

STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

| BENCHMARK | CALCULATION NOTES | SOURCE | MONTHLY VALUE (USD) |
|---|---|--|---------------------|
| Federal Minimum Wage | <ul style="list-style-type: none"> The United States Federal Minimum Wage is \$7.25 an hour. The average paid days/month = (365 (days)-52 (weeks) * 2 (rest days))/12 (months) = 21.75 days, so the legal minimum wage is \$7.25 * 8 (hours) * 21.75 (days) = \$1261.5 per month | <u>United States Department of Labor</u> | 1,261.5 |
| Industry/sector Wage Comparator Average wage for garment workers | <ul style="list-style-type: none"> \$25,420 was the annual average wage for garment workers (Textile, Apparel, and Furnishings Workers, BLS code 51-6000), which is equivalent to \$2,118.3 per month. Latest from May 2015. | <u>Bureau of Labor Statistics</u> | 2,118.3 |

INCOME AND POVERTY BENCHMARKS

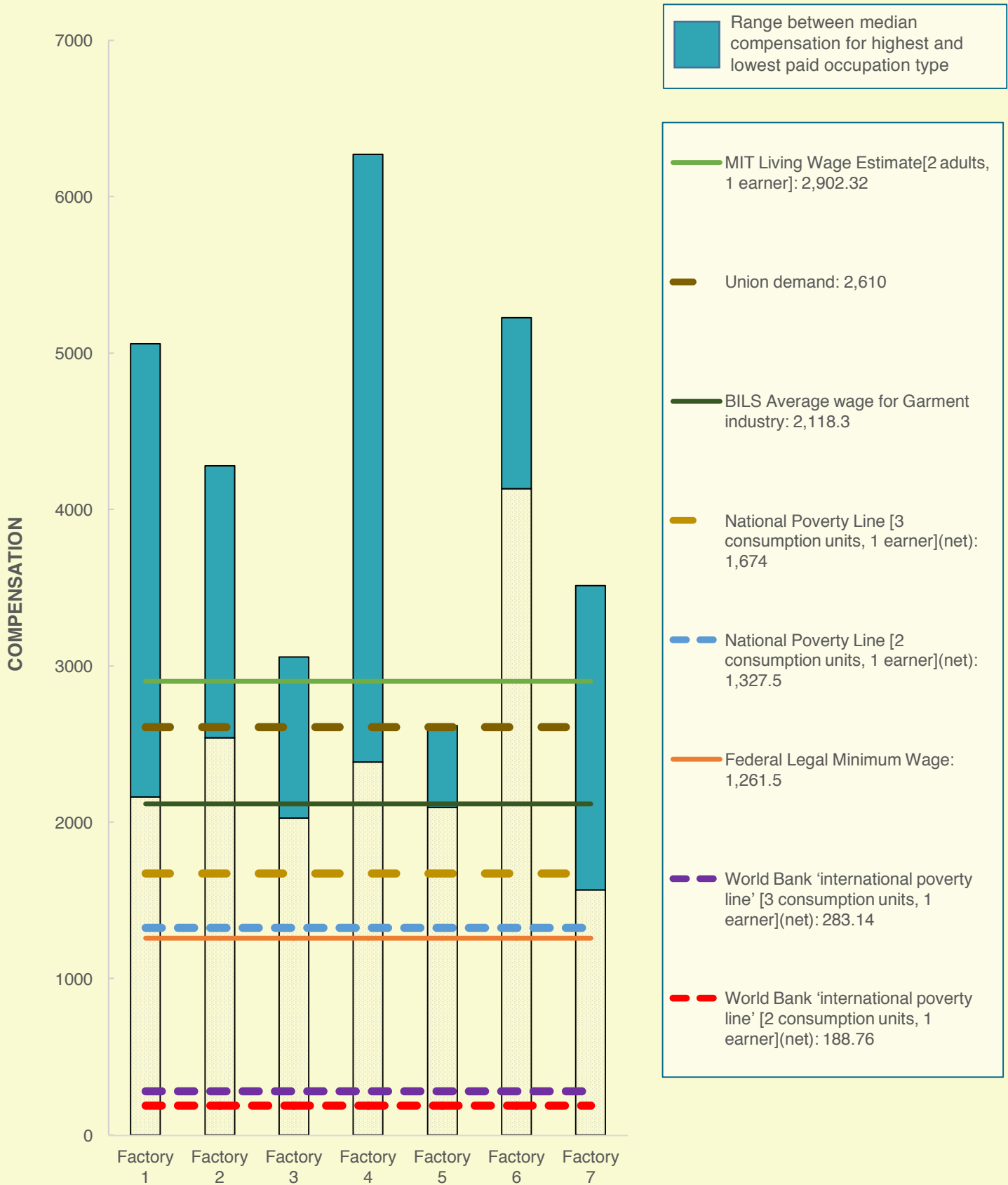
| BENCHMARK | CALCULATION NOTES | SOURCE | MONTHLY VALUE (USD) |
|--|---|--|---|
| National Poverty Line (2-person and 3-person family) | <ul style="list-style-type: none"> Official poverty threshold updated each year by the Census Bureau. Applies to 48 contiguous states and the District of Columbia. The 2015 value for a one-person family = \$11,770, family of two = \$15,930, family of three = \$20,090 Annual value converted to monthly: \$981/month for one; \$1,327.5/month for two; \$1,674/month for three. | <u>Department of Health and Human Services</u> | 1327.5 for a family of 2; 1674 for a family of 3 |
| World Bank 'international poverty line' (2011 PPP\$ 3.10/day) | <ul style="list-style-type: none"> Poverty is measured by the World Bank at Purchasing Power Parity (PPP)\$3.10/day. On a monthly basis, this is (USD 3.1* (365/12)) = \$94.29. Adjusted for inflation, this amount is [236.93 (CPI 2015)/236.71 (CPI 2014) * \$94.29] USD 94.38/person/month The household equivalent of \$94.38, assuming two consumption units and one earner is \$188.76/month. | <u>WB 2011 ICP</u> | 188.76 |
| | <ul style="list-style-type: none"> The household equivalent of USD 94.38, assuming three consumption units and one earner is \$283.14/month. | | 283.14 |

INCOME AND POVERTY BENCHMARKS

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|--|--|---|-----------------------------------|
| <p>Living Wage Estimate</p> <p>MIT/Amy Glasmeier Living Wage estimate (2 adults, 1 earner)</p> | <ul style="list-style-type: none"> Value selected with a single earner and two adults, as that is assumed closest to the FLA assumption of two consumption units and one earner. According to the US Census Bureau, the median household income was \$53,657 in 2014. http://www.census.gov/library/publications/2015/demo/p60-252.html Among the regions, the median household income of Midwest region (54,267) was the closest to the national average. In addition, Kansas has a median household income of 53,444, the closest to the national average among the 50 states. The 2015 MIT living wage for Kansas as a whole is \$16.68/hour (for two adults and one working). Assuming a full-time 40 hour week with no overtime, this equates to $16.68 * 8 \text{ hours} * 21.75 \text{ working days} = 2,902.32/\text{month}$. | <p><u>Living Wage Calculator</u></p> | <p>2,902.32 for Kansas</p> |
| <p>Union Wage Demand</p> <p>Union/Worker Centre "Fight for \$15" Minimum Wage campaign</p> | <ul style="list-style-type: none"> Assuming a full time 40 hour week with no overtime, this equates to $15.00 * 8 \text{ hours} * 21.75 \text{ working days} = 2,610/\text{month}$. Not tied to any specific household size | <p><u>Union/Worker Centre "Fight for \$15" campaign</u></p> | <p>2,610</p> |

