

NON-COMPLIANCE CHARGEBACK ISSUES AND SCHEDULE - IMPORT VENDORS

The following penalties will be assessed as noted below.

Non-Compliance Issue	Non-Compliance Cost USD	Monitor Department
Origin Management / Import Logistics		
All required and accurate shipping documents not submitted to the Academy's designated Freight Forwarder's origin office within 72 hours of vessel departure.	\$1,000	Import Logistics/Customs Compliance
Importer Security Filing (ISF) data not supplied at time of booking with the Freight Forwarder	\$1,000	Import Logistics
Factory on the Importer Security Filing (ISF) does not match factory on Purchase Order. Factory on ISF is an approved Academy factory.	First Offense - \$750; Repeat offense - each offense increases by \$1000	Import Logistics
Factory on the Importer Security Filing (ISF) does not match factory on Purchase Order. Factory on ISF is an unapproved Academy factory.	First Offense - \$1000; Repeat offense- each offense increases by \$1000	Import Logistics
Freight not booked 14 days prior to Start Date on P.O.	\$500	Import Logistics
Cancellation of booking not made at least 7 days from vessel cut off	\$1,000	Import Logistics
Import containers shipped light (less than Academy min cube requirement per container size)	Actual freight + \$250 admin	Import Logistics
Shipping of cancelled product	All incoming charges incurred + any charges incurred to return product + \$1,000 or if goods are kept a \$1,000 penalty.	Import Logistics
Late Shipment: When goods have a CFS Receipt Date or CY In gate date that is after the Academy Not After Date. The monitoring method uses the In Gate date and/or CFS Receipt date for calculating late shipments.	Chargebacks for late shipments will be assessed for all shipments that have a CFS Receipt Date or CY Ingate date that is after the Academy Not After date on the Purchase Order (PO). The amount of the chargeback will be determined as a percentage of the total cost of the portion of the PO that is late. Number of Days late - Chargeback % (Applied against cost of late portion of PO) 1-5 days late - 3% 6-10 days late - 6% 11-15 days late - 10% 16-20 days late - 15% (or Pre-paid Air Ship, if mutually agreed upon)	Global Production
Business Impact Assessment – May include, but may not be limited to, any of the following: • Estimated sales and margin loss for items shipped late • Estimated sales and margin loss for items commonly purchased with items shipped late • Labor, freight and other charges associated with expedited warehouse operations and store delivery	21+ days late - 15% (or Pre-paid Air Ship, if mutually agreed upon) + Business Impact Assessment	
Air freight shipped collect without approval. This includes sample shipments.	Freight amount + \$500	Import Logistics
ISF Penalty issued by US Customs for late or incorrect ISF	\$5,000 min; \$10,000 max	Import Logistics
Storage/demurrage charges due to incorrect or missing document information to clear shipment with US Customs	Storage/Demurrage charges + \$500 admin	Import Logistics
Import Freight Cost Incurred due to booking or shipping errors.	Freight amount + \$500	Import Logistics
Product received damaged or not sellable	Actual landed cost + \$250 admin fee	Import Logistics
Container Load Manifest not on a carton in the tail of the container (applicable to factory loaded containers)	\$1,000	Import Logistics
Shipping (Imports) by non-designated freight carrier	Freight charges incurred + 1000	Import Logistics
Merchandise (Imports) shipped not ordered on PO	\$1,000	Import Logistics
Unacceptable Load Condition / Failure to block, brace, secure loads.	\$250 - Plus cost to block and brace if ASO charged.	Import Logistics
Receipt of Merchandise at DC		
Firearms - Missing packing list or serial numbers, or serial numbers of merchandise shipped don't match packing list	\$250	
Missing / Late ASN - Accurate ASN not received by Academy within 72 hours of vessel sailing.	\$1,000 if PO cost is \$10,000 or greater, \$200 if PO cost is less than \$10,000	Vendor Compliance
Incorrect / Missing Information on ASN	\$1,000 if PO cost is \$10,000 or greater, \$200 if PO cost is less than \$10,000	
Prepack - Prepack UPCs sent on ASN don't match PO	\$1000 +\$10/ctn if PO cost = / > \$10,000 \$200 +\$10/ctn if PO cost < \$10,000	
Prepack - Component UPCs sent on ASN don't match PO	\$1000 +\$10/ctn if PO cost = / > \$10,000 \$200 +\$10/ctn if PO cost < \$10,000	

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The following penalties will be assessed as noted below.

Floor Ready Merchandise		
Missing Tickets	\$250 + Labor Charges (\$.20/unit)	Vendor Compliance
Missing / incorrect retail price on ticket	\$250 + Labor Charges (\$.20/unit)	Vendor Compliance
Missing / Incorrect UPC on ticket	\$250 + Labor Charges (\$.20/unit)	Vendor Compliance
Unscannable UPC on ticket	\$250 + Labor Charges (\$.20/unit)	Vendor Compliance
Other incorrect ticket info (mdse size, color, description, placement)	\$250 + Labor Charges (\$.20/unit)	Vendor Compliance
Apparel shipped without size strip when required.	\$250 + Labor charges	Vendor Compliance
Apparel shipped with non-approved hangers.	\$1,000 + Labor & Material Cost	Vendor Compliance
Apparel shipped without hangers	\$1,000 + Labor & Material Cost	Vendor Compliance
Apparel designated to be hung, but shipped without hangers & crown sizers.	\$500 per 1,000 units + Labor & Material Cost	Vendor Compliance
Merchandise ordered by size but shipped in pre-pack units or vice-versa.	\$1,000 + Labor Charges	Vendor Compliance
Mixed SKUs or Pos within a carton.	\$500 + \$10 per carton if error involves 11 cartons or more.	Vendor Compliance
Incorrect / Missing information or store number on the GS1-128 labels	\$1000 if PO cost = / > \$10,000 \$200 if PO cost < \$10,000	Vendor Compliance
Missing / Unscannable GS1-128 carton label	\$1000 if PO cost = / > \$10,000 \$200 if PO cost < \$10,000	Vendor Compliance
Handling requirements not noted on carton for hazardous or serialized items.	\$100	Vendor Compliance
Error with EDI 856 or 810 Transmissions.	\$500	Vendor Compliance
Private Label Packaging		
Vendor does not have pre-production/mock up approval	\$500	Academy Packaging Design
Altering artwork or dieline without prior Academy approval	\$500	Academy Packaging Design
Print production with low res images or elements without prior Academy approval	\$500	Academy Packaging Design
Print production does not match the artwork; missing type, or other artwork elements	\$500	Academy Packaging Design
Print production does not conform to published Academy coating specifications	\$500	Academy Packaging Design
Vendor using non-nominated Suppliers without prior Academy approval (China only)	\$1,000	Academy Packaging Design
Vendor, or vendor's chosen Supplier, does not comply with GMI evaluation process without prior Academy approval. It applies to new and annual reorder	\$1,000	Academy Packaging Design
Print production does not conform to GMI approved samples	\$1,000	Academy Packaging Design
Print production does not conform to published Academy substrate specifications	\$1,000	Academy Packaging Design
Vendor, or vendor's chosen Supplier, does not use Academy nominated supplier without prior Academy approval	\$1,000	Academy Packaging Design
Bulk fabric or finished goods that deviate from the approved color standard.	\$250/shipment month	Color Management
Bulk fabric requiring manual shading distribution by PO.	\$1,000	Color Management

* GMI is Academy appointed packaging color approval agency