

## NET CONFIDENTIAL PRICE LIST

**BATES®****Bates®****Corporate Headquarters**9341 Courtland Drive N.E., Rockford, Michigan 49351  
(616) 866-5500**To place orders:** Toll Free (800) 253-2184 Fax (800) 845-4865**Bates®****Distribution Center (Warehouse 57)**660 West Street  
Cedar Springs, MI 49319

Phone (616) 866-7372 Fax (616) 866-7377

**Bates® Standard Terms and Conditions of Sale**

All sales by Bates® and its affiliates (collectively "Bates") are subject to the following terms and conditions of sale. "Goods" refers to any products sold by Bates and "Customer" refers to the person or entity purchasing Goods from Bates.

**Agreement.** All sales of Goods and any provision of services by Bates to Customer are governed by and subject to these standard terms and conditions of sale, as they may be amended from time to time by Bates, which form a binding agreement between Bates and Customer (the "Agreement"). This Agreement incorporates by reference all additional terms and conditions stated in applicable price lists, product catalogs, order acknowledgments, electronic data interchange directives, the Bates engagement criteria for trading partners and sources and other documentation furnished by Bates to Customer ("Additional Terms"). These standard terms and conditions govern in the event of any conflict or inconsistency with any Additional Terms. This Agreement is a complete and exclusive statement of the terms and conditions of the agreement between Bates and Customer. Any changes to this Agreement are binding and enforceable only if made in writing and signed by an authorized officer for both parties. Bates does not agree to and rejects any terms contained in Customer's purchase orders or other documents that are additional to or different from these terms. Terms that are printed on or contained in a purchase order or other form prepared by Customer additional to, in conflict with or inconsistent with these terms shall be inapplicable and shall have no force or effect. If Customer has not otherwise agreed to these terms, Customer's acceptance of delivery of, or full or partial payment for, the Goods will constitute Customer's acceptance of these terms and conditions.

**Orders.** All orders for Goods must be in the form of a purchase order submitted by Customer to Bates' Customer Service Department at 9341 Courtland Dr., NE, Rockford, Michigan 49351. All orders are subject to final approval by Bates. Upon approval, Bates may issue an order acknowledgment to Customer. Following approval by Bates, orders may not be changed or canceled without the written approval of Bates. Customer may request cancellation of a purchase order by submitting a written request to Bates' Customer Service Department. Customer will reimburse Bates for all expenses and losses resulting from any Customer change or cancellation.

**Prices.** The prices of Goods will be those prices published in the then current price list in effect on the date that Bates accepts the order for the Goods sold, or as specifically agreed by the parties in writing. Prices are subject to change without notice. Prices quoted are exclusive of all taxes and charges of

any kind, including without limitation, sales, excise, use and property taxes. Bates will add all taxes and charges to the invoice and Customer agrees to pay all applicable taxes or charges levied by any tax authority, excluding any taxes based upon Bates' income. A handling fee of \$2.50 per pair will be charged on all orders for less than six (6) pairs. It will not apply to six pairs or more on one order of sizes offered within Bates' size ranges. If equipment is available to make a special size outside Bates' normal size range, there will be a \$50.00 per pair special make-up charge. If lasts and patterns need to be purchased, there will be a \$100.00 per pair equipment charge in addition to the \$50.00 per pair make-up charge. Allow approximately 120 days for delivery.

**Payment Terms.** Standard payment terms are within 30 days from the date of invoice. Full payment for all Goods is due in accordance with the terms and payment procedures stated in the order acknowledgment or invoice issued by Bates to Customer. All payments shall be made in U.S. Dollars. Discount terms for early cash payments will apply only as specified in the invoice. Invoices not fully paid by the specified payment date are deemed overdue and unpaid balances will accrue interest at the rate specified in the applicable price list, or if no rate is specified, at the rate of two (2) percent above the prime rate published by Bank One or at the highest rate permitted by law, if lower. Bates will be entitled to suspend performance of any order or obligation to Customer until the Customer's account is current. If at any time Bates determines that Customer's financial condition, payment practices or credit rating does not justify a sale on credit, Bates will require advance payment. Customer will reimburse Bates for all expenses, including reasonable attorneys' fees, incurred in the collection of any delinquent account or enforcing its rights under these terms and conditions.

