



Phoenix Contact Corporate Social Responsibility - Communication on Progress in 2005/2006

Content

1. Organisational inclusion and definition of Corporate Social Responsibility at Phoenix Contact
2. Communication of Corporate Social Responsibility to shareholders, stakeholders, managers and employees of the international Phoenix Contact Corporation
3. ‚Promotion of education as basis for social welfare‘ – the current focus 2006 in the implementation of Corporate Social Responsibility
4. External communication of Corporate Social Responsibility

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1. Organisational inclusion and definition

The Phoenix Contact Corporation

Phoenix Contact is a privately run company, independent in entrepreneurial terms. With own development, production and sales of electrical connection technology and electronic automation technology, the company developed into one of the global market leaders in this field. In 2006, some 8.400 employees worldwide generated an annual turnover of 941 Mio €, 35 % on the German market and the remaining 65 % in international sales.

In Germany, Phoenix Contact has 5 locations with 4.900 employees. Another 3.500 employees work in 40 international subsidiaries in all important industrial markets as well as in 5 production locations abroad. Founded in 1923 in Essen, the corporate Headquarters today are located in Blomberg, East-Westphalia (Germany).



Headquarters, Blomberg, Germany



Corporate Principles – the values of Phoenix Contact worldwide



“We create progress with innovative and inspiring solutions.” This mission is the motor behind all activities in the Corporation. Known as an innovative company, Phoenix Contact puts its mark on new markets. Approx 6 % of the turnover is invested in research and development.

The independent decision-making ability in form of entrepreneurial independence guarantees long-term innovation ability of Phoenix Contact. However, the company can only be innovative with highly motivated and qualified employees. This fact decisively influences the Corporate Principles of Phoenix Contact. In the Corporate Culture, one of the main elements of the Principles, we laid down that our actions are based on a mutually committed spirit, on friendliness and honesty.

Implementation of Corporate Culture

The Corporate Culture must be lived actively. The Corporate Principles were established by the owners and Executive Vice Presidents themselves. In doing so, they did not re-invent them. The values, developed over many years and already lived by all employees, were written down systematically and renovated as orientation for the future. In numerous workshops, the Executive Vice Presidents themselves made all managers worldwide as well as many multipliers familiar with the Corporate Principles.

As a matter of course, the Corporate Principles also considerably influence the cooperation with business partners. Within the Phoenix Contact Corporation worldwide, they are binding and implemented according to the following principles.

Our customers and business partners benefit of...

... a company management and personnel policy that is based on ethical principles. The Corporate Culture is founded on trust and employees' development for achieving the agreed targets.

... of a cooperation that is oriented towards a common, sustained benefit. A worldwide sales network furthers customer proximity in all important world market regions.

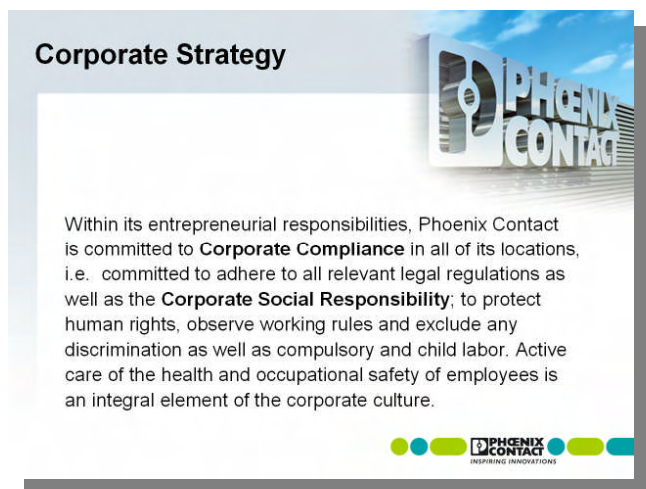
... of a complete program of electrical connection and automation technology coupled with short delivery times and high reliability. Products, solutions and service have a consistently high quality.

... of an innovative power that is characteristic for all products as well as development and production processes. The Corporation has a high production competence in all relevant production processes. Practised environmental protection is an integral part of our corporate policy.

Entry to United Nations Global Compact and integration in the company strategy

With the aforementioned values, Phoenix Contact is committed to social responsibility. It was a natural step for the company management to support the 10 principles of the United Nations Global Compact, which was underlined by the entry in 2005.

