Hanesbrands Inc. Form 3/A September 10, 2008

# FORM 3 UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB APPROVAL

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF

**SECURITIES** 

30(h) of the Investment Company Act of 1940

(Print or Type Responses)

1. Name and Address of Reporting 2. Date of Event Requiring 3. Issuer Name and Ticker or Trading Symbol Person \* Statement Hanesbrands Inc. [HBI] Upchurch W Howard Jr (Month/Day/Year) 01/29/2008 (Last) (First) (Middle) 4. Relationship of Reporting 5. If Amendment, Date Original Person(s) to Issuer Filed(Month/Day/Year) 1000 EAST HANES MILL 02/04/2008 (Check all applicable) **ROAD** (Street) 6. Individual or Joint/Group 10% Owner Director \_X\_\_ Officer Other Filing(Check Applicable Line) (give title below) (specify below) \_X\_ Form filed by One Reporting EVP, GM of Domestic Innerwear Person **WINSTON** Form filed by More than One SALEM. NCÂ 27106 Reporting Person (City) (State) (Zip) Table I - Non-Derivative Securities Beneficially Owned 4. Nature of Indirect Beneficial 1. Title of Security 2. Amount of Securities Beneficially Owned Ownership Ownership (Instr. 4) (Instr. 4) Form: (Instr. 5) Direct (D) or Indirect (I) (Instr. 5) Â Common Stock 37,121 (1) D Common Stock 62 I By 401(k) plan Reminder: Report on a separate line for each class of securities beneficially SEC 1473 (7-02) owned directly or indirectly. Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

currently valid OMB control number.

| 1. Title of Derivative Security (Instr. 4) | 2. Date Exercisable and Expiration Date (Month/Day/Year) | 3. Title and Amount of Securities Underlying Derivative Security | 4.<br>Conversion<br>or Exercise | - · · · · · · · · · · · · · · · · · · · | 6. Nature of Indirect<br>Beneficial Ownership<br>(Instr. 5) |
|--|--|--|---------------------------------|---|---|
|  |  | (Instr. 4)   | Price of                        | Derivative                              |   |

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|                                      | Date<br>Exercisable | Expiration<br>Date | Title           | Amount or<br>Number of<br>Shares | Derivative<br>Security | Security:<br>Direct (D)<br>or Indirect<br>(I)<br>(Instr. 5) |   |
|--------------------------------------|---------------------|--------------------|-----------------|----------------------------------|------------------------|---|---|
| Employee Stock Option (right to buy) | (2)                 | 09/26/2013         | Common<br>Stock | 22,759                           | \$ 22.37               | D   | Â |
| Employee Stock Option (right to buy) | (3)                 | 09/26/2013         | Common<br>Stock | 30,488                           | \$ 22.37               | D   | Â |
| Employee Stock Option (right to buy) | (3)                 | 09/26/2013         | Common<br>Stock | 30,488                           | \$ 22.37               | D   | Â |
| Employee Stock Option (right to buy) | (4)                 | 09/26/2011         | Common<br>Stock | 13,873                           | \$ 22.37               | D   | Â |
| Employee Stock Option (right to buy) | (5)                 | 02/05/2014         | Common<br>Stock | 29,032                           | \$ 25.1                | D   | Â |
| Phantom Stock (6)                    | (7)                 | (7)                | Common<br>Stock | 743                              | \$ (8)                 | D   | Â |
| Phantom Stock (9)                    | (10)                | (10)               | Common<br>Stock | 3,045                            | \$ <u>(9)</u>          | D   | Â |

### **Reporting Owners**

| Reporting Owner Name / Address   | Relationships |           |                               |       |  |
|--|---------------|-----------|-------------------------------|-------|--|
|  | Director      | 10% Owner | Officer                       | Other |  |
| Upchurch W Howard Jr<br>1000 EAST HANES MILL ROAD<br>WINSTON SALEM, NC 27106 | Â             | Â         | EVP, GM of Domestic Innerwear | Â     |  |

## **Signatures**

Catherine A. Meeker, Attorney-in-Fact

09/10/2008

\*\*Signature of Reporting Person

Date

### **Explanation of Responses:**

- \* If the form is filed by more than one reporting person, see Instruction 5(b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).
- This amendment includes 4,694 shares of Hanesbrands Inc. common stock that were beneficially owned by the Reporting Person at the time of the filing of a Form 3 by the Reporting Person on February 4, 2008, but were inadvertently ommitted from the total beneficial ownership reported on that Form 3.
- (2) The options vest in two equal installments on August 31, 2007 and August 31, 2008.
- (3) The options vest in three installments of 33% on September 26, 2007, 33% on September 26, 2008 and 34% on September 26, 2009.
- (4) The options were immediately exercisable upon grant on September 26, 2006.
- (5) The options vest in three installments of 33% on February 5, 2008, 34% on February 5, 2009 and 33% on February 5, 2010.
- Represents a Stock Equivalent Account balance under the Hanesbrands Inc. Executive Deferred Compensation Plan. Balances in the Stock Equivalent Account may not be reallocated and are settled on a share-for-share basis of Hanesbrands Inc. common stock.

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- Balances in the Stock Equivalent Account are settled on a share-for-share basis of Hanesbrands Inc. common stock at the time specified by the Reporting Person at the time of the Reporting Person's deferral election, which in no case shall be prior to the January 1 following the first anniversary of the date the deferral election is made.
- (**8**) 1-for-1
  - Represents a hypothetical investment in Hanesbrands Inc. common stock under the Hanesbrands Inc. Supplemental Employee Retirement Plan (the "Plan"). Following the Reporting Person's retirement or other termination of employment from Hanesbrands Inc.,
- (9) balances in the Plan are settled in cash based on the value of Hanesbrands Inc. common stock on the applicable distribution dates determined under the terms of the Plan. The number of share equivalents shown is an estimate because the Reporting Person's interest in the plan is denominated in units.
- Following the Reporting Person's retirement or other termination of employment from Hanesbrands Inc., balances in the Plan are settled
  (10) in cash based on the value of Hanesbrands Inc. common stock on the applicable distribution dates determined under the terms of the
  Plan

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *See* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.