



Prepared for



MJS INTERNATIONAL

# Assessment

*Findings and Recommendations*

**TAYLOR**  
COMMUNICATIONS

## Thank you.

Partnership starts with trust. It's humbling that you've trusted us to join your team in assessing the current state of your business. We're excited to share the results of this work along with the opportunity to drive continued business growth with you. Again, on behalf of our entire team — thank you.

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## Overview

MJS International is an organization poised for growth within a mature market. The high expectations of performance, coupled with limited bandwidth within the marketing organization, has provided challenges in executing impactful communications to your globally dispersed client base. In addition to meeting the daily demands of developing and executing many complex communication programs concurrently, the preparation and release of your new line of products in 2019 will place even greater demands on the marketing team.. Operational efficiency will compound as a challenge to MJS International's growth.

With the goal of helping enhance your business, Taylor Communications was engaged to conduct a formal assessment of MJS International's current marketing operations processes and to provide the leadership team with a report on the scope and magnitude of available improvement. That data, and how to capture the value available to with a Managed Services Provider (MSP) solution from Taylor Communications, is the purpose of this report.

## The Assessment

Taylor Communications conducted a thorough assessment of MJS International's communications environment, beginning with an in-person interview session and involving marketing leaders, strategists, and executors. Represented on the Taylor Communications team were marketing process consultants, technologists, product managers, and manufacturing experts.

Following the interview session and with follow-up with data provided by the team, Taylor Communications invested more than 250 hours in program analysis and the crafting of our business improvement recommendation.

## Our Findings and Recommendation

MJS International's marketing programs are developed and executed by a highly-capable and dedicated staff. In the current operating model the staff is required to both deliver on high-value tasks such as developing strategy, but then also managing the details associated with execution such as ordering printed products, communicating specs to vendors, and managing purchase agreements. These details demand time and focus which takes away from being strategic and proactive with revenue-generating activities.

# Executive Summary



The tasks associated with sourcing, producing and distributing marketing consumables can be more efficiently managed by delegating them to Taylor Communications via our MSP. This program pairs these services with our KLIC technology platform—a customized E-commerce solution—and a dedicated account management and customer service team to create a frictionless process that will allow the current MJS International team to better serve its internal and external customers. Your dedicated Taylor Communications account management team will be chiefly responsible for the administration of all technology deployed.

The opportunity for business improvement is clear, easily attainable, and the benefits will be realized immediately. By engaging Taylor Communications as MJS International's Managed Services Provider partner, the organization will realize 15 percent hard cost savings on marketing consumables and two FTEs in efficiency, all while protecting your brand and enjoying an equal or better internal customer experience.



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# Assessment Overview

## Areas of Assessment

The following areas of MJS International's business were evaluated as part of this assessment.



Marketing Collateral



Kitting



Promotional Products



Technology

A simple but effective formula was used in the assessment of each area: Evaluation of the current state. Identification of a desired state. Recommendations and expected outcomes.

## Special Thanks

The success of the assessment process is heavily dependent on the availability, partnership and expertise of key customer stakeholders. Time is also a chief struggle for many organizations and the reason many turn to the Taylor assessment.

For this reason, we would like to recognize the following stakeholders who made the difficult sacrifice of time to ground and drive the success of this assessment.

**Mark Sample** — Senior Vice President, Marketing & Communications

**Julie Sample** — Vice President, Marketing

**Eric Sample** — Merchandise & Licensing Manager

## Your Success is Important to Us

Many competitive assessment offerings in the marketplace are almost exclusively focused on simply quoting on business. We want you to be successful. That's why we've taken a thorough approach to resourcing this assessment. Again, thank you for inviting us in and allowing us to take such a comprehensive look at your operations.



Hours spent: 200+



13 Taylor experts involved



Major areas evaluated: 4

## Marketing Collateral & Kitting

Multiple areas were assessed as part of Marketing Collateral & Kitting. These included commercial print, wide format graphics and signage, the season ticket program, warehousing and kitting.

### Specific Assessment Items

- Current team
- Activities performed by current team
- Current print sourcing process
- Products sourced
- Current vendor pool
- Quality and service levels expected and currently receiving
- Challenges the team faces in their current processes

### Findings — Current State:

The marketing organization led by Senior VP Mark Sample is very lean. Key members of the team include VP of Marketing Julie Sample, a highly skilled and experienced marketing and print professional, and Merchandising and Licensing Manager Eric Sample, an expert in merchandising and licensing.

