



THE UNIVERSITY
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at CHAPEL HILL

JAMES MOESER
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February 15, 2008

Timothy J. Freer
Vice President of Global Human Resources
New Era Cap Company
160 Delaware Avenue
Buffalo, NY 14202

Dear Mr. Freer:

I was delighted to receive your letter of February 14, 2008, reporting that New Era Cap is in the process of negotiating a contract with the International Brotherhood of Teamsters in your Mobile, AL Distribution Center. Your letter was accompanied by several communications from James P. Hoffa, General President of the Teamsters, to among others, the National Association for the Advancement of Colored People, United Students Against Sweatshops, The Workers' Rights Consortium, and the Fair Labor Association, indicating that the Teamsters and New Era are "in agreement on all matters, including addressing specific concerns of each of these groups."

In light of these positive developments, I am withdrawing our invocation of the provisions of the Collegiate Licensing Company's special agreement regarding Labor Codes of Conduct to initiate an objective independent third party investigation of labor practices at New Era's Mobile facility.

Very sincerely,

James Moeser

JM:bl

cc: Joe Zwirecki, New Era
Lorrie Turner, New Era
Derek Lochbaum, Co-Chair, LLCAC
Professor Donald Hornstein, Co-Chair, LLCAC

Moeser/freer