Right after joining the United Nations Global Compact, the company strategy was completed. Corporate Social Responsibility thus became an integrated part of it.



Within its entrepreneurial responsibilities, Phoenix Contact is committed to **Corporate Compliance** in all of its locations, i.e. committed to adhere to all relevant legal regulations as well as the **Corporate Social Responsibility**; to protect human rights, observe working rules and exclude any discrimination as well as compulsory and child labor. Active care of the health and occupational safety of employees is an integral element of the corporate culture.

Organisational integration of Corporate Social Responsibility

The Executive Vice President in charge of Human Resources, IT and Legal Matters, Prof. Dr. Gunther Olesch, defines and pursues the targets for expanding Corporate Social Responsibility worldwide. Within the concretization and implementation, he hereby cooperates with his colleagues from the Executive Board, all General Managers from the subsidiaries as well as the Human Resources Dept. He also pushes the constant communication of this important subject worldwide and towards the owners of the Corporation.

Already in 1998, Phoenix Contact in Germany was certified according to the environment management system ISO 14001 in three locations. This certification was expanded in 2002 to the locations in Poland, the USA and Switzerland. In October 2004, Phoenix Contact was also granted the certificate according to OHSAS 18001 for industrial safety within another comprehensive management audit. This applies to the German locations as well as the production plant in Poland, and in 2006 was also granted to the subsidiary in the USA. The expansion of both certificates to further locations is being planned.

2. Communication of Corporate Social Responsibility towards shareholders, stakeholders, managers and employees of the international Phoenix Contact Group

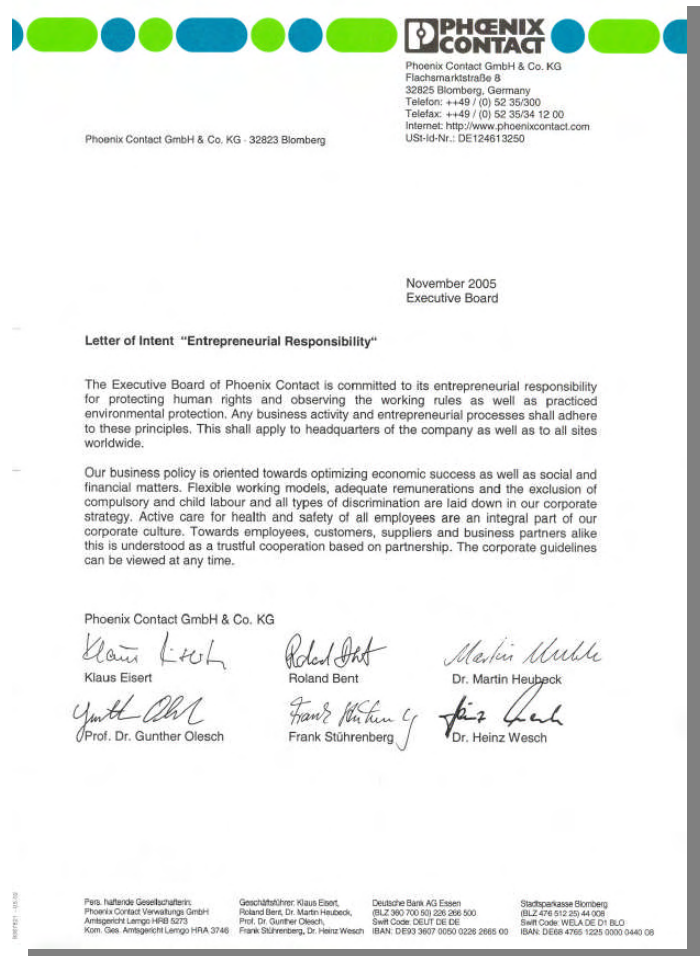
In September 2005, the regular strategy meeting of all Executive Vice Presidents, executive employees, General Managers and representatives of the shareholders took place in Nanjing, China. There, the Executive Board announced the orientation towards Corporate Social Responsibility as fundamental decision.