**Title to Goods.** Title to and risk of loss of the Goods will pass to Customer upon delivery of the Goods to the Customer or the carrier at the shipping point. Customer grants Bates a security interest in the Goods and will keep the Goods properly stored, insured and identifiable as subject to Bates' lien until full payment is made by Customer for the Goods. Bates reserves the right to enter Customer's premises to repossess Goods for which payment is overdue. Notwithstanding the foregoing, Customer is entitled to sell the Goods and pass good title thereto to any unaffiliated third party; provided however, that such right will automatically cease if Customer becomes insolvent or if a petition in bankruptcy or receivership (or any similar legal or administrative proceeding) is filed by or against Customer, if any trustee or receiver is appointed for assets of Customer, or if Customer makes an assignment for the benefit of creditors.

**Delivery and Delay.** Bates will deliver Goods to Customer FOB shipping point by the method of shipment and routing determined by Bates, except as otherwise specifically agreed in writing between Bates and Customer. Customer will pay Bates for all delivery charges as established by Bates and stated in the invoice. Shipments are subject to the standard limitations on loss or liability imposed by the carrier, except to the extent Customer submits an advance written request for higher loss coverage as available from the carrier at Customer's cost. Any Delivery dates specified in an order acknowledgment are estimates only and time is not of the essence. Bates may deliver all of the Goods at one time or in portions from time to time. All deliveries are subject to modifications or cancellation due to events beyond Bates' reasonable control, including acts of God, compliance with any law, order, rule or regulation of any governmental or other authority, delay in transportation, labor disputes, strikes, failure of equipment or systems, or shortages of any labor or materials or services ("force majeure"). If Bates cannot finish and deliver the Goods on the estimated delivery date due to an event of force majeure or if Bates has reasonably endeavored to deliver the Goods on the estimated delivery date, the estimated time of delivery will be extended accordingly and Bates will not be liable for any loss of profit or property, or for any direct, indirect, special, incidental, consequential or other damages caused by any delay or failure to deliver. If Customer causes or requests a delay in the manufacture or delivery of any Goods, Customer will reimburse Bates for all resulting damages, including without limitation, payment of reasonable storage expenses for the Goods during the period of delay or interruption. A drop shipment fee of \$4.50 per order will be charged on all drop shipments in addition to normal freight charges.

**Retail Prices.** Bates recommends that Customer resell the Goods to the public at the retail prices quoted from time to time in the applicable catalog or recommended retail price list, excepting only genuine seasonal sales or other occasional promotions conducted by Customer.

**Credits and Chargebacks.** Claims for credits and chargebacks will be considered by Bates only if: 1) received by Bates within sixty (60) days of ship date or reasonable delivery of the specific goods that are the subject of such claim, and 2) submitted to Bates with a complete description identifying the specific goods and the reason that Customer is claiming such credit or chargeback. Credits and chargebacks may be denied by Bates in Bates' sole discretion and, without limiting the foregoing, will be denied without review if not submitted within the sixty (60) day period with required descriptions.



## Bates® Uniform Footwear Standard Terms and Conditions of Sale—continued

**Permitted Sales.** Customer is only permitted to resell the goods to end-users as “first quality” goods at retail locations approved by Bates. Customer is prohibited from selling any Goods at a retail location not approved by Bates or to any party that Customer knows or has reason to suspect intends, directly or indirectly, to resell the Goods or transport the Goods elsewhere for resale. Resale or transshipment of Goods to an unauthorized location or to another business is prohibited. Customer shall immediately notify Bates of any parties seeking Goods for resale or transport in violation of this Agreement. Customer will inspect all Goods for damage before offering them for sale and will not sell any Goods (including packaging materials) that are damaged, defective, “irregular”, “seconds”, or otherwise fail to qualify as “first quality” unless Bates has specifically authorized such sales in writing. Customer will not sell any Goods through catalogs other than those prepared by Bates, television shopping channels, discount venues including “outlet” or “factory direct” malls or flea markets or through other direct marketing methods including direct mail or door-to-door solicitation except as specifically authorized by Bates in writing. Customer is prohibited from promoting, advertising or selling any Goods through the Internet, computer “web sites” or “home pages”, computer on-line transactions or similar technology developed in the future, except as specifically authorized in a signed Internet Agreement between Bates and Customer. Bates may withhold or revoke its consent to any of the above at any time in its sole discretion.