These three leaders are supported by several assistant-level employees. While solid contributors, the experience of these team members is relatively low by comparison.

Because of this structure, VP of Marketing Julie Sample also manages all print sourcing related activities herself in addition to her other responsibilities.

The current print sourcing process effectively delivers high-quality products when needed. It has also developed a pool of suppliers who understand and are committed to their quality expectations, service and product requirements.

Julie coordinates product fulfillment with the supplier through the use of a technology solution. Communication with the other suppliers is typically done through email.

***Marketing leaders  
are consumed in task  
oriented project work.***

# Marketing Collateral & Kitting

***Coordination with multiple suppliers is driving inefficiency***

***Assistant level staff may not be best positioned to alleviate project task workload***

***Storage, movement and accountancy of inventory are consuming staff bandwidth***

Suppliers currently fulfilling products include:

- XYZ Marketing — Print, Smaller Commercial Projects
- Retail Graphics Inc. — Print, Large Format Projects
- Signage R Us — Signs and Graphics, Large Format Projects

Julie connects with these individual kitting support suppliers herself by reaching out directly to a company representative, typically through email.

Individual product types are generally sourced from the same vendor.

The business is fast-paced and requires a lot of last minute print projects to support promotional events that are often finalized very close to the event date.

Quotes for commercial print from the vendor site are available immediately on standard products. Most other quotes are received within 24 hours.

Turn times are driven by event dates and can require 1 to 3 day turns on some projects.

The primary quality issue is branding specifically with respect to the accurate reproduction of brand color. A critical element is the accurate and consistent print reproduction of the blue logo area including the matching of the background blue. Julie has worked with their current suppliers to continually manage this.

Storage of inventory is managed using a combination of closets on-site at the office and a storage unit. One of the marketing team assistants moves inventory back and forth between the storage unit and the office. This assistant also waits at the storage unit to receive shipments and picks up rush projects from local suppliers. Many of the materials arrive via UPS.

Inventory is managed using a spread sheet.



# Marketing Collateral & Kitting

## Desired State:

At the highest level, the business team wants to become more efficient, less reactive and more proactive in terms of managing marketing programs and projects.

The primary barrier to achieving that vision is time — the time currently required to order and follow up on the significant number of projects that must be sourced to support the business.

## Tactical Vision Points

- Greater efficiency. Relieving stress and time constraints related to each person wearing three or four hats. (Mark)
- Alleviate pressure of working on game specific needs while having to also work on 12 other projects. (Eric)
- There are no project managers, each person manages their own timeline. (Julie/Eric)
- Keep it simple. Don't add technology that requires more touch-points. (Julie/Eric)
- Less time for the team in the weeds, less tactical activities. (Mark)
- One point of contact vs. multiple suppliers. (Julie)

## Recommendation:

To achieve MJS International's stated vision of becoming more efficient, less reactive and more proactive in terms of managing marketing programs and projects, we recommend that Taylor become a single point of contact for all print related projects including:

- Commercial print
- Marketing collateral
- Wide format (signs & graphics)

***Assign a dedicated account manager to alleviate staff workload***

# Marketing Collateral & Kitting



## Outcomes:

We are confident that these recommendations will fuel MJS International's ability to achieve the stated vision of becoming more efficient, less reactive and more proactive in terms of managing marketing programs and projects.

Specific outcomes contributing to that success include:

1. Mark Sample's ability to spend more time focusing on overall business strategy with Julie Sample's increased capacity to manage marketing.
2. Julie Sample's ability to focus on more strategic marketing activities that will drive continued success by freeing her from print procurement and season ticket project management activities.
3. Lower cost of print related products with the same or better levels of quality and turn time.
4. Increased staffing support for event-related activities as the marketing assistant is freed from moving inventory between locations.



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## Promotional Products

Multiple aspects of MJS International's promotional business program were assessed. The following results, recommendations and outcomes are a reflection of the formal assessment and subsequent conversations with the team members.

### Specific Assessment Items

- Products sourced
- Current suppliers
- Program administration
- Ordering
- Fulfillment
- Technology
- Quality and service levels expected and currently receiving
- Challenges the team faces in their current processes

### Findings – Current State:

Today, MJS International resources manage the day-to-day program administration for the promotional products program.