Our Approach

- The Board agreed to implement Corporate Social Responsibility (CSR)
- It will be included in our existing Integrated Management System in addition to ISO 9000, 14000 and OHSAS 18001
- First activities have started at headquarters in Blomberg in May 2005

The Executive Board will provide a letter of declaration of Corporate Social Responsibility for all subsidiaries in October 2005

The announced Letter of Declaration to all General Managers worldwide was mailed in November 2005. It describes the commitment of the Corporation as regards its responsibility for protecting human rights. It was communicated to all companies and also given to business partners upon request.



At the International Sales Conference in April 2006, again under the participation of all Executive Vice Presidents, executive employees, General Managers worldwide as well as the shareholders, the Executive Board announced that Phoenix Contact had joined the United Nations Global Compact. The strategy on Corporate Social Responsibility as part of the corporate strategy again was emphasized. In addition, the Executive Board pointed out that Phoenix Contact will regularly report on the progress of the activities regarding Corporate Social Responsibility and include all international companies by means of surveys on activities.

Corporate Social Responsibility

- Social Responsibility became part of the Corporate Strategy
 - Letter of intent from the board for you towards your customers in November 2005
 - Phoenix Contact joins the **UN Global Compact** since **July 2005** to underline the commitment to CSR
- Communication on Progress – COP in the Internet (www.globalcompact.org)
- We will demonstrate some of our Corporate Activities in the Internet: Examples, Case Studies, Projects

ISC April 2006



The key activity for 2006 was the ‚Promotion of education as basis for social welfare‘. The activities recorded through surveys will be presented in the next chapter.

3. ‚Promotion of education as basis for social welfare‘ – the current key focus 2006 within the implementation of Corporate Social Responsibility

As first activity focal point, the international promotion of education and training in cooperation with educational institutions was proclaimed for 2006. Education and training are relevant elements for social welfare as well as for the development of a society in which human rights are protected.

The Executive Board of Phoenix Contact wants to further education and training in all regions throughout the world in which the company is active. All companies of the Phoenix Contact Corporation were asked to contribute. In this connection, the focus is on cooperations with educational institutions to support them in their work to achieve a high educational level. Financial support but also content-related cooperation or projects are in demand.

In autumn 2006, the activities were analysed through a systematic worldwide survey. All Phoenix Contact companies were asked to describe their measures under the following view points:

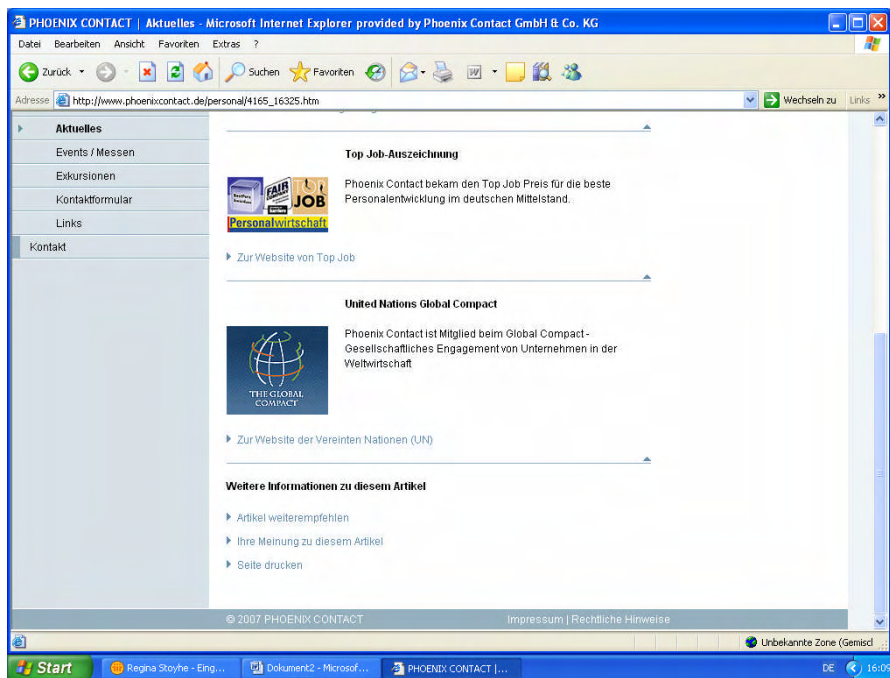
1. Definition of measure
2. Name of educational institution with which they cooperated
3. Description of activities in a few words
4. Type and size of cooperation with
 - a. Provided personnel resources in man days
 - b. Financial sum
 - c. Material support

The number of measures in 2006 for promoting education and training in cooperation with educational institutions presently amounts to 32 throughout the world. The individual activities are annexed to this report.