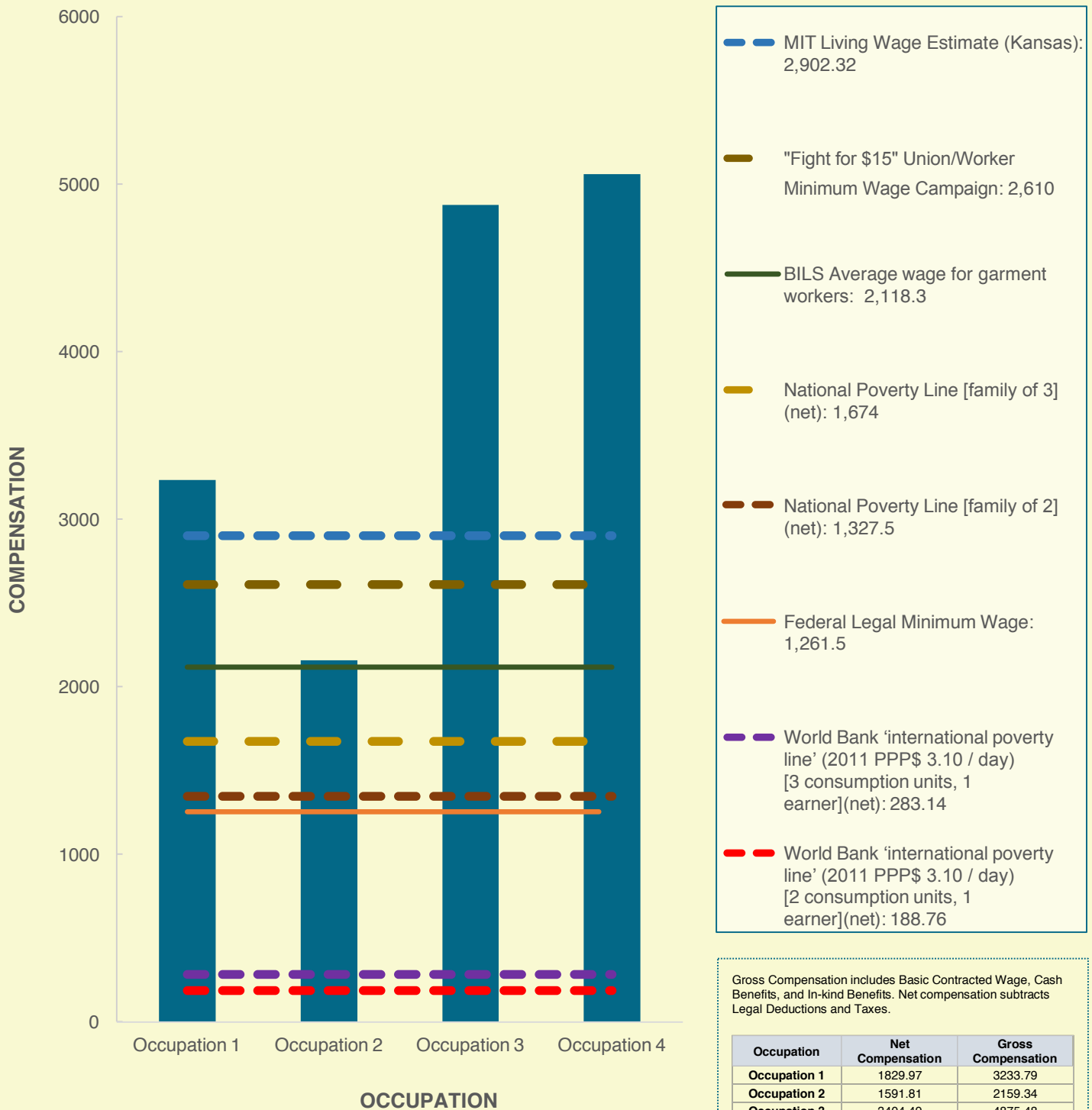
COMPENSATION COMPARISON ACROSS FACTORIES

UNITED STATES *Currency: US Dollar (USD)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (1) *Currency: US Dollar (USD)*



Basic Contracted Wage

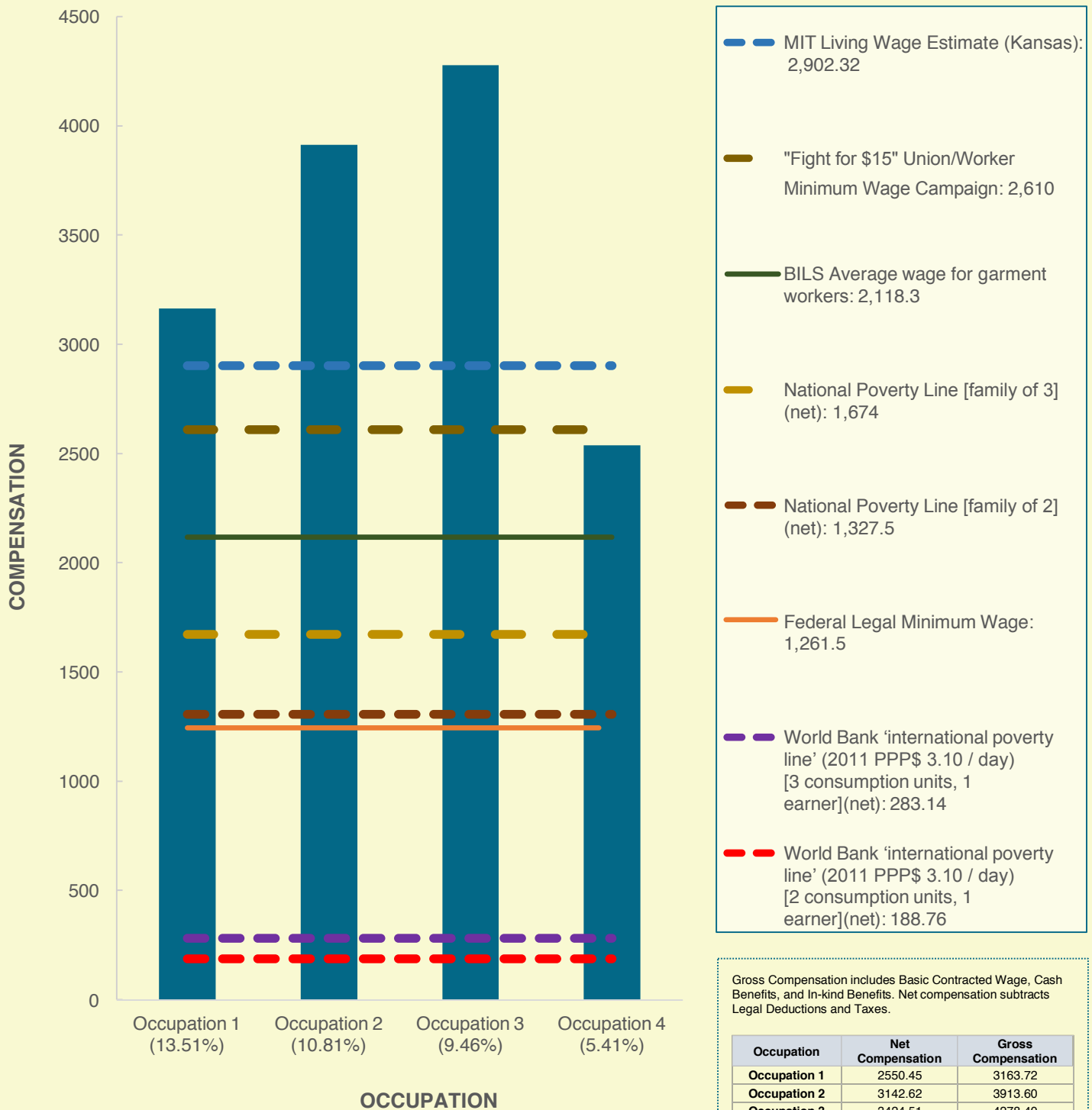
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (2) *Currency: US Dollar (USD)*