#### This includes:

- Inventory Put-Away
- Product Requisition
- Product Fulfillment
- Product Packaging of Distributions
- Product Receipt Inspections
- Logistics Management
  - Inbound Freight Management
  - Outbound Freight Management to User Location
- Customer Service and Problem Resolution
- Manual Tracking and Reconciliation of Inventory
  - Cost Distributions
  - Inventory Value Report

***High-touch order  
placement process***

With this current model, MJS International is responsible for cost and risk of storage. Also, at least one full-time employee manages the procurement to payables process.

Our analysis of this current model is as follows:

## Strengths:

- Well-managed program and products
- Low incidence of issues, missed ship dates, product failures, etc.
- High service levels
- Receive product ideation and vendor support

## Challenges:

- High-touch order placement process
- Multiple supplier relationships to manage
- Third party storage facility to maintain inventory levels
- Drop shipment maintenance from storage facility
- Time management implications of new business
- Operational and administrative workload

## Opportunities:

- One Managed Service Provider to control brand usage
- Leveraged technology to streamline processes
- Increased brand awareness due to new stadium build
- Safe and secure storage with fulfillment management

***Multiple supplier  
relationships to  
manage***

***Strain on operational  
and administrative  
workloads***

## Recommendation:

Our recommendation to achieve a desired state includes multiple functional additions and/or changes:

- eCommerce Procurement of Promotional Products
  - Online Ordering
  - Online Reporting
  - Online Inventory Status
- Secure Product Storage and Fulfillment
  - Kitting, Fulfillment and Packaging of Individual, Mass and Bulk Distributions
- Inventory Control and Reorder Management
- Live Customer, Responsive Service for Corporate and Field Associates
  - Ideation
  - End-user and Stakeholder Support
- Comprehensive Activity Reporting including:
  - Cost Distribution – by Cost Center, Event, etc.
  - Product Usage
  - Inventory Value and Status
- Summary Billing
- Automated Payment Options – Credit Card/ACH



## Outcomes:

Through the implementation of recommendations and achievement of a desired state, a number of positive outcomes will be achieved including:

- Pricing:
  - Product Cost Savings of 17 percent
  - Optional Fulfillment Service Fee (products that require storage) of 10 percent
    - Product Storage and Release
    - Product Receipt Inspection
    - Outbound Packaging
    - Logistics Management — Inbound and Outbound
    - eCommerce Platform
    - Automated Releases
    - Inventory Management
- Online Requisitioning of Products
- Online Inventory Status
- Online Reporting
- Reduced Operational and Administrative Workload
- Safe and Secure Storage
- Fulfillment Management
- Live Customer Support for Field and Stakeholder Requirements and Inquiries
  - Direct key account manager contact and promotional customer service supports
- Variable Cost of Distribution
- Automated Order Management
- Comprehensive Cost and Activity Reporting
- Reduced and Automated Payment Processing
- Logistics Management — Inbound and Outbound
- Attainment of current state SLA's for service and ideation
- Highest levels of brand management achieved
- Ideation support maintained
- Marketing services support: emails, presentations, flyers, etc.

## Technology

### Findings — Current State:

Today, MJS International team members source and order promotional and print products through different channels and processes. For promotional products, email is the primary means of ordering. In the print and signage category, an e-commerce platform provided by the current vendor is utilized.

The current e-commerce platform provides an easy way for the team to access pricing, view project status and place reorders.

### Recommendations:

We recommend continue to take advantage of the efficiencies of an e-commerce platform for print orders by utilizing KLIC, Taylor's ordering platform.

KLIC is a new enterprise e-commerce platform that will provide a modern user experience and enable users to purchase customer-curated print and print-related products from Taylor. The KLIC marketplace will offer advanced search options, the ability to see order status, and have a custom look and feel. It will also provide a variety of sophisticated and configurable features such as anonymous browsing.

These same efficiencies and cost savings can be realized for promotional product orders by creating a catalog of "popular" products that can be ordered on demand versus being inventoried.

