

Dear Sir:

I am the Director of Sales and Marketing for ISSPRO, a manufacturing company that has worked to maintain its business in Portland, Oregon for over 65 years. There have been hard times. There have been lay-offs and pay cuts. Entire segments of the business have been lost to off shore competitors, but still the owners managed to hold on. Currently about 100 people are employed at ISSPRO. We manufacture components for companies like John Deere, Daimler and Navistar. ISSPRO's starting wage for manufacturing employees is \$10.10. They also receive health insurance, dental insurance, life insurance, short term disability insurance, a 2% 401K match, and profit sharing. Many of the people employed by ISSPRO are immigrants from Asia who speak little English. Entire families work together here. They are treated with respect and kindness, and they are provided with opportunities to advance.

Raising the minimum wage to \$15.00 would destroy this company. How do I know? One of my responsibilities as the Director of Sales and Marketing is pricing. We compete with manufacturers of similar products in Asia and India. Those competitors use the same raw materials, but pay their workers much less. ISSPRO manages to win some business due to superb quality, excellent customer service, and a willingness on the part of the owners to accept lower profit margins. Increasing our labor costs would render us non-competitive. It's not just fast food workers who would be impacted by this legislation. It is workers who compete for their jobs with workers off shore. I can't buy a fast food burger from someone in Asia, but I can buy almost anything that is manufactured.

I am attaching an e-mail I received from a customer today to illustrate what is the reality for component manufacturers in America today. Please help us remain competitive and keep our people employed! We are depending on you to make the right decision and deny the \$15.00 minimum wage.

*Kathleen Brown*

Director of Sales and Marketing  
ISSPRO, Inc.  
503-528-3420  
971-227-3749 Mobile