Basic Contracted Wage

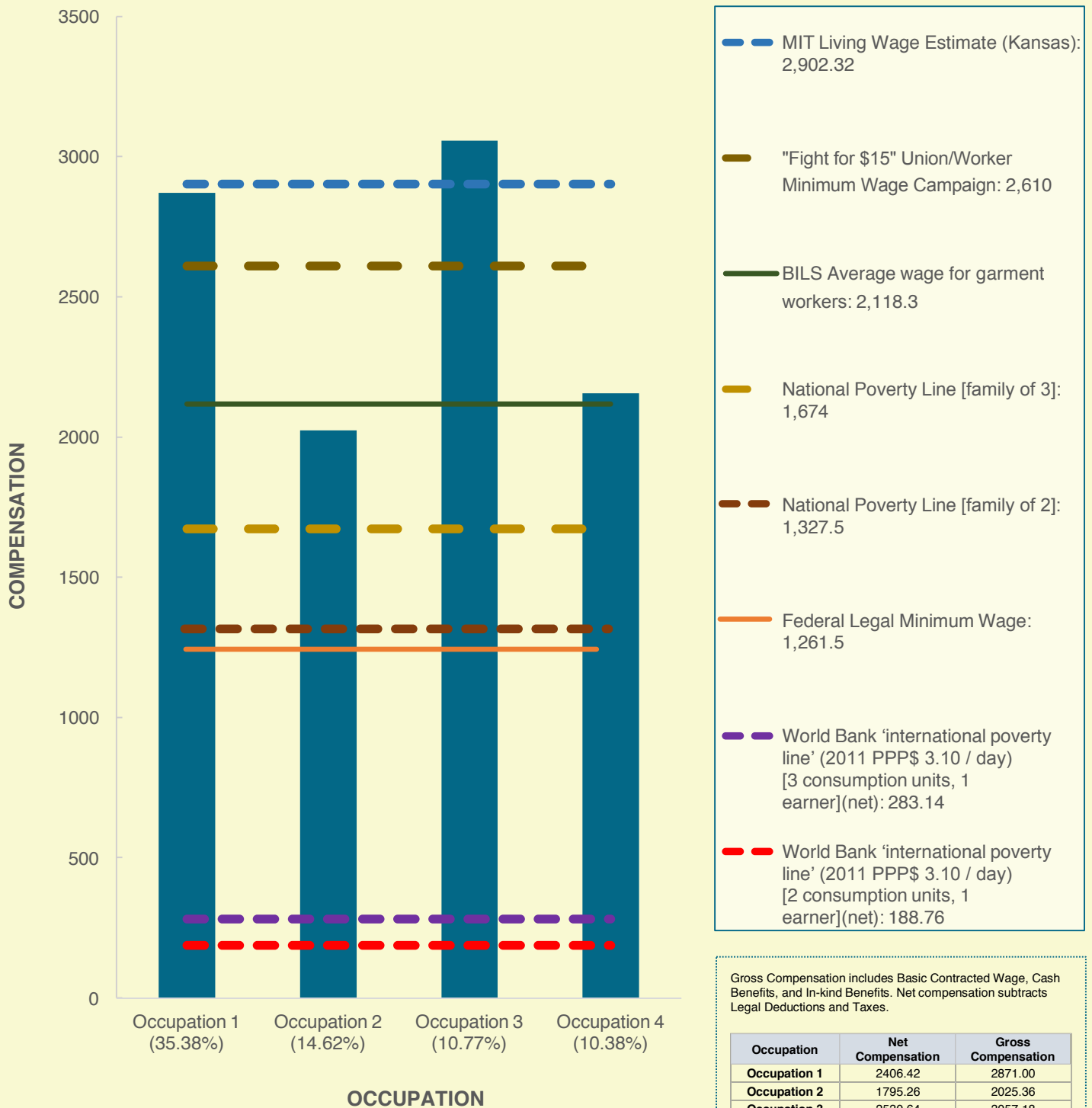
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (3) *Currency: US Dollar (USD)*



Basic Contracted Wage

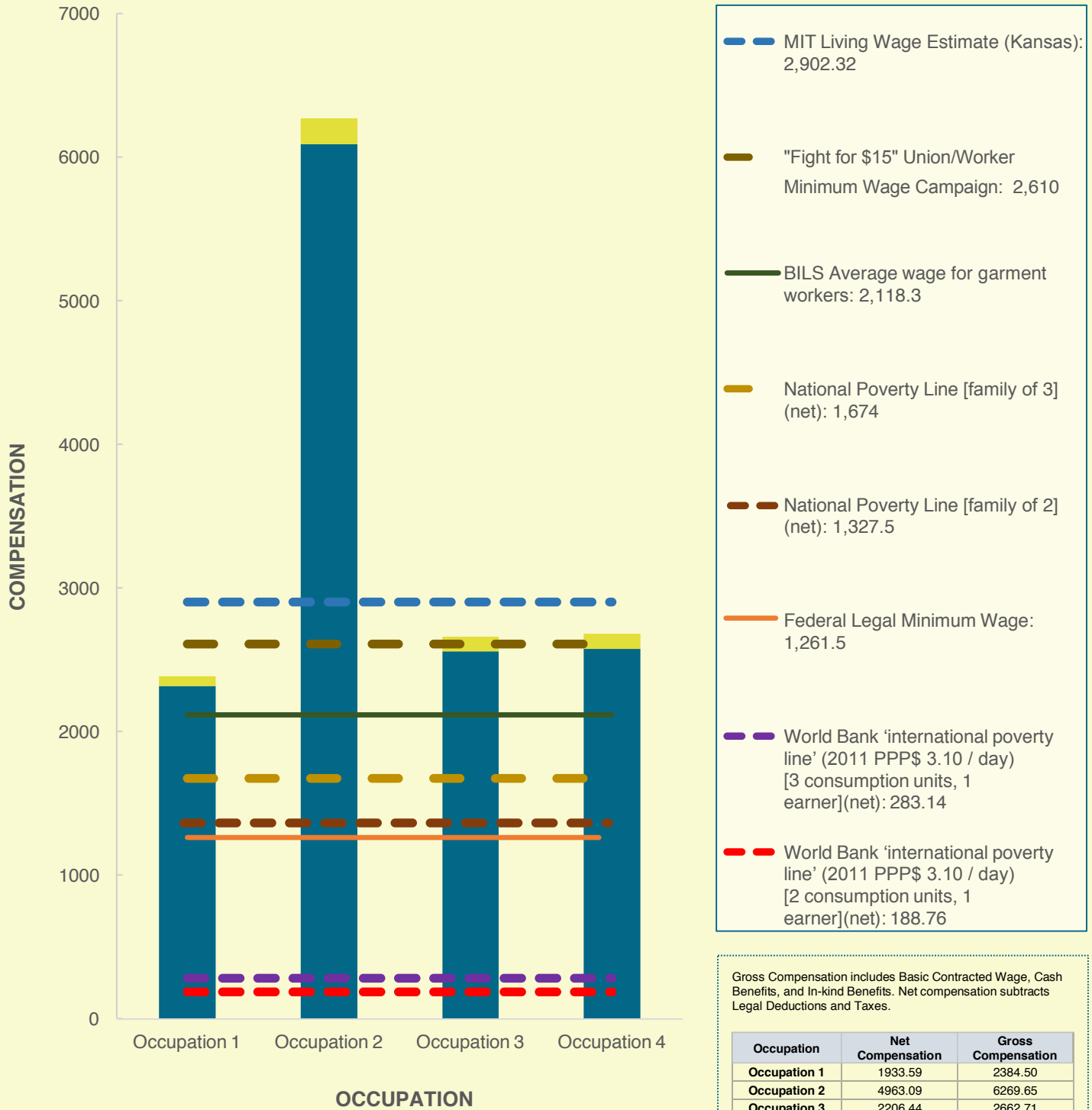
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (4) *Currency: US Dollar (USD)*



