



ICTI CARE Foundation

December 16, 2011

Esteemed Member Factory,

You've no doubt seen workers' income rising. More report finding it difficult to hire and keep employees; key provinces and cities show signs of "competing" to pull in out-of-province workers with the enticement of higher minimum income requirements. This is driving the business environment to evolve and is raising concerns that some Chinese businesses might lose their competitive edge. Still, despite efforts to promote investment, the Chinese government is likely to support the rise of workers' income to strengthen Chinese consumption and the domestic economy.

In this context, we wish to identify trends in workers' spending and where differences exist between regions. The purpose of the survey is *not* to audit suppliers, nor is it to single out suppliers where employees receive lower incomes. We hope to explore issues like how much workers spend on dependents and leisure, how workers' perspective on long-term residence and employment is evolving and the kinds of employment benefits employees would like to see from employers. ICTI CARE Process hopes findings on these questions will guide discussion of responsible business choices and government policies. We likewise hope the results might inform your own choices when adapting to the needs of the new environment.

ICTI CARE Process and its Date-Certain Members would like your help to conduct the survey of Chinese worker's income & spending. We will invite total 50 employees of your factory, including 40 production workers, 5 skillful workers or supervisors and 5 office staff. We expect employees will need roughly 40 minutes to fill out the survey. Our trained professional external survey staff will provide necessary assistance during the process. This survey will *not* affect your existing seal class or future compliance audit result.

The survey is strictly anonymous. ICTI CARE Process will combine the results of every supplier into one pool and nowhere will we identify the possible trends that were involved in the survey.

The success of a survey like this depends on factories' support. ICTI CARE Process and your clients under our Data Certain Program hope this opportunity to get a wider view of employees' living expenses will interest you. We thank you for your contribution!

Yours sincerely,

A handwritten signature in black ink, appearing to read "Ronie Zhang". The signature is written in a cursive, flowing style.

Chief Operating Officer
ICTI CARE Process