The ‚Promotion of education as basis for social welfare‘ will remain a focal point in the Corporate Social Responsibility activities of the Phoenix Contact Corporation. It supports the social welfare and justice and counteracts the unfavourable demographic development to be expected in many regions of this world.

4. External communication of Corporate Social Responsibility

A first step of communicating the Phoenix Contact Corporate Social Responsibility to the outside was the inclusion of the Global Compact logo as well as the Internet link to the homepage of Global Compact in the Phoenix Contact Internet Homepage.



To generate a better understanding for the concern of Corporate Social Responsibility, in June 2006 a broader corporate-wide definition was developed and communicated.

Corporate Social Responsibility Appreciation at Phoenix Contact



A company shows Corporate Social Responsibility when it implements activities that lead to the general well being of the region and the countries in which it operates as well as to its own advantage, and which are not requested by legislation. (The benefit for the general well being hereby should be more pronounced than one's own or at least equal).

Corporate Social Responsibility is exercised by a company worldwide when it observes the standards of the UN Global Compact.



In the future, this definition will mark the communication of Corporate Social Responsibility within the Phoenix Contact Corporation but also serve as explanation towards third parties as regards what Phoenix Contact understands by social responsibility.

Together with the Chambers of Industry and Commerce responsible for Headquarters, Phoenix Contact has organized information and discussion rounds on the subject of Corporate Social Responsibility. Thus on the one hand we underline our own commitment and on the other hand we bring this important subject to the attention of the public and create interest for it. Extensive press releases were published on two events.

Gesellschaftliches Engagement lohnt sich

Veranstaltung zu CSR in der Industrie- und Handelskammer



Detmold (da). „Menschen sind der entscheidende Faktor.“ In diesem Satz fasst der ehemalige Geschäftsführer der Angsbagger Arzentsmitzthaler zusammen, worauf es beim wirtschaftlichen Handeln von Unternehmen, aber auch bei deren gesellschaftlichem Engagement ankommt. Der Erfolg gibt ihm Recht. Betriebsrat, inzwischen trotz anstrengenden Konkurrenzverhältnissen, gilt im Fachkreis als Vorbild für CSR.

Und diese Kärntner, das für den englischen Begriff „Corporate Social Responsibility“ – also gesellschaftliche Verantwortung von Unternehmen – steht, definiert sich gegen Abend alles bei einer gut besuchten Veranstaltung in der Industrie- und Handelskammer (IHK) zu Detmold (IHK). Um die Bedeutung von CSR für das tägliche Handeln zu verdeutlichen, hatten die Veranstalter – neben der IHK die Firma Phoenix Contact, die Volksbank Detmold und die Lippsche Landes-Zeitung – zwei hochkarätige Gäste eingeladen. Vor Walter (62), inzwischen Chef des gemeinsamen Betriebsrats, das seinen Arbeitsschwerpunkt im psychosozialen Bereich hat, sprach Professor Dr. André Habich (43), der einen Lehrstuhl für Christlicher Geschichtsbildung an der Katholischen Universität Eichstätt innehat.

Beide haben deutlich hervorgehoben, dass soziales Engagement, wie sie es in ihrem Betätigungsbereich, nichts mit Philantropie zu tun hat. Sie sehen denartige Aktivitäten als geeignetes Mittel an, sich in einem hart umkämpften Markt vom Wettbewerb abzuheben. Und sie appellieren auch deutlich an die Verantwortlichen, das wirtschaftliche Interesse bei Nachfragen nicht zu leugnen.

Es geht in einer Zeit, in der sich der Staat immer mehr aus vielen Bereichen zurückzieht, schließlich um die wichtige Aufgabe der Suche nach besseren Lösungen für die Herausforderungen des 21. Jahrhunderts, betont Habich. Und da ist es nur konsequent, dass beide Seiten, Unternehmen wie Gesellschaft, davon profitieren. Welche man Erfolg haben, sei ein klares Konzept erforderlich, das immer wieder überarbeitet werden muss.