**Warranty.** Bates warrants that upon delivery the Goods will be free from defects in material and workmanship under proper and normal use. Goods shall be considered “defective” if the defect materially impairs the value of the Goods for their intended use to Customer or the end-user. Bates further warrants that all Goods and services will be produced and furnished in accordance with applicable laws and regulations, including the Fair Labor Standards Act of 1938, as amended.

**Remedies.** In accordance with the terms of the limited warranty stated above (“Warranty”), Bates will repair or replace any defective Goods, provided that written notice of the defect is received by Bates within thirty (30) days of the appearance of such defect. If notice is not given within such period, any claim for breach of warranty shall be conclusively deemed to have been waived and Bates shall not be liable under this Warranty.

**Stock Returns.** All sales are final and no return of nondamaged Goods will be accepted without prior written authorization from Bates. If Bates determines that it erred on the quantity, style or other aspect regarding the initial shipment of Goods, Bates will authorize the return of saleable Goods and will forward Customer an authorization number provided the request for return authorization is made within thirty (30) days of Customer’s receipt of the merchandise shipped in error. Upon receipt of authorized stock returns marked with the applicable authorization number, Bates will credit Customer’s account with the price initially charged for the returned Goods plus the amount expended by Customer on freight. A \$3.00 per pair restocking fee and \$2.50 per pair repackaging fee may be deducted from the credit if not caused by Bates’ error. If Customer ships nondamaged merchandise to Bates without first obtaining Bates’ written authorization, such shipment will be refused by Bates’ Return Goods Department, returned to Customer at Customer’s expense and a \$3.00 per pair handling fee and return freight will be charged to Customer.

**Damaged Goods.** Prior return authorization from Bates for damaged Goods (worn or unworn) is required. If authorized, Bates will authorize the return of saleable Goods and will forward Customer an authorization number. Damaged Goods should be shipped in cartons marked “DAMAGED” and if worn, also marked “WORN” and be marked with the applicable authorization number. Bates’ Quality Assurance Department will inspect returned Goods upon receipt and determine whether such Goods are actually of inferior quality.

If inspection reveals no legitimate reason to issue credit, Bates will inform Customer that there is “No Credit” and such Goods will be immediately disposed of unless: 1) Customer has specifically requested that all “No Credit” Goods be returned to Customer, or 2) Customer has enclosed a note with the Goods requesting that specific Goods be returned if “no credit” can be allowed. Return of “No Credit” Goods shall be at Customer’s expense.

In the case of damaged but unworn Goods, Bates will credit Customer’s account with the price initially charged for the Goods plus the amount expended by Customer on freight. In the case of damaged but worn Goods, Bates will credit Customer’s account with an amount equal to a percentage of the amount initially charged Customer for the Goods, plus the amount expended by the Customer on freight. This percentage will be 100%, 50% or 0% based on the estimated normal degree of wear (exclusive of the defect) remaining in the Goods when returned, as determined by Bates’ Return Goods Department.

**Return Goods Address.** All authorized stock returns and all returns of damaged Goods must be shipped in compliance with Bates’ returned goods procedure to the following address or such other address as communicated to Customer in writing and will not be accepted at any other location: Bates Return Goods Department, 9300 Courtland Dr., Mail Code HD-102 Rockford, MI 49351.

