
 Procurement Services Section

Affidavit of Compliance for Apparel-Related Procurement

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 Retail Supplier: GOLDFISH UNIFORMS

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Item(s):	Police Sweater
Brand Name(s):	Liberty Uniform / Top Brass
Style Number(s):	140 MBK
Name of Owner:	Steven Robinson
Company Name:	Liberty Uniforms
Company Address:	710 John Dodd Road, Spartanburg, SC 29303

Company Role: Factory Manufacturer Distributor Dry Cleaner Other

Are Health Benefits Provided by the Company? Yes No

Base Hourly Wage of Lowest Paid Worker (in U.S. Dollars) \$ 9.50

If health benefits are provided, percentage of wage paid as health benefits 17.12 %



Authorized Signature

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I/We hereby state that we will comply Section 310-17 of the City of Milwaukee Code of Ordinances as stated above.

Authorized Signature:

Stevenson J. Robinson

Printed Name:

STEVENS J. ROBINSON

Company Name:

LIBERTY UNIFORM MFG CO., INC.