Wie das ausbauen kann, schilderte Walter am Beispiel Betabars. Der Geschäftsbereich, Anfang der 90er Jahre gegründet, engagiert sich früh im Bereich der Nachschweiss- oder ebenfalls elektronischer Kleinfüge („Laser-Klein“) im Gießereibereich. Habich gründete dann eine Stiftung, um dieses Modell breit zu propagieren, und half schließlich die Beta-Institut aus der Taufe, das auf vielen Feldern rund um Beratung, Schulung und Vorzeige tätig ist. Walter gibt dabei an, dass rund 80 seiner 400 Millionen Euro für die Betabars an Dr. Rüdiger Laboratories in Hildesheim verbracht wurde, auf diese sozialen Aktivitäten zurückzuführen sind. Diese haben sich also auch bezahlt gemacht.

„Unternehmerische Verantwortung ist eine Investition in die Zukunft“, lautet die Überschrift. „In Wirtschaftskreisen ist dieses Thema unter dem Schlagwort Corporate Social Responsibility CSR“ derzeit sehr aktuell“, so Angela Josephs-Olesch, Pressereferentin beim Bömberger Unternehmen Phoenix Contact, das gemeinsam mit der Volksbank Detmold, der Lippschen Landes-Zeitung und der IHK die öffentliche Vortragsreihe mit Experten ins Leben gerufen hat.

Ziel sei es, das Thema begriffbar zu machen und seine unterschiedlichen Facetten zu beleuchten. „Nicht nur die große-

Engagierte Unternehmer investieren in die Zukunft

Veranstaltungsreihe will Firmen animieren, sich gesellschaftlich und sozial einzubringen



Kreis Lippe (sb). Tue Gutes und rede darüber – getreu diesem Motto wollen drei Unternehmen aus Lippe gemeinsam mit der Industrie- und Handelskammer Lippe zu Detmold (IHK) mit einer neuen Veranstaltungsreihe Unternehmer dazu animieren, sich offensiver sozial und gesellschaftlich zu engagieren. Den Auftakt bildet eine Informations- und Diskussionsveranstaltung am 28. August im Haus der IHK.

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Ziel sei es, das Thema begriffbar zu machen und seine unterschiedlichen Facetten zu beleuchten. „Nicht nur die große-

Unternehmen, auch kleine Handwerksbetriebe können etwas tun“, unterstreicht Josephs-Olesch und denkt dabei etwa an den Malerbetrieb, der einen Klassenraum streicht, den Floristen, der eine Parkbank stiftet oder auch den Mittelständler, der sich besonders in Bereichen wie Ausbildung, Vereinbarkeit von Familie und Beruf oder Umweltschutz einbringt.

Egal ob Kultur- oder Fachhochschulspensoring, Stiftungsgründungen oder das vielfältige Engagement der Kreditinstitute der Region – viele Dinge passieren in Lippe schon, nicht alles dringt aber an die Öffentlichkeit, sagt Rainer Giesdorf. „Man muss nicht laut darüber reden, aber man muss auch nicht schweigen“, meint der Verleger der Lippschen Landes-Zeitung. „Eine gute Reputation ist für ein Unternehmen wichtig“, pflichtet ihm IHK-Hauptgeschäftsführer Axel Martens bei.

Günter Vogt, Vorstandssprecher der Volksbank Detmold, hat darüber hinaus auch im Blick, dass Unternehmen Mitarbeiter in der Ausführung ihres Ehrenamtes unterstützen sollten: „Es geht nicht nur um Profit. Man kann in einer Region wie Lippe nur leben, wenn man sich dort auch engagiert.“

In einer öffentlichen Informationsveranstaltung mit anschließender Diskussion wird am Montag, 28. August, ab 19 Uhr zunächst der Theologe und Volkswirt Prof. Dr. André Habich das gesellschaftliche Engagement als Wettbewerbsvorteil beleuchten und Strategien für kleinere und mittelständische Unternehmen nennen.

Als zweiten Referenten kommen die Initiatoren den Pharmaindustriellen Peter Walter hinzu, der 2002 für besonderes unternehmerisches Engagement ausgezeichnet worden ist. Weitere Vorträge folgen im Herbst sowie im Frühjahr und Sommer 2007.