Basic Contracted Wage

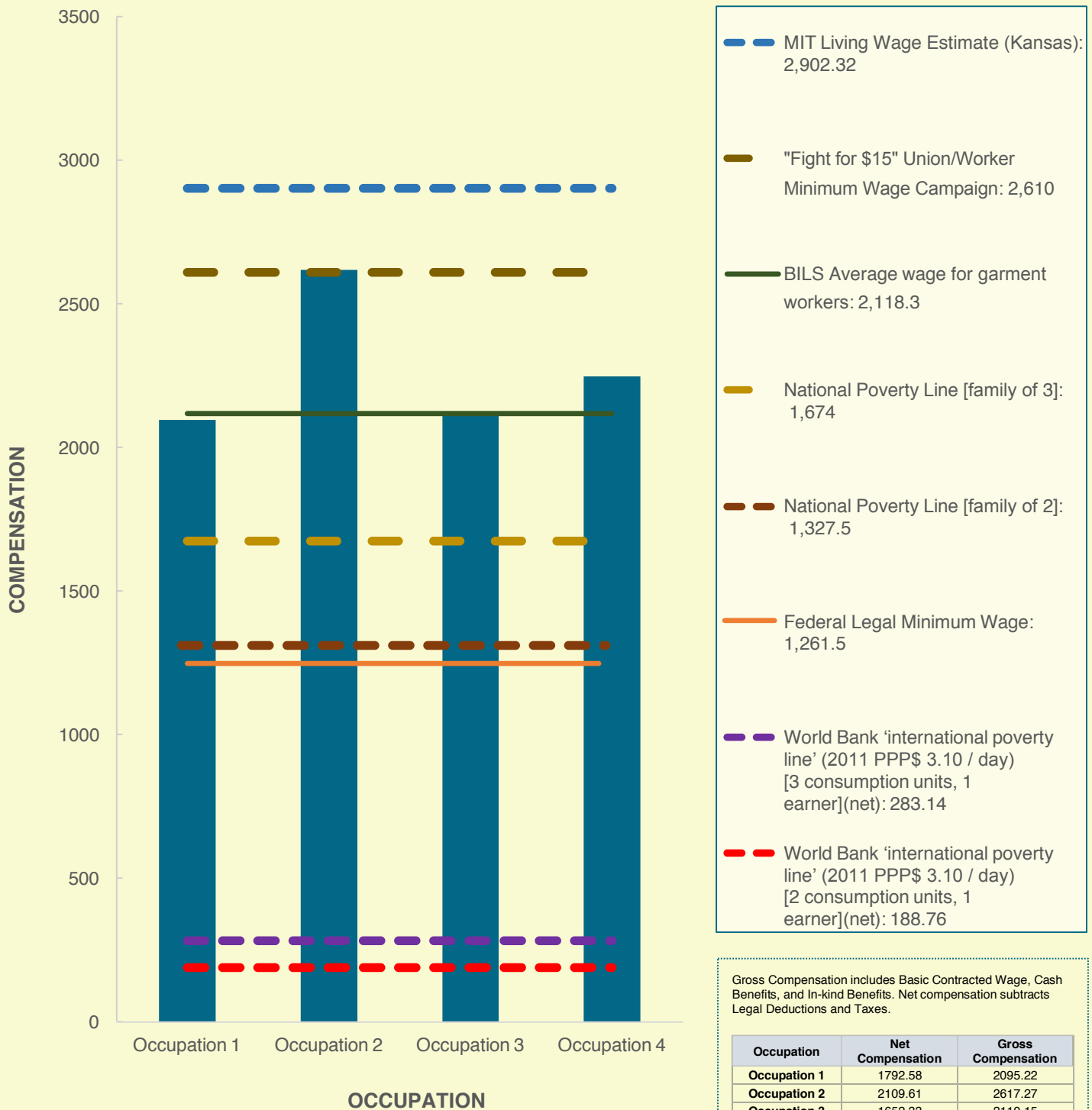
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (5) *Currency: US Dollar (USD)*



Basic Contracted Wage

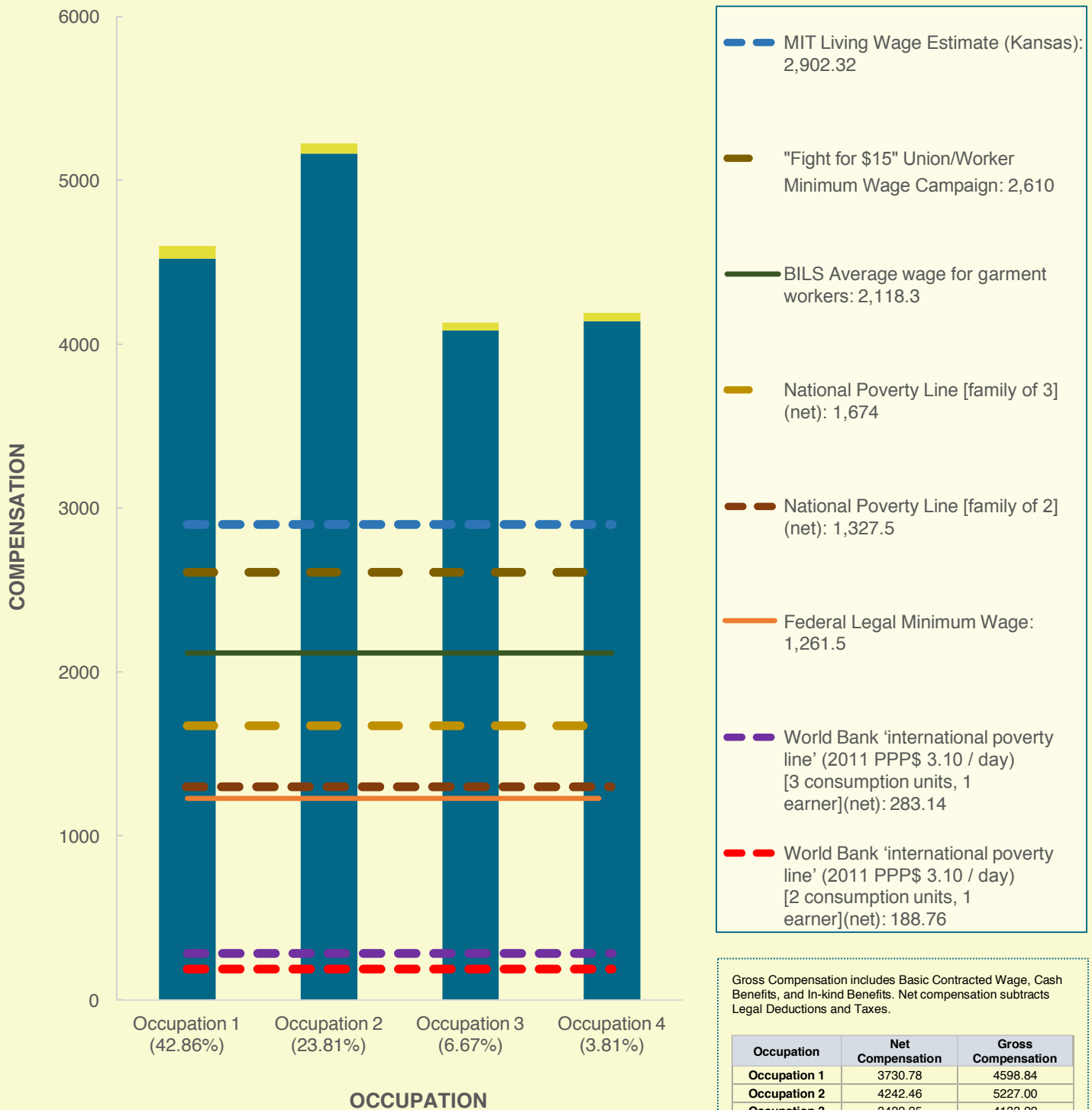
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (6) *Currency: US Dollar (USD)*



