

Date: March 28, 2013
Venue: Meeting room

Attendees:

Mr. Aung Htay Win (Director of Ministry of Labor, Employment and Social Security Myanmar)
Ms. Thaingi Ye Htun (Deputy Director of Ministry of Labor, Employment and Social Security Myanmar)

Mr. Benny Lui - (CEO Century Miracle)
Ms. S.Y. Leung - (Plant Manager – Century Miracle)
Ms. Lyvin Wong (Compliance Manager – Century Miracle)
Mr. Belal Harb (Admin & Finance Manager – Century Miracle)

Ms. Kin Way (Century Miracle Consultant - Myanmar)

Mr. Kyaw Zin Oo & Mr. Kyaw Swe Than (Worker Representative – Century Miracle)

Meeting Agenda

The delegation from the Ministry of Labor, Employment and Social Security – Myanmar (hereinafter **MOLES**), has been appointed to come and visit Century Miracle Jordan (hereinafter **CMJ**), in light of the latest events. The delegation has visited Century Miracle and toured the production floors, cafeterias and other facilities and during the tour the delegation has freely interviewed and discussed all the concerns of the workers from Myanmar – Workers and meetings have been done with many groups from those workers who were back to work and even those workers whom decided to resign and depart from Jordan.

Based on the investigation and the findings of the delegation, the following issues were discussed and agreed upon with the above mentioned parties:-

1. During the meeting, MOLES mentioned there is communication problem between management and Myanmar workers. MOLES suggested CMJ management to have a reliable HR Manager from Myanmar, and increase the number of translators to improve the working environment of the Myanmar workers.

Solution: CMJ agreed on it and will be recruiting more translators. Added to that CMJ advocated that they are consulting and are discussing with the ILO to have worker representatives election for all nationalities and meeting with them regularly.

In additions, CMJ Plant Manager will promote even more Myanmar supervisors and line leaders than the current numbers.

2. Some Myanmar workers claimed that they do not fully understand the system of calculating on salary.

Solution: CMJ assured, and all parties have agreed, that workers have been being paid the full amount based on the Jordanian Law and Labor Contract, however CMJ will provide the salary calculation short term trainings to all the workers, added to that CMJ already has been committed to re-activate the provision of the pay-slip –

3. MOLES suggested having all the Myanmar workers to sign the agreement, and/or the workers representatives.

Solution: CMJ welcomed this suggestion and it was concluded that the worker representatives will sign the agreement on behalf of the workers.

4. Food issues regarding the taste, CMJ needs to increase the man power in kitchen.

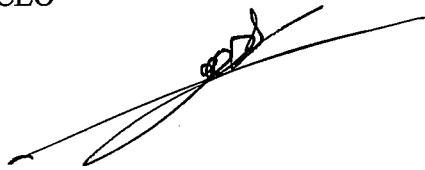
Solution: CMJ had already increased the man power. In addition, CMJ invited worker representatives to be the food “tasters” in order to contribute suggestion and advice to improve the taste of food and CMJ is ready to accept if the said “taster committee” recommend to increase more man-power.

All parties agreed to sign those minutes of meeting to show the good faith and willingness to move forward in a positive manner, to assure a healthy and fruitful and fair relation.

Signature by:



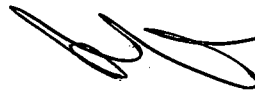
Benny Lui
CEO



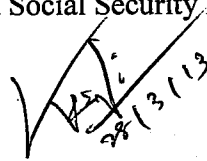
Belal Harb
Admin & Finance Manager



Kyaw Zin Oo (34600005)
Worker Representative



Mr. Aung Htay Win
Director of Ministry of Labor, Employment
and Social Security Myanmar



Ms. Thaingi Ye Htun
Deputy Director of Ministry of Labor,
Employment and Social Security Myanmar



Kyaw Swe Than (83000659)
Worker Representative