In his book about “German Standards” with focus on “Entrepreneurial Responsibility”, published in 2006, the renown publisher Florian Langenscheidt presented 74 companies that according to his and his Advisory Board’s view show entrepreneurial commitment for Corporate Social Responsibility to a great extent. Among them ranks Phoenix Contact on a total of 4 pages (248-251). This is a sign for the Executive Board that the company activities are perceived as a contribution to social responsibility and their communication is also understood.





On 9 December 2006, the international TV station 'Deutsche Welle' broadcasted a report on corruption in various regions of this world. Besides critical contributions they also interviewed companies. The Executive Vice President Frank Stührenberg, responsible for International Sales, clearly distanced Phoenix Contact from any corruption in an interview broadcasted in the program – this, too, is an open commitment to one of the 10 Principles of Global Compact.

Phoenix Contact - We create progress with innovative and inspiring solutions.

Our actions are based on a mutually committed spirit, on friendliness and honesty.

Our relations to customers and business partners are oriented towards a common, sustained benefit.

Our corporate culture encourages trust and supports employees' development for achieving agreed targets.

Blomberg, Germany, June 2007

Name of the activity	Name of the institution and brief description of the activity (i.e. in keywords)	Personnel resources in man-days	Extend and kind of support			Country
			Financial support	Material support	y = yearly m = monthly p = per project	
Thesis and education	Hogeschool West-Vlaanderen, close relationship with Automation department. We work together for thesis, education to customers and students, material for the education of the future electrical/automation engineers.	7		x	y	Belgium
Basic School	Constructed six Phoenix contact hope school		x		p	China
Basic School	Donation students in poor area		x		y	China
Basic School	Donation orphan			x	y	China
High education	Providing Phoenix Contact scholarship and stipend to students from poor families		x		y	China
High education	Supporting 4 technical universities and colleges build labs			x	p	China
Intern project	Cooperating with local technical school and providing internship opportunity				y	China
The mutual cooperation on the basis of an independent partnership with equal rights. Ensure the practically-oriented training of highly qualified engineers for the Chinese and German economy .To implement teachings and research projects in an application-oriented way. Design the teaching and laboratory conditions at CDHAW in such a way that it corresponds to the current requirements of technology, education and research. Enhance the traditional connections between Tongji University and Germany and between Phoenix Contact and China. Phoenix Contact will supply project contribution like for instance offering practical training positions, delegating subject specialists, supporting project planning for laboratories, setting up laboratory places / test installations.	Tongji University Shanghai	will be started	x		y-ongoing	China
Board Member	CEO serves on the Advisory Board of the University of Applied Sciences in Lemgo/Germany.	2			y-ongoing	Germany

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Development and putting into action of common education concepts, common planning and execution of events to topics of the electrical and automation engineering.	Occupational School Schützenpark at Kiel				y-ongoing	Germany
Internship Program	Various schools and universitys	40	x		y-ongoing	Germany
Job application training	Grammar School Bad Driburg, Secondary School Blomberg, Secondary School Bad Pymont and various other schools / 1 per school	8			y-ongoing	Germany
Metal- Project "Sound Railing"	Pestalozzi Schule Blomberg	5		x	y-ongoing	Germany
Metal-Project (i.e. constructing a "Crazy Cycle")	Secondary School Bad Pymont	6		x	y-ongoing	Germany
Micro-Controller Competition	Various schools	5		x	y-ongoing	Germany
Pneumatic training course	Secondary School Steinheim	2			y-ongoing	Germany
Practical trainings for pupils	Various schools, 160 pupils per year	250			y-ongoing	Germany
Professorships	1 Executive Vice President and 2 employees act as voluntary professors at the University of Applied Sciences in Lemgo/Germany	13			y-ongoing	Germany
Sponsoring of products	Solarprojekt Freilassung e. V.			x	p	Germany
Foundation of laboratories	University of Applied Sciences Lippe/Höxter, Germany and Yildiz University, Turkey		x	x	p	Germany/ Turkey
Technical training	Cenfim technical school see www.cenfim.pt	30 hours			y	Portugal
Professional English	Logos-Express Profy POO MHTOM, Field of activity: English teaching	8 employees of PxC RUS, 2 times per week	x		m	Russia
Training for effective sales	Academy of National Economy. High school for Corporate Management, Field activity: Corporate trainings for top-managers and specialists. MBA	15 employees of PxC RUS/ 2 days	x		p	Russia
Seminar	Technical Engineering university college of Bilbao, participants > 50 pupils in last school year	1 day, 1 p		x	y	Spain
Seminar	Polytechnic university of Zaragoza, participants > 120 pupils-teachers	1 day, 1 p		x	y	Spain

