

TEMPLATE LETTER

February 23, 2011

[Name]
[Title]
[Company Name]
[Address 1]
[Address 2]

Dear [Name]:

We are a diverse group of investors representing approximately \$145 billion under management who believe immigration reform is a human rights and business imperative. We write to encourage [COMPANY] to join other leading companies that are speaking out in favor of a comprehensive immigration policy, including a pathway for currently unauthorized immigrants to earn legal status. Recognizing the historic and ongoing importance of immigrants in creating a prosperous U.S. economy, we are deeply troubled by the contentious public debate that is stifling progress on an issue that should rise above partisanship. A successful outcome is much more likely if major corporations express publicly their strong support for immigration reform.

The economic rationale for addressing immigration policy is not controversial: to be a successful global competitor, U.S. business must attract and retain the most talented and highly motivated people. Recent research led by Duke University on the contribution of immigrants in engineering and technology is a case in point.¹ The study identified at least one immigrant founder in one-quarter of all engineering and technology companies created in the U.S. in the decade ending 2005. Furthermore, many industries depend on immigrants, including undocumented workers, to operate their businesses. Based on data from 2008, the Pew Hispanic Center estimated that 8.3 million unauthorized immigrants represented 5.4% of the U.S. labor force.² The concentration of undocumented workers in several industries, however, reveals much greater dependence. The estimated share of employment occupied by unauthorized workers was 14% in construction, 13% in agriculture and 10% in leisure and hospitality.

Hence, we are not surprised to see companies beginning to advocate publicly for comprehensive immigration reform. Walt Disney CEO Robert Iger stated recently: "It's our great strength as a nation, and it's also critical for continued economic growth. To remain

¹ Wadhwa, et al, America's New Immigrant Entrepreneurs: Part 1 (January 4, 2007), Duke Science and Technology & Innovation Paper No. 23.

² Passel and Cohn, A Portrait of Unauthorized Immigrants in the United States, PewResearchCenter 2009

competitive in the 21st century, we need effective immigration reform that invites people to contribute to our shared success by building their own American dream.”³

As Robert Iger suggests, the vast majority of immigrants come to the U.S. in search of a better life for themselves and their families. Despite their contributions to the economy, some immigrants face significant discrimination and violence. The Leadership Conference on Civil and Human Rights suggested that an alarming escalation of hate crimes against Hispanics through 2007 appeared to correlate with the debate on immigration reform.⁴ As of March 2009, there were an estimated 11.1 million unauthorized immigrants in the U.S., which is down 8% from the 2007 peak.⁵ At least five million children of undocumented immigrants, the vast majority of whom were born in the U.S., are vulnerable to policies that could be socially and economically disruptive. Moreover, fear of exposure keeps undocumented workers, who are disproportionately represented in low-wage occupations, especially vulnerable to unscrupulous employers who can violate wage, safety and discrimination laws with impunity. Yet our businesses need these workers to meet the diverse demands of a thriving economy.

We recognize that effective and fair immigration reform is a shared responsibility of individuals, companies and government. Fortunately, experts and policy makers generally agree on the major components of comprehensive reform: effective border control, employer accountability, improved processes for needed temporary and permanent workers, and importantly, a pathway to legal status for currently unauthorized residents. We believe comprehensive reform must be developed and implemented consistent with the human rights of all concerned, value the integrity of families, and prevent immigrant workers – be they temporary or permanent – from being subjected to second-class employment standards.

As CEO of [COMPANY] we are asking you to speak publicly in support of reform that includes a pathway to legal status for undocumented immigrants. We think your encouragement can help foster the political will necessary to make progress.

Support for immigration reform could be posted on the company website or in other corporate publications. Some companies have joined the recently created *Partnership for a New American Economy* (www.renewoureconomy.org), a bipartisan coalition of mayors and business leaders who are making the economic case for sensible immigration reform.³ Led by Mayor Michael Bloomberg, CEOs of Boeing, Marriot, Microsoft, News Corporation, and Walt Disney are co-chairs of the Partnership.

³ PR-287-10 Major Bloomberg Joins Majors and Business Leaders to Form *Partnership for a New American Economy*, June 24, 2010.

⁴ The Leadership Conference, *The State of Hate: Escalating Hate Violence Against Immigrants*, <http://www.civilrights.org/publications/hatecrimes/escalating-violence.html>

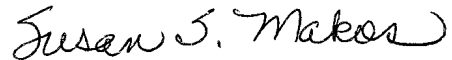
⁵ Passel and Cohn, *U.S. Unauthorized Immigration Flows Are Down Sharply Since Mid-Decade*, PewResearchCenter 2010

We hope to learn that your voice will soon be heard along with other corporate leaders. Please respond to Heidi Soumerai of Walden Asset Management, a division of Boston Trust & Investment Management Company (contact information is below) by March 16, 2011.

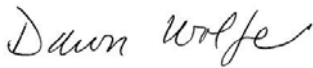
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