Basic Contracted Wage

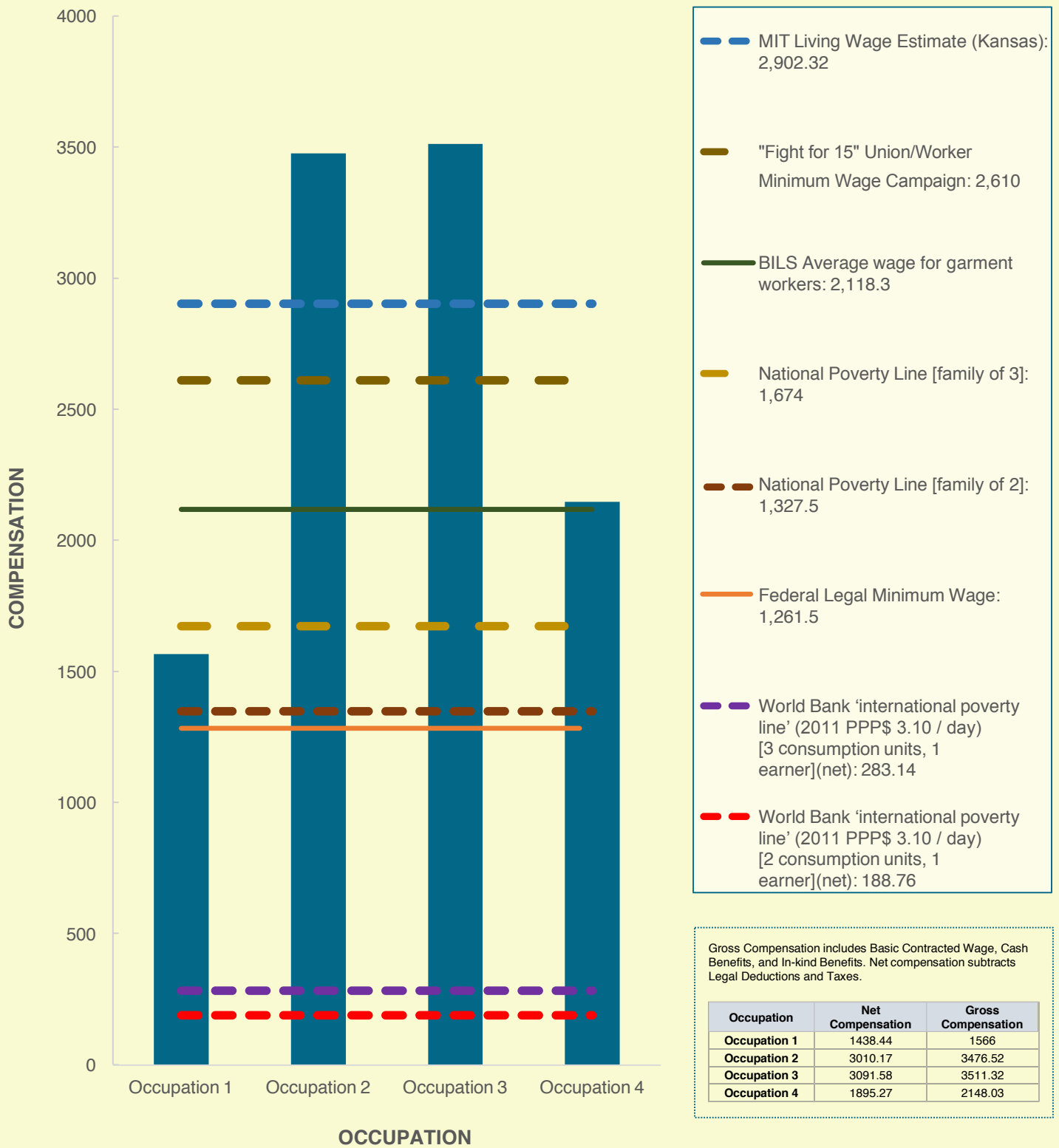
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (7) *Currency: US Dollar (USD)*



Basic Contracted Wage

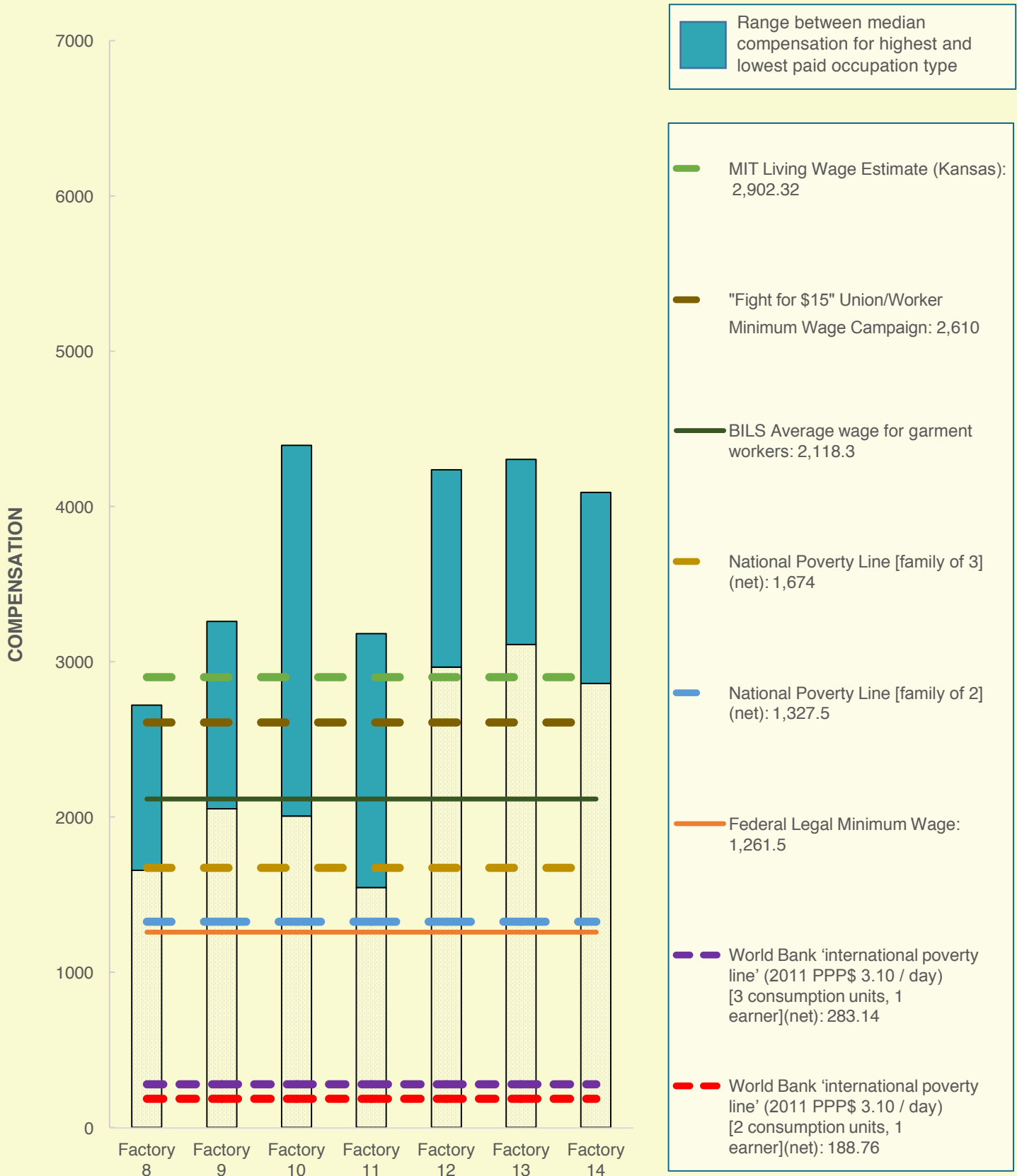
Cash Benefit

In-Kind Benefit

Incentives

COMPENSATION COMPARISON ACROSS FACTORIES

UNITED STATES *Currency: US Dollar (USD)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (8) *Currency: US Dollar (USD)*