### Outcomes:

- A consolidated ordering platform for both promo and print
- Efficiency gains in sourcing and the ordering process
- More time to spend on strategic business functions
- Access to spend-related data in all categories
- The ability to make more informed and faster business decisions
- Access to project history for ease of reordering and future project concepting

***Efficiency gains in sourcing and the ordering process***

***More time to spend on strategic business functions***

***Faster and more informed business decisions***

## Account Management

One of the core success pillars of our Managed Services Provider model is account management — management of daily service operations and customer support. It's a critical element to helping our customers achieve their desired state which is why we invest so heavily in it.

Your primary point of contact will be your Taylor account manager. Our account managers are uniquely qualified to serve all customer needs with a comprehensive knowledge of print processes, equipment and manufacturing, as well as project management, relationship management and strategic planning. Sales consultants work closely with all customer service, production and fulfillment centers and supporting areas to ensure all customer needs and requirements are met.

They are specifically trained to listen to the customer, recognize key issues, understand trends and marshal appropriate resources to streamline processes, resolve issues and fulfill the customer's vision. The essential duties and responsibilities of the account manager include the following:

- Act as primary point of contact for the customer.
- Communicate the customer's expectations and project specifications to internal resources and ensure the customer is informed of ongoing actions, available capabilities and product offerings.
- Act as liaison among all functional areas to ensure customer expectations and specifications are met; engage technical, creative, production and other expert resources as necessary.
- Identify and prioritize customer concerns related to product, service, quality, delivery, billing and e-business; develop and implement a course of resolution and measure resolution effectiveness for future efforts.
- Oversee all customer service activities.
- Document and maintain SOPs.
- Conduct in-depth customer needs assessments and provide recommendations.
- Bring innovative ideas and solutions to the table as technological advancements develop and customer needs dictate.
- Facilitate quarterly customer reviews, including evaluation of pricing, processes, inventory and performance with a focus on opportunities for creating efficiencies, cost savings and sales growth.

# Account Management



Your account manager will provide access to additional executive resources as necessary. During the initial due diligence process your sales consultant and a professional business analyst will lead a team of Subject Matter Experts (SMEs) to assess and define your needs. SMEs from all aspects of the business will sit down with your staff to understand how processes are actually performed in order to create a comprehensive action plan that ensures a seamless transition and ongoing program management. Their analysis will also determine the appropriate type and number of support resources.

Our team includes experts from the following disciplines: Account Management, Engineering and Manufacturing, Strategic Sourcing, Quality/Process Improvement, Project Management, Business Analysis, Information Technology, Web Development, Telecommunications, Marketing and Communications, Logistics/Transportation, Financial Analysis, Graphic Design and Preproduction.



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## Marketing Collateral

Item Name	Specifications	Quantity Per UOM	UOM	Quote Quantity in Eaches	Current Vendor Price Per Lot	"Curtis Price Per Lot"	"Curtis Price Per UOM"
Sell Sheet	4" x 6", 100# White Uncoated Smooth Text, 4C/4C with bleeds, Four Rounded Corners - 1/8".	1	Each	1,500	\$ 1,500.00	\$ 1,500.00	\$ 1.00
Sell Sheet	6" x 9", 100# White Uncoated Smooth Text, 4C/4C with bleeds, Four Rounded Corners - 1/8".	1	Each	2,000	\$ 2,000.00	\$ 2,000.00	\$ 1.00
Promo Card	2" x 3.5", 100# White Uncoated Smooth Text, 4C/4C with bleeds.	1	Each	2,500	\$ 2,500.00	\$ 2,500.00	\$ 1.00
*Sticker	3" x 1", Clear Polypropylene Decal, Permanent Adhesive, 4C + Spot White, Kiss Cut. Applied to a plastic construction helmet. Square cut.	1	Each	100	\$ 1,000.00	\$ 1,000.00	\$ 1.00
*Poster	19" x 27", 120# White Uncoated Smooth Cover, 4C/0. Bleeds.	1	Each	250	\$ 2,500.00	\$ 2,500.00	\$ 1.00
Sales flyer	8.5" x 11", 100# White Uncoated Smooth Text, 4C/0 with bleeds, Shrink wrap 100 per pack.	100	Pack	2,000	\$ 2,000.00	\$ 2,000.00	\$ 1.00



