



Bill Bradbury
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Name: Huan Zhilin

Company: Concap Sportswear/Yangzhou Everbright Caps Manufacturing Co Ltd.

Street Address: No 10. Haiwo Rd. Guangling Industrial Park

City, State: Yangzhou City, Jiangsu Province China

Dear Huan Zhilin,

Congratulations International Compliance Group conducted a Cintas Social Compliance review of your factory Concap Sportswear LLC/Yangzhou Everbright Caps Manufacturing Co Ltd. on January 8, 2018 and confirmed that, according to the in-person audit and available information Concap Sportswear LLC/Yangzhou Everbright Caps Manufacturing Co. Ltd. met the requirements outlined in the Cintas Corporation's Code of Conduct for Vendors, conducting business in a manner consistent with Cintas' Code.

As outlined in the Cintas Corporation's Code of Conduct, the code requires vendors to comply to standards outlined in the code: 1) General Ethical Standards; 2) Customs Compliance; 3) Drug Interdiction; 4) Wages and Hours; 5) Child Labor; 6) Prison/Forced Labor; 7) Discrimination; 8) Health and Safety; 9) Working Conditions; 10) Right to Organize and Workplace Freedom; and 11) Subcontractors.

This letter of compliance is effective for one calendar year from the audit date of January 8, 2019.

Sincerely,

A handwritten signature in blue ink that reads "Bill Bradbury". The signature is fluid and cursive, with the first and last names clearly legible.

Bill Bradbury
Director of Vendor Compliance
Cintas Corporation