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			Financial support	Material support	y = yearly m = monthly p = per project	
Seminar	Innovation centre of the vocational training and permanent learning - TKNICA, participants= 20 teachers, San Sebastian	1 day, 2 p		x	y	Spain
Teaching staff training	Centres of professional high schools and polytechnic universities. Participants: 7 teachers	2 days, 3 p	x	x	y	Spain
Teaching staff training	Teaching staff of professional high schools of Castilla and Leon, participants: 28 teachers	10 days, 1 p	x	x	y	Spain
Foundation of a laboratory	Yildiz University				p	Türkei
Scholarship Program	The top 5 Universities rated for Business and Engineering in Ireland, England, Scotland and Wales we intend to offer a scholarship to each of the Universities (there will be a total of 10 institutions)		x		y	United Kingdom
Board Member	Manager of Strategic Initiatives - Marketing & Communications serves a member of the industrial and Technical Advisory Board (ITAB) of the Pennsylvania State Harrisburg, Capital College. The board serves as a forum for the exchange of ideas and advice between the engineering programs and the industry	10		x	y-ongoing	USA
Board Member	Director of HR serves on the Education Board for the Pennsylvania Chamber of Business and Industry. This board serves as an advisory board for statewide institutions of higher learning.	8			y-ongoing	USA
Board Member	Manufacturing Production Manager serves on the Advisory Board for the electronics technology division of the York Technical Institute. In this capacity he helps set curriculum and facilitate interaction between the school and businesses	2			y-ongoing	USA
Co-Op Program	Co-Op program with Kettering University (formerly General Motors Institute) in Flint, Michigan. The students attend classes for 3 months then work for 3 months over a 5 year period.	10	x		y - ongoing	USA
Educational Improvement Tax Credit Program	As part of this program, Phoenix Contact allocates money to the program, which is then distributed to various approved organizations. One of the programs it supports is the Exchange City Learning Laboratory, sponsored by the Junior Achievement of S. Central PA. In this program students run various businesses, shops, etc. in a city based environment.				y-ongoing	USA

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			Financial support	Material support	y = yearly m = monthly p = per project	
Future Business Leaders of America	Director of HR participates as a judge in the statewide Future Business Leaders of America yearly contest. This contest is designed to mold high school students into good corporate citizens and develop their business acumen.	16			y	USA
Internship Program	Internship programs with various universities throughout the region including Pennsylvania State University, University of Pittsburg, Millersville University, Shippensburg University and Elizabethtown University. Managers are required to give students complete at least one major project in the department, in addition to other tasks. Departments involved include all product marketing groups, IT, Communications and engineering. There are 15-20 internships awarded per semester.	30	x		y-ongoing	USA
Scholarship Program	This program is run by the Big 33 organization and provides 3 - \$1,000 scholarships for local high school students going on to higher education in an engineering field.		x		y	USA
Tutoring Program	Phoenix Contact employees spend time each week tutoring students at a local elementary school. The students are tutored in subjects such as Math, English and Science	144 hours			y-ongoing	USA
University Advisory Panel	Director of IT serves on an advisory board with Shippensburg University to develop and monitor the curriculum development of the Information Management Graduate Program. The goal is to design a program that will develop IT and Business Professionals for leadership and project management roles in Information Management and IT.	16			y-ongoing	USA
Wunderbot IV	This is a project developed by the Elizabethtown College Robotics and machine intelligence Laboratory. It is a 4th generation autonomous robot platform which will be entered in the 2008 intelligent Ground Vehicle Competition. The robot is designed to be an autonomous tour guide of the Elizabethtown College Campus.	4			y	USA
YTI Externships	Externship Programm with York Technical Institute. Students work as skilled labor in our manufacturing area to fulfill their externship requirement. We generally have 2 students per semester.	5	x	x	y - ongoing	USA