Basic Contracted Wage

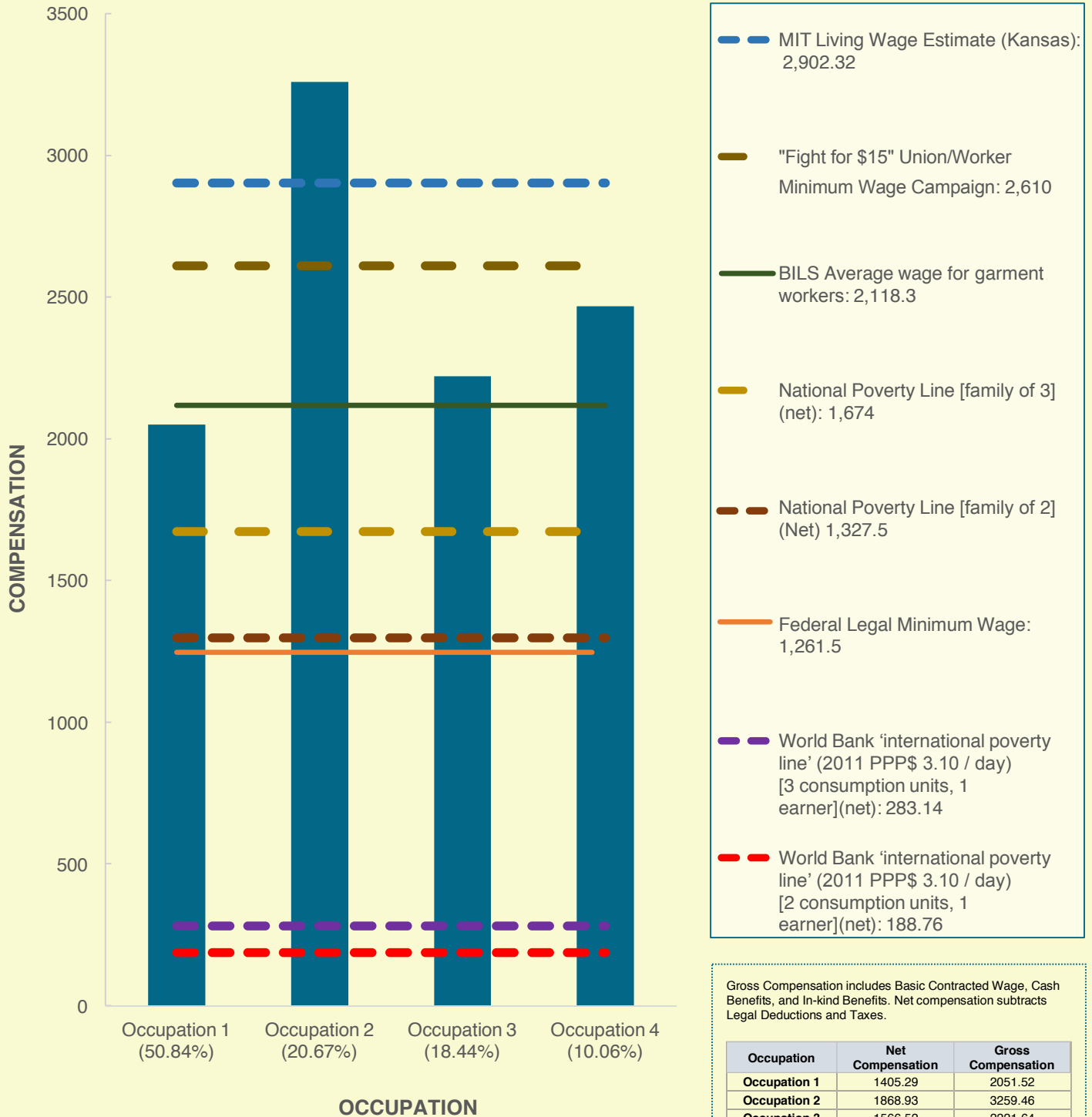
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (9) *Currency: US Dollar (USD)*



Basic Contracted Wage

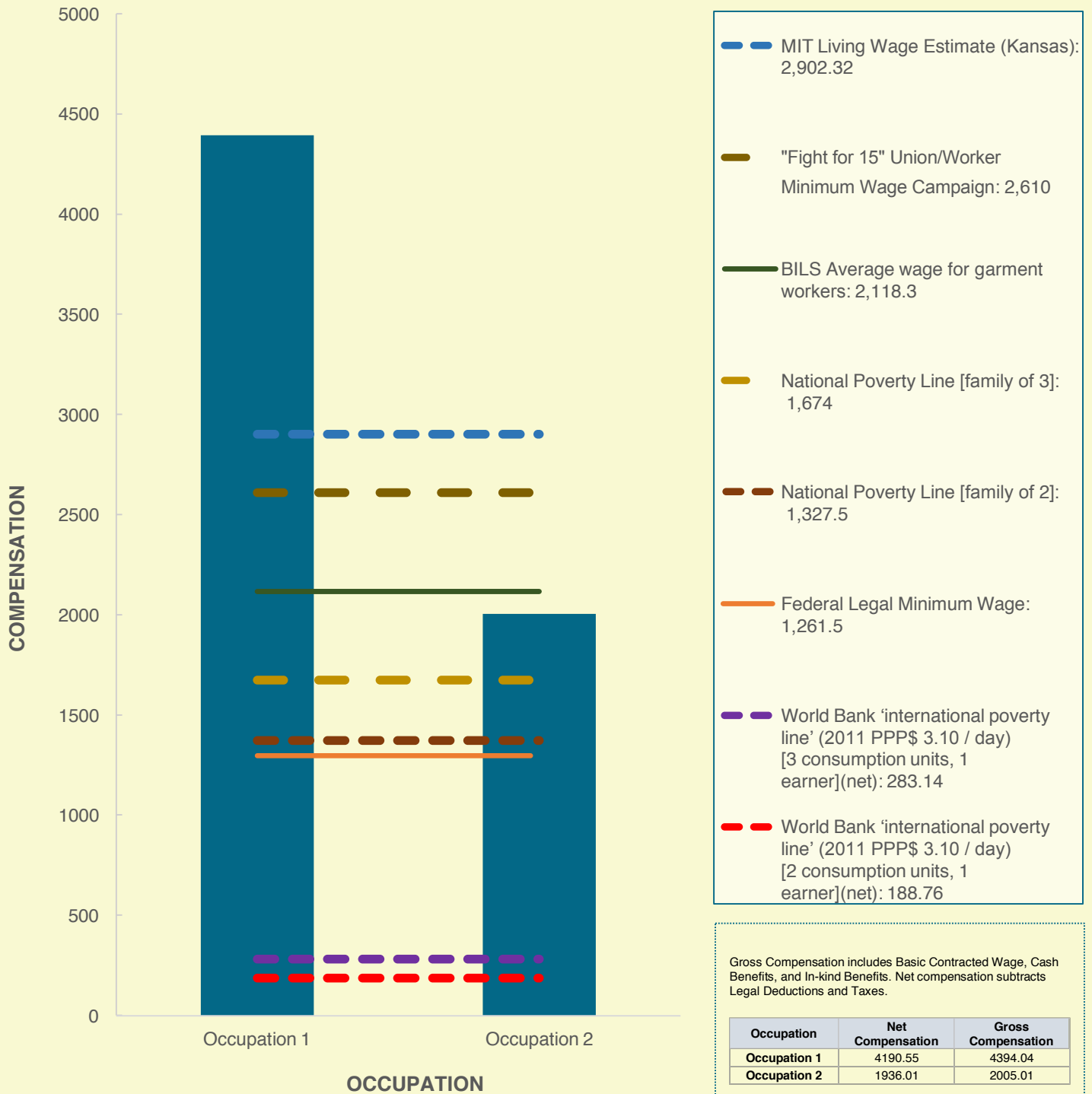
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (10) *Currency: US Dollar (USD)*