## Signage

Item Name	Specifications	Quantity Per UOM	UOM	Quote Quantity in Eaches	Current Vendor Price Per Lot	"Curtis Price Per Lot"	"Curtis Price Per UOM "
3' x 3' Hopup Graphic	113.25" x 88.25", Printed Single Sided on FabriVu 340 at Standard Power Stretch Elite. Straight with end caps. Prints 4cp single sided. Standard hem on all 4 sides 1.25". Velco white 2" loop sewing on all 4 sides. Frame- PFK33 3 x 3 straight pop up frame.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Tent Canopy + Frame	10' SQ Tent Custom printed canopy. Imprint 3 color logo. Material for outdoor use. Frame: Ultimate aluminum frame includes roller bag.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Tent Canopy only	10' x 10' Tent, Custom printed canopy. Imprint 3 color logo. Material for outdoor use.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
*Pull-Up Banner	33.4" x 83.25", Printed Single Sided on Roll Printer at 600 DPI, 11 Mil Poly Fabric Banner, 5.7 oz. 4 Color Process with Orient 850 retractable banner stand included.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Twist-Up Oval A-Frame	No specifications provided. No specs in the estimate.	1	Each	4	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Tear Drop Flag	16', Printed Double Sided. Print 4 color process both sides. Outdoor use. Include pole stand.	1	Each	4	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Table Runner	20" x 65", Printed single sided. Banner lux supreme 6162-C38 material. Outdoor use. Printed 4 color process. Pole pocket top and bottom. Pockets are 1.5" top/bottom with serged seams 1.5" left, 1.5" right. Pole 18.5" sections metal rod for pole pockets 1.5" metal bar.	1	Each	2	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
40"x 30" Poster	Foam core. Printed 1 side- Substrate 3/16" white ultra board. Standard cut.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
SEG Graphic	36" x 36", Printed single sided on FabriVu 340 at Standard. 4 color process. Outdoor use.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
*A-Frame Posters	24" x 36", 4mm corrugated plastic. Set of plastic A frame sign inserts. Printed 4/0 + UV each sign.	2	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Fabric Banner	6' x 7.5', Grommets at the top, every two feet. Four color, fabric material, No rope, outdoor/ indoor use.	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
Backdrop	288" x 96", Mesh Vinyl, Conduit top and bottom with eye hooks (6 hardware and conduit). Four color print. Indoor/Outdoor	1	Each	1	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
*Banners	10' x 3', Fabric, Four color. Indoor/Outdoor. No rope.	1	Each	9	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00

## Promo

Item Name	Specifications	Quantity Per UOM	UOM	Quote Quantity in Eaches	Current Vendor Price Per Lot	"Curtis Price Per Lot"	"Curtis Price Per UOM "
4" Round Coasters	4" round, 80p weight cost includes shipping	1	Each	12,500	\$ 1,250.00	\$ 1,250.00	\$ 100.00
Lightweight Poly Scarf	57" x 7" full color sublimated cost includes shipping	1	Each	8,000	\$ 1,600.00	\$ 1,600.00	\$ 200.00
Knit Hat	Custom dyed cable knit hat + pom Custom logo patch cost includes shipping	1	Each	5,000	\$ 1,000.00	\$ 1,000.00	\$ 200.00
Trucker Hat	Foam front, mesh back, snapback adjustable Four color imprint, single location	1	Each	3,000	\$ 900.00	\$ 900.00	\$ 300.00
Pint Glass	16 oz pint glass single color, single location imprint	1	Each	2,800	\$ 560.00	\$ 560.00	\$ 200.00
Knit Scarf - Jaquard"	61" x 7" knit jaquard cost includes shipping	1	Each	2,000	\$ 400.00	\$ 400.00	\$ 200.00

# What's Next: Implementation Process

## Implementation Process



## Tucson Medium Graph Journal



The Tucson Medium Journal Includes: 256 pages, graph white pages printed in modern gray, two ribbon markers in blue and silver. Size: 7 x 9 11/16 inches. Our most popular cover, Tucson is a smooth soft texture that is often mistaken for leather.

**Product Size:** 7 " x 9 11/16 "

**Product Colors:** Black 464, Royal Blue 481, Gray 488

**Minimum Quantity:** 100

**Price:** \$

## Dual Pocket RFID Phone Wallet



This RFID card sleeve encases your credit and ID cards and keeps your identify safe! The phone wallet can be placed on the back of your phone for convenience. With 2 large pockets the phone wallet can hold up to 4 cards.

