

Minutes of the 2025 EASI Annual Meeting
Nashville, Tennessee
September 4, 2025

Annual Financial Report

At the EASI Annual Meeting, Michael Sutton reviewed the monthly checking account statements and financial reports since the 2024 Annual Meeting, as documented by the Treasurer, Jeremy Wingo. Michael examined the records presented and found no irregularities or discrepancies with the accuracy of the books and reporting. He signed a document attesting to this fact.

General Session

The Annual EASI Meeting commenced at 1:00pm, local time, with a welcoming statement from the Executive Chairperson, Diana Priebe. Diana went over the agenda of the meeting and introduced new member companies to the group and requested attendees identify themselves and the company they are representing. Jeremy, recorded rollcall as members introduced themselves.

Meeting attendance as follows:

Company	Attendee
Bella+Canvas Alo Yoga	Jon Clarke
Century Place Apparel	Tom Pepper
Colortone	Sean Burkholder
FDM4	Mike Cutsey
FDM4	Joelle Hotte
Fruit of the Loom	Heather Jenkins
Gildan Activewear	Diana Priebe
Gildan Activewear	Michael Roberts
Hanesbrands	Michael Sutton
Hanesbrands	Anurada Ravi
Hanesbrands	Alana Seifert
LAT Apparel	Jeremy Wingo
LAT Apparel	Grace Tomlinson
S&S Activewear	Mark Allen

Executive Chairperson, Diana Priebe, then reviewed the Anti-Trust Guidelines.

Jeremy presented the 2024-2025 Financial Summary for period beginning September 1, 2024, through July 31, 2025. Overall, we are in good shape financially and have plenty of cushion to cover normal operating expenses.

Elections

Elections were held for the fulfillment of roles of Vice Chairperson and Technical Committee New Members.

Elections were unanimous. Elected roles are as follows:

Vice Chairperson: Heather Jenkins (Fruit of the Loom)

Technical Committee New Members: Anuradha Ravi (Hanesbrands)
Grace Tomlinson (LAT Apparel)

Technical Committee Presentation

Joelle Hotte

EASI Website

EASI Website Goals - Improve the accessibility of our standards & engage new members to further grow the community.

EASI Website Analytics

- 140 average visitors per month (up 3%)
- 554 average pageviews per month (flat)
- Email Subscriber count 135 vs 136 in 2024
- Average open rate: 40% (industry 43%)
- Average click rate: 12% (industry 5.4%)
- We responded to 4 inquiries received through the site since the last meeting

EASI Website Updates

- Site responsiveness tweaks
- Posted 2024 Annual Meeting Minutes & Presentation
- Posted updated EASI 101 Guide with updated logo
- Posted updated Item Xref Maintenance document with updated logo
- Updated EASI Tech & Steering committee members
- Posted EASI 940 v4.2
- Posted EASI 850 v4.1
- Posted EASI 830 beta
- Revised standard documents and changelog/version for consistency

EASI Website 2026 Action Items

- ADA compliance
- Revise Steering Committee members list

- Revise Technical Committee members list
- Setup mailing lists
- Establish and rollout file naming convention standard
- Add link to REST API Postman Documentation
- Review POS Guidelines DRAFT and then convert to PDF
- Diana suggested updating the Compliance Matrix
- Anuradha Ravi volunteered to help on PDF conversions
- Tech Soup can get us discount on WIX fees (waiting on IRS non-profit status letter)
- Michael Sutton suggested posting actual member photos versus having stock photos

API Standards

API Standards Introduction

- Implement a new set of API Standards to ensure that EASI members have the required tools to fulfill the real time data requirements of the modern age.
 - Jon Clarke from Bella and Mark Allen from S&S volunteered to work together to test

API Standards Updates

- Open API Specifications Allows EASI to be involved in the development and support of the defined standards without getting bogged down in implementation specifics.
- Making the move from 3.0 to 3.1
 - Have already converted the 3.0 spec to 3.1 however still need to “tap” into some of the 3.1 feature improvements.
- 3.0 vs 3.1 key differences:
 - 3.1 supports defining webhooks which are used to establish a more interrupt driven API as opposed to a polling model
 - Security enhancement
 - Ability to include
 - Uses JSON schema as the base – i.e a truly JSON compliant syntax vs 3.0 which was a “custom dialect” based on JSON.

API Standards - Authorizations

- Example of an endpoint. This one is used for authentication; users submit a username and password, and your application returns an access token that is then used for any requests to the other endpoints.
- The user would be associated with a customer or vendor in your system; useful to return customer specific pricing etc.
- Benefit of token would be that you control access; if you invalid the token users must log in again using the Auth endpoint to regain access to interact with any of your other endpoints.