Basic Contracted Wage

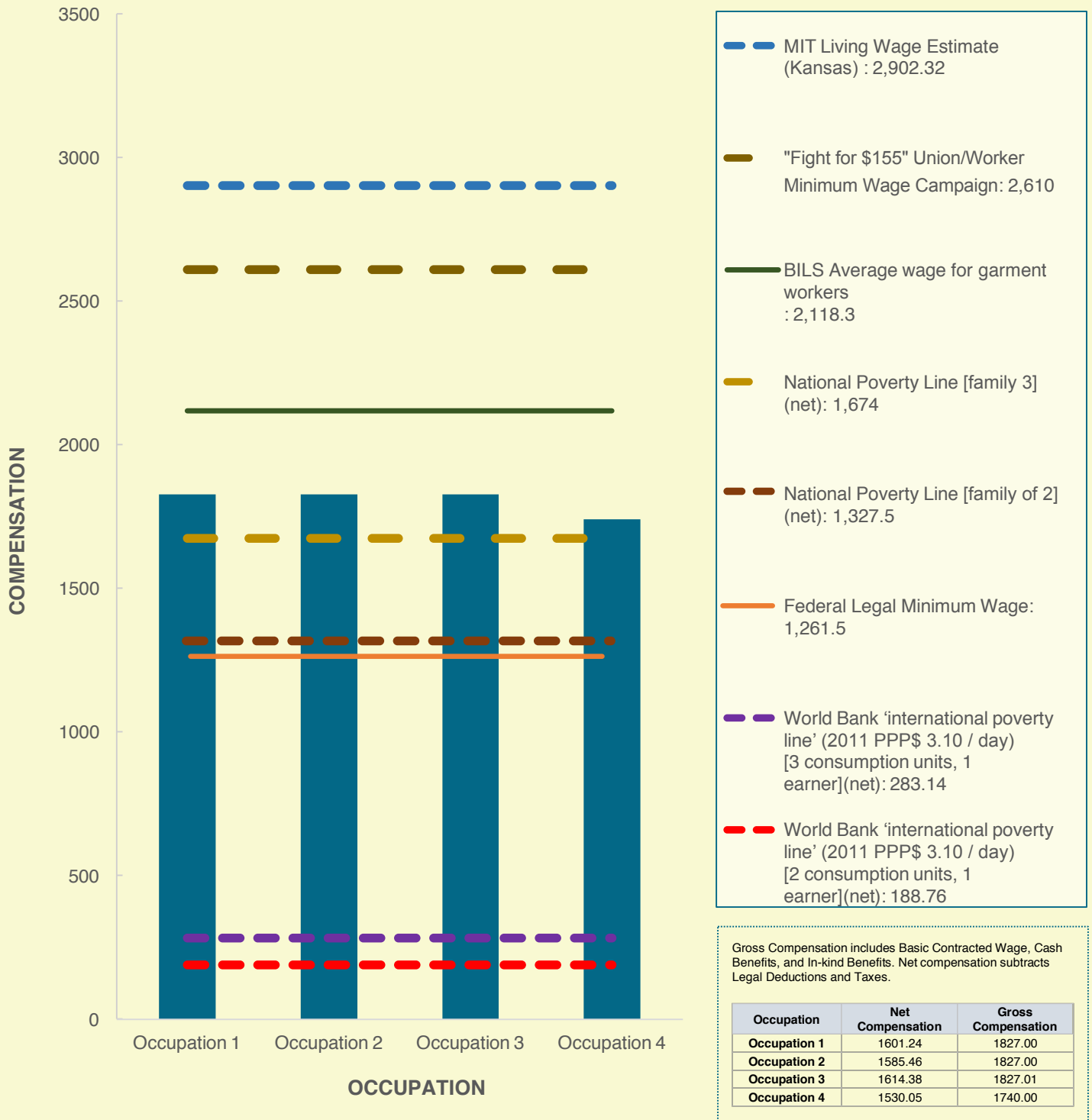
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (11) *Currency: US Dollar (USD)*



Basic Contracted Wage

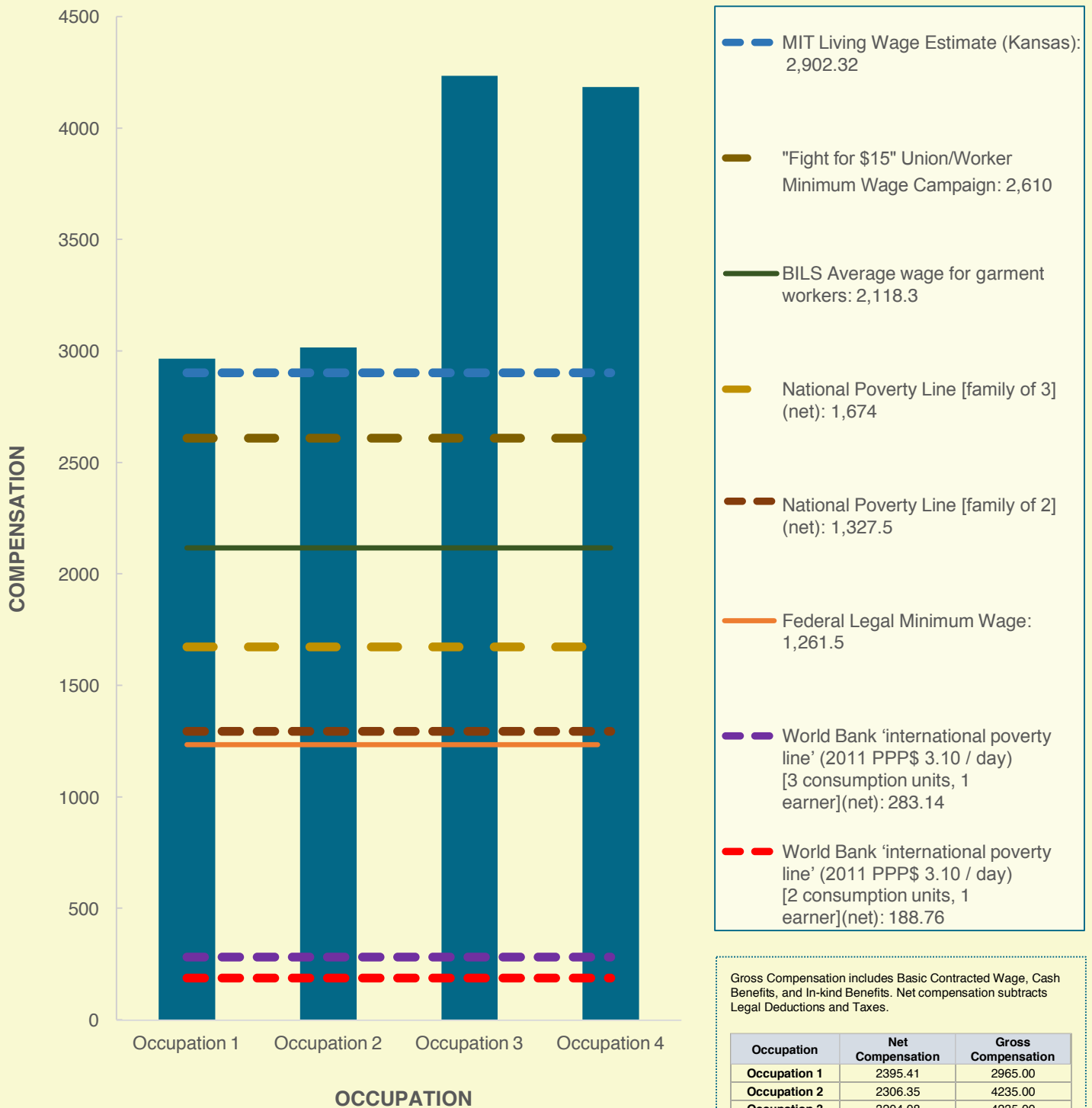
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (12) *Currency: US Dollar (USD)*



