

To: WRC Affiliate Universities and Colleges
From: Scott Nova
Date: September 5, 2024
Re: Case Update: Everest Apparel (Ethiopia)

The final distribution of back wages to current and former workers at Everest Apparel, a factory located in Ethiopia and owned by the Taiwanese Company, Everest Textile, was successfully completed on August 19, 2024. Everest Apparel previously manufactured collegiate licensed apparel for Cutter & Buck.

As we have [reported](#), the WRC investigation found that Everest made illegal deductions from workers' wages to penalize them for failing to meet high production targets. After extensive engagement with the WRC, Everest committed to provide back pay to current and former workers who were penalized. Everest Apparel has now paid these workers a total of ETB 1,574,599.36 (US\$19,234.29) in back wages, thereby, fully remedying the violations of Ethiopian law and university codes of conduct.

The WRC's investigation found other violations of Ethiopian law and university codes of conduct, which Everest has already remedied.