**Limitations on Warranty.** Bates’ liability for any defect in the Goods, whether based on contract, tort, warranty, strict liability, or any other theory, shall not exceed the purchase price of the defective Goods. THIS WARRANTY IS IN LIEU OF ALL OTHER WARRANTIES, WHETHER ORAL, WRITTEN, EXPRESS, IMPLIED, STATUTORY, OR OTHERWISE. IN PARTICULAR, THERE IS NO WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. THE REMEDY OF REPAIR OR REPLACEMENT PROVIDED UNDER THIS WARRANTY IS EXCLUSIVE AND IN LIEU OF ALL OTHER REMEDIES. BATES SHALL HAVE NO LIABILITY TO THE CUSTOMER FOR CONSEQUENTIAL, SPECIAL, INCIDENTAL OR PUNITIVE DAMAGES OF ANY KIND WHATSOEVER, INCLUDING, BUT NOT LIMITED TO, PERSONAL INJURY NOT CAUSED BY NEGLIGENCE OF BATES, PROPERTY DAMAGE, LOST PROFITS OR OTHER ECONOMIC INJURY DUE TO ANY DEFECT IN THE GOODS OR ANY BREACH OF THIS AGREEMENT BY BATES. BATES SHALL NOT BE LIABLE TO THE CUSTOMER IN TORT FOR ANY DEFECT IN THE DESIGN OR MANUFACTURE OF THE GOODS.

No representative, agent or dealer of Bates has authority to modify, expand, or extend this Warranty, to waive any of the limitations or exclusions of this Warranty, or to make any different or additional warranties with respect to any Goods or services furnished by Bates.

**Intellectual Property.** Customer acknowledges Bates’ ownership of all trademarks, service marks, copyrights, imprints, rights of publicity, patents, design patents, registered designs, industrial designs, trade dress, product design, trade secrets and other intangible rights relating to the Goods (collectively “Bates Intellectual Property”) and acknowledges that Customer shall have no right, title or interest whatsoever in any Bates Intellectual Property. Any use of Bates Intellectual Property in the promotion or sale of Goods will inure to the sole benefit of Bates, shall be subject to Bates’ approval and shall strictly conform to sales and advertising guidelines as established from time to time by Bates. Customer grants Bates an irrevocable, unrestricted and fully paid license of any intellectual property (such as designs, copyrightable advertising or promotional materials) developed in connection with the Goods and agrees to provide, and obtain from all third parties, all assignments or “work for hire” certifications necessary to secure Bates’ rights to all such intellectual property.

**Period of Limitations.** No claim, suit or other proceeding may be brought by Customer for any breach of the foregoing Warranty by Bates or in any way arising out of this Agreement or relating to the Goods after one (1) year from the date the cause of action accrues.

**Applicable Law.** This Agreement between Bates and Customer shall be considered to have been made in the State of Michigan, and it shall be governed by and interpreted according Michigan law, without giving effect to conflict of law principles. Any action arising out of or relating to the Agreement may be brought only in a federal or state court in Grand Rapids, Michigan, having jurisdiction of the subject matter, and Customer irrevocably consents that such court shall have personal jurisdiction over Customer and waives any objection that the court is an inconvenient forum.

**Independent Contractor.** Bates is an independent contractor under this Agreement. Nothing in this Agreement shall be deemed to make Bates or its employees or agents an employer, employee, partner or joint venturer of Customer.

**Miscellaneous.** If any provision of this Agreement is invalid or unenforceable under any applicable law, the provision shall be ineffective to that extent and for the duration of the illegality, but the remaining provisions shall be unaffected. Customer shall not assign any of its rights nor delegate any of its obligations under this Agreement without the prior written consent of Bates. This Agreement shall be binding upon and enforceable by and against Customer and Bates, and their respective legal representatives, successors, and assigns.

**Bates’ Rights.** Bates has all rights and remedies given to sellers by applicable law, and Bates’ rights and remedies are cumulative and may be exercised from time to time by Bates. No waiver by Bates of any breach of the Agreement by Customer shall be effective unless in writing nor operate as a waiver of any other breach. Bates shall not lose any right because it has not exercised that right in the past.



SHOES		
Stock No.	MSRP	MA Contract Price
E00007	\$139.95	\$107.76
E00053	\$149.95	\$115.46
E00056	\$154.95	\$119.31
E00058	\$174.95	\$134.71
E00078	\$169.95	\$130.86
E00082	\$149.95	\$115.46
E00083	\$169.95	\$130.86
E00111	\$134.95	\$103.91
E00112	\$149.95	\$115.46
E00131	\$154.95	\$119.31
E00724	\$179.95	\$138.56
E00742	\$134.95	\$103.91
E00752	\$149.95	\$115.46
E00769	\$134.95	\$103.91
E00782	\$149.95	\$115.46
E00922	\$179.95	\$138.56
E00932	\$149.95	\$115.46
E00941	\$119.95	\$92.36
E00942	\$134.95	\$103.91
E00968	\$135.95	\$104.68
E01223	\$244.95	\$188.61
E01301	\$154.95	\$119.31
E01421	\$299.95	\$230.96
E01450	\$244.95	\$188.61
E01621	\$274.95	\$211.71
E01778	\$299.95	\$230.96
E01788	\$274.95	\$211.71

SHOES		
Stock No.	MSRP	MA Contract Price
E01801	\$259.95	\$200.16
E01802	\$259.95	\$200.16
E02066	\$89.95	\$69.26
E02068	\$99.95	\$76.96
E02125	\$94.95	\$73.11
E02165	\$109.95	\$84.66
E02184	\$149.95	\$115.46
E02250	\$124.95	\$96.21
E02260	\$109.95	\$84.66
E02261	\$114.95	\$88.51
E02262	\$104.95	\$80.81
E02263	\$129.95	\$100.06
E02264	\$124.95	\$96.21
E02266	\$149.95	\$115.46
E02268	\$164.95	\$127.01
E02272	\$184.95	\$142.41
E02276	\$149.95	\$115.46
E02280	\$129.95	\$100.06
E02320	\$134.95	\$103.91
E02343	\$139.95	\$107.76
E02346	\$139.95	\$107.76
E02347	\$144.95	\$111.61
E02348	\$144.95	\$111.61
E02349	\$149.95	\$115.46
E02488	\$174.95	\$134.71
E02700	\$114.95	\$88.51
E02747	\$144.95	\$111.61

SHOES		
Stock No.	MSRP	MA Contract Price
E02748	\$144.95	\$111.61
E02749	\$149.95	\$115.46
E02762	\$104.95	\$80.81
E02766	\$149.95	\$115.46
E02788	\$169.95	\$130.86
E02900	\$219.95	\$169.36
E02905	\$199.95	\$153.96
E02950	\$164.95	\$127.01
E03135	\$184.95	\$142.41
E03140	\$139.95	\$107.76
E03204	\$129.95	\$100.06
E03600	\$554.95	\$427.31
E04031	\$129.95	\$100.06
E04032	\$129.95	\$100.06
E04034	\$149.95	\$115.46
E04276	\$149.95	\$115.46
E05118	\$129.95	\$100.06
E05130	\$114.95	\$88.51
E05161	\$124.95	\$96.21
E05162	\$119.95	\$92.36
E06008	\$139.95	\$107.76
E06018	\$139.95	\$107.76
E06108	\$149.95	\$115.46
E06118	\$149.95	\$115.46
E06604	\$104.95	\$80.81
E06606	\$109.95	\$84.66
E06608	\$119.95	\$92.36

SHOES		
Stock No.	MSRP	MA Contract Price
E06708	\$119.95	\$92.36
E07131	\$154.95	\$119.31
E22141	\$74.95	\$57.71
E22233	\$89.95	\$69.26
E22741	\$74.95	\$57.71
E30501	\$229.95	\$177.06
E40501	\$229.95	\$177.06
E50501	\$209.95	\$161.66
E57501	\$209.95	\$161.66
E70701	\$229.95	\$177.06
E77701	\$229.95	\$177.06

Stock No.	Style	Color	Size	Suggested Retail	MA Contract Price
E11956970-100	1 PK* Tactical Uniform Sock - Low Cut	White	M	\$7.95	\$6.12
E11956970-100	1 PK* Tactical Uniform Sock - Low Cut	White	L	\$7.95	\$6.12
E11956970-001	1 PK* Tactical Uniform Sock - Low Cut	Black	M	\$7.95	\$6.12
E11956970-001	1 PK* Tactical Uniform Sock - Low Cut	Black	L	\$7.95	\$6.12
E11918970-417	1 PK* Tactical Uniform Sock - Mid Calf	Navy	M	\$9.95	\$7.66
E11918970-417	1 PK* Tactical Uniform Sock - Mid Calf	Navy	L	\$9.95	\$7.66
E11918970-248	1 PK* Tactical Uniform Sock - Mid Calf	Desert Tan	M	\$9.95	\$7.66
E11918970-248	1 PK* Tactical Uniform Sock - Mid Calf	Desert Tan	L	\$9.95	\$7.66
E11918970-001	1 PK* Tactical Uniform Sock - Mid Calf	Black	M	\$9.95	\$7.66
E11918970-001	1 PK* Tactical Uniform Sock - Mid Calf	Black	L	\$9.95	\$7.66
E11918970-001	1 PK* Tactical Uniform Sock - Mid Calf	Black	XL	\$9.95	\$7.66
E11918970-223	1 PK* Tactical Uniform Sock - Mid Calf	Coyote Brown	M	\$9.95	\$7.66
E11918970-223	1 PK* Tactical Uniform Sock - Mid Calf	Coyote Brown	L	\$9.95	\$7.66
E11918970-223	1 PK* Tactical Uniform Sock - Mid Calf	Coyote Brown	XL	\$9.95	\$7.66
E11919070-248	1 PK* Tactical Uniform Sock - Over the Calf	Desert Tan	M	\$10.95	\$8.43
E11919070-248	1 PK* Tactical Uniform Sock - Over the Calf	Desert Tan	L	\$10.95	\$8.43
E11919070-001	1 PK* Tactical Uniform Sock - Over the Calf	Black	M	\$10.95	\$8.43
E11919070-001	1 PK* Tactical Uniform Sock - Over the Calf	Black	L	\$10.95	\$8.43
E11919070-001	1 PK* Tactical Uniform Sock - Over the Calf	Black	XL	\$10.95	\$8.43
E11919070-223	1 PK* Tactical Uniform Sock - Over the Calf	Coyote Brown	M	\$10.95	\$8.43
E11919070-223	1 PK* Tactical Uniform Sock - Over the Calf	Coyote Brown	L	\$10.95	\$8.43
E11919070-223	1 PK* Tactical Uniform Sock - Over the Calf	Coyote Brown	XL	\$10.95	\$8.43
E11027870-001	1 PK* All Climate Lightweight Sock - OTC	Black	L	\$10.95	\$8.43
E11027770-001	1 PK* Moderate Compression Sock - Mid Calf	Black	L	\$16.95	\$13.05
E11956870-001	1 PK* Performance Uniform Sock - Mid Calf	Black	M	\$8.95	\$6.89
E11956870-001	1 PK* Performance Uniform Sock - Mid Calf	Black	L	\$8.95	\$6.89
E11961270-001	1 PK* Thermal Uniform Sock - Mid Calf	Black	M	\$7.95	\$6.12
E11961270-001	1 PK* Thermal Uniform Sock - Mid Calf	Black	L	\$7.95	\$6.12
E11961270-223	1 PK* Thermal Uniform Sock - Mid Calf	Coyote Brown	M	\$7.95	\$6.12
E11961270-223	1 PK* Thermal Uniform Sock - Mid Calf	Coyote Brown	L	\$7.95	\$6.12
E11930570-001	1 PK* Uniform Dress Sock - Mid Calf	Black	M	\$7.95	\$6.12

E11930570-001	1 PK* Uniform Dress Sock - Mid Calf	Black	L	\$7.95	\$6.12
E11027670-001	1 PK* Coolmax Performance Sock - Mid Calf	Black	L	\$9.95	\$7.66
E11917170-001	2 PK* Utility Sock - Crew	Black	L	\$12.95	\$9.97
E11936270-100	4 PK* Cotton Duty Sock - Crew	White	M	\$12.95	\$9.97
E11936270-100	4 PK* Cotton Duty Sock - Crew	White	L	\$12.95	\$9.97
E11936270-001	4 PK* Cotton Duty Sock - Crew	Black	M	\$12.95	\$9.97
E11936270-001	4 PK* Cotton Duty Sock - Crew	Black	L	\$12.95	\$9.97
E60022	Floor Bin Display (\$15.00 value)		Per 60 4-pks	\$0.00	
E60022	Floor Bin Display (\$15.00 value)		Per 76 SKU's	\$0.00	

\*SKUs must be ordered in multiples of 4

Bates Stocking Distributor account opening must be approved by the Bates area representative and Bates Credit Department. 250 pair annual net shipments of all Bates footwear (excluding closeouts and irregulars) must be maintained to warrant Stocking Distributor prices in the following year.

# BATES® KEY SALES PERSONNEL

## CORPORATE

Andrew Fowler  
Director of Operations  
9341 Courtland Dr. HA 156  
Rockford, MI 49351  
616.863.4475  
616.866.5658 – Fax  
andrew.fowler@batesfootwear.com

Brent Babbs  
National Sales Manager  
9341 Courtland Dr. HA 156  
Rockford, MI 49351  
708.434.5512  
708.434.5512 – Fax  
brent.babbs@batesfootwear.com

Al Johnson  
Key Account Manager  
9341 Courtland Dr. HA 156  
Rockford, MI 49351  
616.863.4001  
616.866.5658 – Fax  
allen.johnson@batesfootwear.com

Treverlyn Helton  
International Key Account  
Sales Manager  
9341 Courtland Dr. HA 156  
Rockford, MI 49351  
616.863.3909  
616.863.3939 – Fax  
treverlyn.helton@batesfootwear.com

Julie McCauley  
Marketing Manager  
9341 Courtland Dr. HA 156  
Rockford, MI 49351  
616.863.3998  
616.866.5658 – Fax  
julie.mccauley@batesfootwear.com

## CUSTOMER SERVICE

Customer Service Toll Free  
Ph: 877.361.0082

Molly Jones  
Key Account Specialist  
9341 Courtland Dr. HC 109  
Rockford, MI 49351  
616.866.5567  
800.325.8164 – Fax  
molly.jones@wwwinc.com

Katie Mulcher  
Account Specialist  
9341 Courtland Dr. HC 109  
Rockford, MI 49351  
616.866.5656  
800.325.8164 – Fax  
katie.mulcher@wwwinc.com

## Military Customer Service

Erma Bailey  
Key Account Specialist  
9341 Courtland Dr. HC 109  
Rockford, MI 49351  
616.866.5657  
800.325.8164 – Fax  
erma.bailey@wwwinc.com

Patti Zuidema  
Customer Service Manager  
9341 Courtland Dr. HC 109  
Rockford, MI 49351  
616.863.4856  
800.325.8164 – Fax  
patti.zuidema@wwwinc.com

Consumers Hotline  
Ph: 866.699.7374

Brooke VanderWater  
Customer Relations  
Team Leader  
9341 Courtland Dr. HC 109  
Rockford, MI 49351  
616.863.7333  
888.306.0936 – Fax  
brooke.vanderwater@wwwinc.com

## SALES

### West Coast

NORTHERN CA,  
NORTHERN NV  
Joe Souza  
Ron Macy Associates  
209.985.7559  
209.844.3238 – Fax  
joe@macyassoc.com

### Hawaii

Ron and Jan Macy  
Ron Macy Associates  
951.600.1235 – Main Office  
951.600.2689 – Fax  
ron@macyassoc.com  
jan@macyassoc.com

### Southern CA

Ryan Macy  
Ron Macy Associates  
951.894.4971  
951.894.4972 – Fax  
ryan@macyassoc.com

### AZ, Greater Las Vegas

Mark Pattison  
Ron Macy Associates  
480.710.8114  
480.288.0524 – Fax  
mark@macyassoc.com

### Pacific Northwest

OR, WA, AK, ID, MT  
Ross Vanderkamp  
360.635.7967  
503.482.7450 – Fax  
ross.vanderkamp@wwwinc.com

### Rocky Mountains

CO, NM, UT, WY, El Paso, TX  
Shane Selbee  
740.637.9142 – Cell  
shane.selbee@batesfootwear.com

### Central Plains

MO, KS, IA, NE  
Tom Maxwell  
616.540.4133  
919.557.0709 – Fax  
tom.maxwell@batesfootwear.com

### South

OK, TX (Excluding El Paso)  
Marc Tidwell  
713.256.9163  
800.325.8164 – Fax  
marc.tidwell@batesfootwear.com

## Southeast

FL  
Bryan Groce  
SouthStar Rep Company  
561.329.3130  
863.467.8458 – Fax  
rbg24@earthlink.net

GA, SC  
Chris Unkle  
SouthStar Rep Company  
770.712.5362  
770.513.4284 – Fax  
chrisunkle@bellsouth.net

AL, LA, MS, AR  
Jack Rauch  
SouthStar Rep Company  
256.236.7668  
256.236.7668 – Fax  
jackr98765@aol.com

TN, KY  
Katherine Unkle  
SouthStar Rep Company  
678.372.9029  
katherine.unkle@yahoo.com

## Atlantic Coast

NC, VA  
Mike Swenson  
817.705.1964  
877.278.2302 – Fax  
mike.swenson@batesfootwear.com

## Midwest

OH, IN, WV, Western NY,  
Western PA  
Larry Good  
330.204.5437  
330.595.2299 – Fax  
larry.good@batesfootwear.com

IL, MI, WI, MN, ND, SD  
Beau Burgnon  
616.340.7491  
636.600.5229 – Fax  
beau.burgnon@batesfootwear.com

## Mid Atlantic

MD, DE, NJ, EASTERN PA,  
WASHINGTON, DC  
Brian Hoerner  
717.534.2923  
717.534.9003 – Fax  
brian.hoerner@batesfootwear.com

## New England

Eastern NY, Metro NY City/Long  
Island, RI, CT, MA, NH, VT, ME  
Michael Gelb  
631.549.4467  
631.549.4467 – Fax  
michael.gelb@batesfootwear.com

## Puerto Rico

Eduardo Benitez  
787.602.5344  
kascoeduardo@yahoo.com

## MILITARY REPRESENTATIVES

### West Coast

AZ, CA, NV, OR, WA  
Richard Hastings  
858.578.7761  
858.578.7764 – Fax  
richard.hastings@batesfootwear.com

### Atlantic Coast

NC, VA  
Dick Cheniae  
757.460.6457  
757.460.5024 – Fax  
dick.cheniae@batesfootwear.com

### Southwest

FL (Panhandle Excluded),  
GA, SC  
Sean Steele  
904.333.9391  
904.372.7952 – Fax  
seansteel2010@aol.com

### South

LA, MS, AL, FL (Panhandle)  
Matt Wells  
850.455.2181  
850.456.7231 – Fax  
Kaswel@cox.net

### Hawaii

David Johnson  
808.836.6986  
808.836.6994 – Fax  
david@  
honolulujewelrycompany.com

### AAFES

Watt Spohn Universal  
Ken Turner  
turnerk@wattspohn.com  
www.wattspohn.com

## INTERNATIONAL REPRESENTATIVES

### Navy - Europe, Guam, Japan

Dennis McCullem  
Global Associates  
843.821.7328  
843.821.7328 – Fax  
DMGlobal@aol.com

### Europe – EMEA

Paul Bowkett  
European Sales Director  
44.207.860.0301  
44.207.860.0701 – Fax  
paul.bowkett@wwwinc.com