Basic Contracted Wage

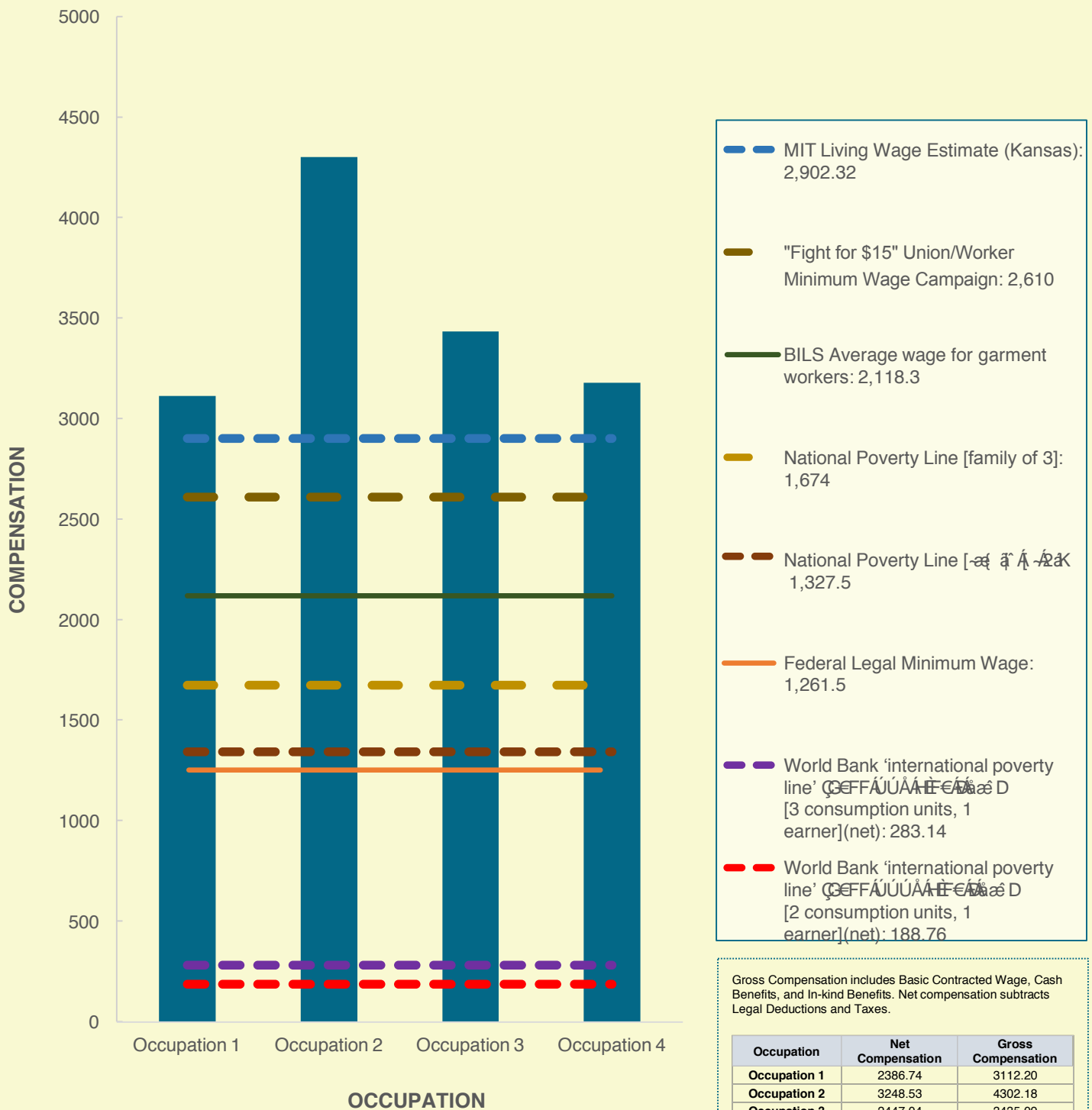
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (13) *Currency: US Dollar (USD)*



Basic Contracted Wage

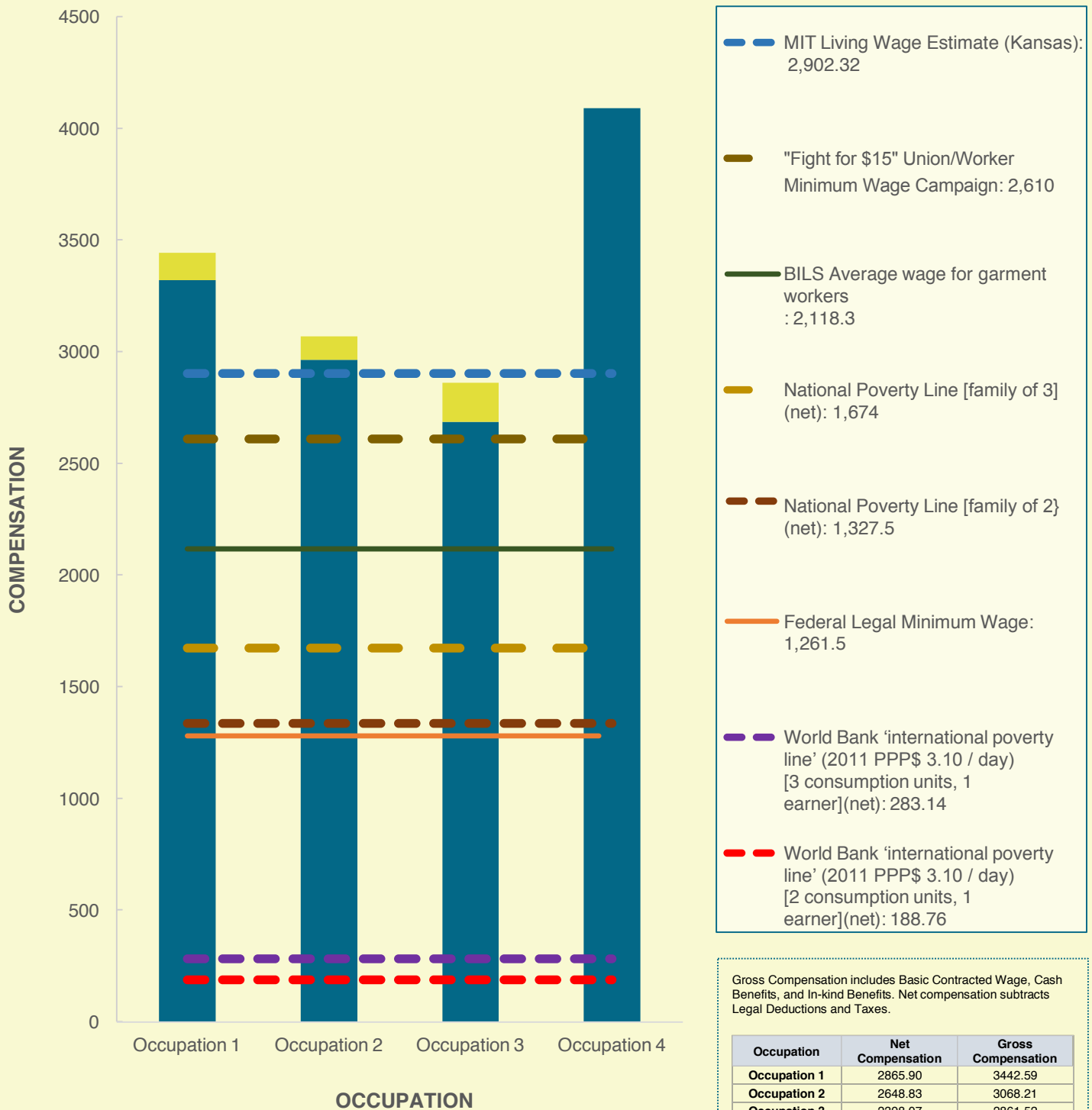
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

UNITED STATES (14) *Currency: US Dollar (USD)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives