

## 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.<sup>1</sup> 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.<sup>2</sup> 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

---

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

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

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

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.<sup>4</sup> 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.<sup>5</sup> 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](http://www.renewoureconomy.org)), a bipartisan coalition of mayors and business leaders who are making the economic case for sensible immigration reform.<sup>3</sup> Led by Mayor Michael Bloomberg, CEOs of Boeing, Marriot, Microsoft, News Corporation, and Walt Disney are co-chairs of the Partnership.

---

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

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

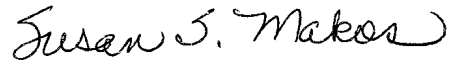
<sup>5</sup> Passel and Cohn, *U.S. Unauthorized Immigration Flows Are Down Sharply Since Mid-Decade*, PewResearchCenter 2010

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.

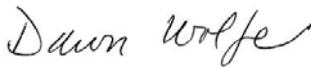
Sincerely,



Heidi Soumerai  
Senior Vice President  
Walden Asset Management  
One Beacon Street, 33<sup>rd</sup> Fl.  
Boston, MA 02108  
(617)726-7233  
[hsoumerai@bostontrust.com](mailto:hsoumerai@bostontrust.com)




Susan S. Makos  
Director of Social Responsibility  
Mercy Investment Services, Inc.  
2039 North Geyer Road  
Saint Louis, MO 63131



Dawn Wolfe  
Associate Director of ESG Research  
Boston Common Asset Management  
84 State Street  
Boston, MA 02109



Timothy Brennan  
Treasurer  
Unitarian Universalist Assoc.  
25 Beacon Street  
Boston, MA 02108



John C. Liu  
Comptroller  
City of New York  
One Centre Street  
New York, NY 10007

## ADDITIONAL SIGNATORIES

### Unions:

Gerald W. McEntee  
International President  
American Federation of State, County and  
Municipal Employees (AFSCME)  
1625 L Street, N.W.  
Washington, DC 20036-5687

ED Eunice Washington  
Director of Benefit Funds  
SEIU Master Trust  
11 Dupont Circle, N.W., Ste. 900  
Washington, DC 20036-1202

### Investment Firms:

Bennett Freeman  
Senior Vice President  
Sustainability Research and Policy  
Calvert Investments  
4550 Montgomery Ave., Suite 1000N  
Bethesda, MD 20814

Julie Tanner  
Assistant Director of Socially Responsible  
Investing  
Christian Brothers Investment Services,  
Inc.  
777 Third Avenue, 29<sup>th</sup> floor  
New York, NY 10017-1401

Adam Kanzer  
Managing Director  
Domini Social Investments  
536 Broadway  
New York, NY

Julie Johnson, CFA  
Managing Director  
Fresh Pond Capital  
4 Liberty Square, 2<sup>nd</sup> floor  
Boston, MA 02109

Maria Kamin  
ESG Research Manager  
Parnassus Investments  
1 Market Street, Suite 1600  
San Francisco, CA 94105

Patricia Jurewicz  
Director, Responsible Sourcing Network  
a project of As You Sow  
311 California Street, Suite 650  
San Francisco, CA 94104

Shelley Alpern  
Director of ESG Research and Shareholder  
Advocacy  
Trillium Asset Management  
711 Atlantic Avenue  
Boston, Massachusetts 02111-2809

Sonia Kowal  
Director of Socially Responsible Investing  
Zevin Asset Management LLC  
50 Congress Street, Suite 1040  
Boston, MA 02109

### Faith-Based Investors:

Christopher Mathias  
Program Coordinator of Corporate  
Responsibility, on behalf of the Corporate  
Responsibility Committee  
The Adrian Dominican Sisters  
Adrian, MI 49221

Michaele D. Birdsall  
CFO / Treasurer  
American Baptist Home Mission Society  
52 East 3<sup>rd</sup> Street  
Brooklyn, NY 11218

Sr. Susan Mika, OSB  
Benedictine Sisters Coalition  
Socially Responsible Investment Coalition  
San Antonio, TX 78228

Mark Potter, Ph.D.  
Provincial Assistant, Social Ministries  
California Province of the Society of Jesus  
300 College Ave., Room 428  
Los Gatos, CA 95031-0519

Kathleen Coll, SSJ  
Administrator, Shareholder Advocacy  
Catholic Health East  
3805 West Chester Pike  
Newtown Square, PA 19073

Colleen Scanlon, RN, JD  
Senior Vice President, Advocacy  
Catholic Health Initiatives  
Englewood, CO 80112

Susan S Makos  
SRI Advisor  
Catholic Health Partners  
Cincinnati, OH 45202

Susan Vickers, RSM  
VP Community Health  
Catholic Healthcare West  
185 Berry Street, Suite 300  
San Francisco, CA 94107

Fr. Michael J. Hoolahan, CP  
Treasurer  
Congregation of the Passion, Holy Cross  
Province

Mary Ellen Gondeck, CSJ  
Justice Team  
Congregation of St. Joseph

Ruth Rosenbaum, PhD  
Executive Director  
CREA: Center for Reflection, Education  
and Action  
Hartford, CT

The Endowment Investment Committee of  
the Paulist Center  
Boston, MA

Linda Cundiff  
Chair, Immigration Task Force  
First Parish, Cambridge, Unitarian  
Universalist  
Cambridge, MA

Constance Brookes  
Executive Director  
Friends Fiduciary Corporation  
Philadelphia, PA

Alice Gerdeman, CDP  
Coordinator  
Intercommunity Justice and Peace Center  
Cincinnati, OH

Linda Haydock, SNJM  
Executive Director  
Intercommunity Peace & Justice Center  
New York, NY

Laura Berry  
Executive Director  
Interfaith Center on Corporate  
Responsibility  
475 Riverside Drive, Suite 1842  
New York, NY 10115

Marie Gaillac  
Corporate Responsibility Coordinator  
JOLT, CRI  
San Francisco, CA

Myles McCabe  
Director of Justice, Peace and Creation  
Marianist Province of the U.S.  
St. Louis, MO

Rev. Joseph P. La Mar, M.M.  
Maryknoll Fathers and Brothers  
Assistant CFO  
Maryknoll, NY 10545

Barbara Jennings, CSJ  
Midwest Coalition for Responsible  
Investment  
St. Louis, MO

Fr. Seamus Finn OMI, Director  
Missionary Oblates of Mary Immaculate  
Justice, Peace and Integrity of Creation  
Office  
Washington, DC

Mark Potter, Ph.D.  
Chair  
National Jesuit Committee on Investment  
Responsibility

Judy Byron, OP  
Director  
Northwest Coalition for Responsible  
Investment  
Seattle, WA

Mary Genino, RSHM  
Provincial Superior  
Religious of the Sacred Heart of Mary  
Western American Province

Ronald R. DiLuigi  
Vice President, Advocacy and Public  
Policy  
St. Joseph Health System  
Orange, CA

Ethel Howley, SSND  
Social Responsibility Resource Person  
School Sisters of Notre Dame Cooperative  
Investment Fund  
Wilton, CT

Sister Barbara Kraemer, OSF  
School Sisters of St. Francis  
U.S. Province  
Milwaukee, WI 53215

Ruth Kuhn, SC  
Chair, Corporate Responsibility  
Committee and Coordinator, Region VI  
Coalition for Responsible Investment  
Sisters of Charity of Cincinnati

Sister Barbara Aires  
Coordinator of Corporate Responsibility  
Sisters of Charity of Saint Elizabeth  
Convent Station, NJ

Sisters of Charity, BVM  
Dubuque, Iowa

Sister Ellen Kelly  
Province Leader  
Sisters of the Good Shepherd  
New York Province

Sr. Gladys Gunther  
Congregational President  
Sisters of the Holy Family  
San Jose, CA

Mary Beth Hamm SSJ  
Social Justice Coordinator  
Sisters of Saint Joseph of Chestnut Hill  
Philadelphia, PA

Sister Joan Schlotfeld, SND  
Treasurer  
Sisters of Notre Dame

Sister Pamela Marie Buganski, SND  
Provincial Treasurer  
Sisters of Notre Dame of Toledo, OH

Sister Leonore Coen  
Director of Mission Support  
Sisters of Notre Dame de Namur  
Congregational Mission Office

Sister Louise O'Reilly  
CA Province Leadership Team  
Sisters of Notre Dame de Namur, CA  
Province

Sister Stephanie Still, PBVM  
President  
Sisters of the Presentation  
San Francisco, CA

Sr. Maureen McInerney, O.P.  
Prioress General  
Sisters of St. Dominic, Congregation of the  
Most Holy Name, San Rafael

Sister Betty Kenny, OSF  
Chair, Social Investment Activities Comm.  
Sisters of Saint Francis  
Rochester, MN

Irene Senn  
Director of Justice, Peace & Integrity of  
Creation  
Sisters of St. Francis of Assisi

Nora M. Nash, OSF  
Director, Corporate Social Responsibility  
Sisters of St. Francis of Philadelphia

Sister Patricia Rayburn, OSF  
Provincial Minister  
Sisters of St. Francis of Penance and  
Christian Charity  
St. Francis Province

Sister Carole Lombard, CSJ  
Director of Justice and Peace  
Sisters of St. Joseph of Boston  
Boston, MA

Diana Oleskevich, CSIA  
Justice Coordinator  
Sisters of St. Joseph of Carondelet and  
Associates  
St. Louis Province  
St. Louis, MO

Sister Sharon Becker  
Treasurer  
Sisters of St. Joseph of Orange

Sister Michele Harnett, SSL  
Regional Leadership Team  
Sisters of St. Louis, California Region

Sisters of Saint Ursula  
American Region

Helen McDonald, SHCJ  
Society of the Holy Child Jesus  
Rye, NY

Sr. Patricia Daly, OP  
Executive Director  
Tri-State Coalition for Responsible  
Investment

William Schultz  
President and CEO  
Unitarian Universalist Service Committee  
Cambridge, MA

Valerie Heinonen, OSU  
Director, Shareholder Advocacy  
Mercy Investment Services, Inc.;  
Dominican Sisters of Hope; and  
Ursuline Sisters of Tildonk, U.S. Province