API Standards - Products

- Products endpoint supporting either GTIN or UPC.
- All these endpoints are designed based on their equivalent EASI XXX flat file document.
- This means that transitioning to REST API is just mapping existing fields and hooking into existing triggers.
- OpenAPI Spec allows us to define all the schema fields and elements expected/supported by a given endpoint
- Specifies the datatype and can include example data etc.

API Standards – Publishing Standards

- Things to consider
 - Delivery approach
 - Version control
 - Request for access

API Standards - Implementation Guidelines

- Collectively review and establish a set of implementation recommendations for partners
 - Rate limiting guidelines/best practices
 - Security
 - Logging
 - Webhooks
 - Paging / Large Data
 - Usage policies

API Standards – Service Summary

- Problem: Need a better way to outline which partners have implemented what endpoint(s) and which version(s) of each endpoint they support.
- Rather than have the EASI community track and maintain a listing of this information, why not put the responsibility on each partner?
- Give them a way to relay this information: Service Summary Request/Response Webhooks

API Standards - Timeline

- Discussion around who is implementing API -- Bella and Gildan. Also, mentioned the need to meet regularly to keep it moving forward.

852 version 4.1 POS

Discussed EASI 852 (4.1) – Field Layout

EASI 852 (4.1) – Discussion

- When quantities are moved between warehouses the inventory fluctuates for a couple of days. This field was already added to the standard and voided on but we now need partners to start populating this field.
- The E861 was created to indicate receipt of an ASN at destination. This is so that a sender can determine what inventory is in transit. Is this document widely used? If not, can it be? Otherwise, would it be beneficial to have an in-transit value added to the EASI 852?

EASI 830

EASI 830 – Planning Schedule

- Purpose
 - Allow distributors/wholesalers to relay forecasted inventory requirements to their suppliers.
 - When received by the supplier the 830 allows for the creation or updating of planning schedules

EASI 830 – Discussed Field Layout

EASI 830 – Discussion

- As period dates are not necessarily the same in the sender and receiver's system. We would like to propose that the Start and End Date sent in EASI 830 are the period start and end date of the sender's system. It is the responsibility of the receiver to convert the dates into their respective period.
- Which partners will commit developing this transaction set?
- Diana Priebe asked for update on development on the 830

Pallet Label

Diana Priebe

Pallet Label Discussion

- Diana Priebe gave an overview of the Pallet Label
- Hanesbrands and Gildan currently using pallet labels for Retail not Printwear
- Do we wish to include a list of POs on the pallet / only character or in bar code?
 - Group discussed and decided not to include list of POs
- Do we wish to allow for multiple GTINs on a Pallet (mixed pallet)?
 - Group discussed and decided to show either single GTINs or Mixed on the pallet label.

Open Discussion

- Restart email blasts
 - Jon Clarke volunteered to do API email blast
 - Anuradha Ravi to do 852 email blast
- Mike Cutsey mentioned video demo as a good way to market
- Mike Cutsey mentioned it would be good to get Addidas to join the EASI standards, they currently do flat files. Diana Priebe said Addidas North America does not do APIs.
- Michael Roberts asked about Decorator standards – Mike Cutsey mentioned they are on Promo Standards. Diana Priebe mentioned a tech pack standard.
- Joelle Hotte asked - Do we need a getting started guide? We have a document but it needs to be updated.
- Joelle Hotte mentioned about using a Google Doc for registrations, Jeremy Wingo agreed
- Joelle Hotte mentioned about updating website – after discussion we said we should have API first but also have legacy flat files too.
- Joelle Hotte mentioned EASI validation tool – needs updating
- Joelle Hotte mentioned we needed to have technical committee meetings on a monthly basis and share the load between committee members
- Joelle Hotte mentioned 850/940 backorder issue – Tom Pepper discussed issue they were having. After discussion, it would be good to add PO level backorder flag. We will vote by email for the change.
- Diana Priebe mentioned doing a workshop at the next meeting. Everyone agreed it was a good idea.
- Joelle Hotte mentioned no in person meeting in 2026, but would meet in person in the spring of 2027
- 2027 meeting location suggestions
 - Mike Cutsey said every second year on the west coast we do Vegas
 - Mike Cutsey mentioned that Fountain Blue in Vegas was a good spot
 - Michael Sutton mentioned Colorado as a potential
- Diana Priebe mentioned that all positions except Executive Chairperson will be open for vote in 2027
- Michael Sutton suggested everyone to stay on task
- Diana Priebe mentioned to be cognizant of year-end, Easter, tax season for spring meetings – maybe do a survey for best times
- Next conference in 2026 will be via Zoom, Diana Priebe set this up to meet our bylaw requirements.

Approve prior board minutes

- Michael Sutton motioned to approve prior minutes
- Jeremy seconded
- All approved

Diana thanked everyone for attending and adjourned meeting at 2:56pm local time.