**Product Size:** 2.5 " x 4.25 " x 0.07 "

**Product Colors:** Black (BK), Royal (RYL), Silver (SL)

**Price:** \$ - Full Color Logo



## 12 oz. Two Tone Curve Ceramic Mug



Wake them up with your brand every day with this 12 oz. Two Tone Curve ceramic mug! This coffee mug features a glossy white exterior that is enhanced by a color interior and handle. Made of ceramic material, this product is a great marketing tool to use at cafes, restaurants, tradeshow and much more. Don't forget to add an imprint of your logo or company name to make a lasting impression on clients with every sip! Hand wash only.

**Product Size:** 12 oz

**Product Colors:** White-Black, White-Reflex Blue

**Minimum Quantity:** 72

**Price:** \$ 3.91

## Corzo Copper Vacuum Insulated Cup 12oz



Enjoy your drink at any moment! Durable, double-wall 18/18 stainless steel vacuum construction with copper insulation, which allows your beverage to stay cold for 24 hours and hot for at least 6 hours. The construction also prevents condensation on the outside of the tumbler. Perfect accessory for wine. Easy sipping, push-on lid. Wide opening for comfortable filling and pouring. Durable powder spray color. 12oz.

**Product Size:** 3.31 " x 4.45 "

**Product Colors:** Black (BK), Gray (GY), Silver (SL), Navy (NY), White (WH),  
Process Blue (PBL),

**Minimum Quantity:** 48

**Price:** \$ 1.91

## Mesh Zippered Tote



Great for the beach or as a gym tote, this mesh bag allows for sand to easily fall through the bag and allows your items to stay fresh and clean. Zippered main compartment and large front slash pocket. 11" handle drop height.

**Product Size:** 21 " x 15 " x 6 "

**Product Colors:** Black (BK), White (WH), Royal (RYL)

**Minimum Quantity:** 48

**Price:** \$

## Port & Company - Core Cotton Tee



Port & Company - Core Cotton Tee. An indispensable t-shirt in our classic silhouette—with a very friendly price. 5.4-ounce, 100% cotton 90/10 cotton/poly (Athletic Heather) 50/50 cotton/poly (Neon Blue, Neon Green, Neon Orange, Neon Pink, Neon Yellow, Dark Heather Grey, Heather Athletic Maroon, Heather Purple, Heather Navy, Heather Red, Heather Royal, Heather Sangria, Heather Dark Chocolate Brown) 98/2 cotton/poly (Ash) Due to the nature of 50/50 cotton/polyester neon fabrics, special care must be taken throughout the printing process.

**Product Size:** S, M, L, XL, 2XL, 3XL, 4XL

**Product Colors:** Ash\*, Athletic Maroon, Athletic Heather\*, Charcoal, Dark Green, Gold, Kelly, Light Blue, Lime, Natural, Navy, Orange, Purple, Red, Royal, Sand, White, Yellow, Aquatic Blue, Sangria, Jet Black, Candy Pink, Cardinal, Dark Chocolate Brown, Dark Heather Grey\*, Heather Athletic Maroon\*, Heather Navy\*, Heather Purple\*, Heather Royal\*, Neon Green\*, Neon Pink\*, Neon Yellow\*, Sapphire, Steel Blue, Heather Dark Chocolate Brown\*, Clover Green, Heather Red\*, Heather Sangria\*, Silver, Carolina Blue, Neon Blue\*, Neon Orange\*, Olive, Medium Grey, Teal, Pale Pink

**Price:** \$ S-XL, \$ 2XL

## Sport-Tek PosiCharge Competitor Cotton Touch Tee



Sport-Tek PosiCharge Competitor Cotton Touch Tee. A soft cotton hand merges with color-locking, moisture-wicking performance in this tee that also has a matte finish. 4.7-ounce, 100% spun polyester jersey with PosiCharge technology Soft cotton hand Removable tag for comfort and relabeling Dyed-to-match neck taping Set-in sleeves

**Product Size:** XS, S, M, L, XL, 2XL, 3XL, 4XL

**Product Colors:** Black, Carolina Blue, Dark Smoke Grey, Deep Red, Forest Green, Neon Green, Neon Yellow, Purple, Silver, True Navy, True Royal

**Price:** \$ S-XL, \$ 2XL





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