

MEET AMERICA'S DREAMers: *THEY ARE DRIVEN, RESILIENT, AND READY TO MOVE OUR COUNTRY FORWARD*

About DREAMers and DACA

Who are the DREAMers?

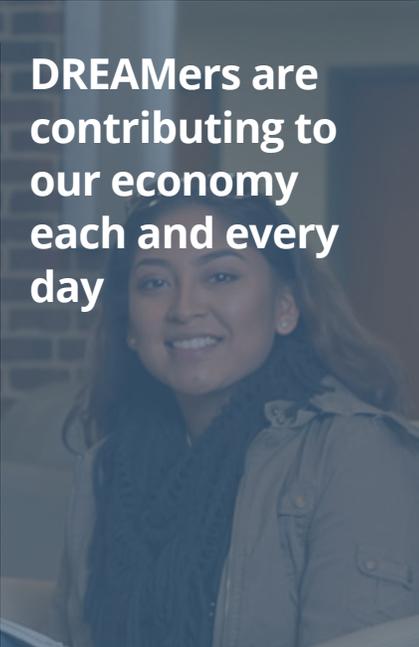
DREAMers are undocumented immigrants who came to this country at a young age (their average age of arrival is 7 years old) and have grown up in America. They have attended our K-12 schools and colleges and are a part of our communities.

Are DREAMers able to legally work?

Yes. DREAMers with DACA (Deferred Action for Childhood Arrivals) have renewable one-year employment authorization documents ("work authorizations") that allow them to legally work. An employer does not have to sponsor a DREAMer with DACA – they can hire them just as they would any U.S. citizen. It is unlawful for an employer to refuse to hire a DREAMer with a valid work authorization because of their DACA status.

What is the current status of DACA?

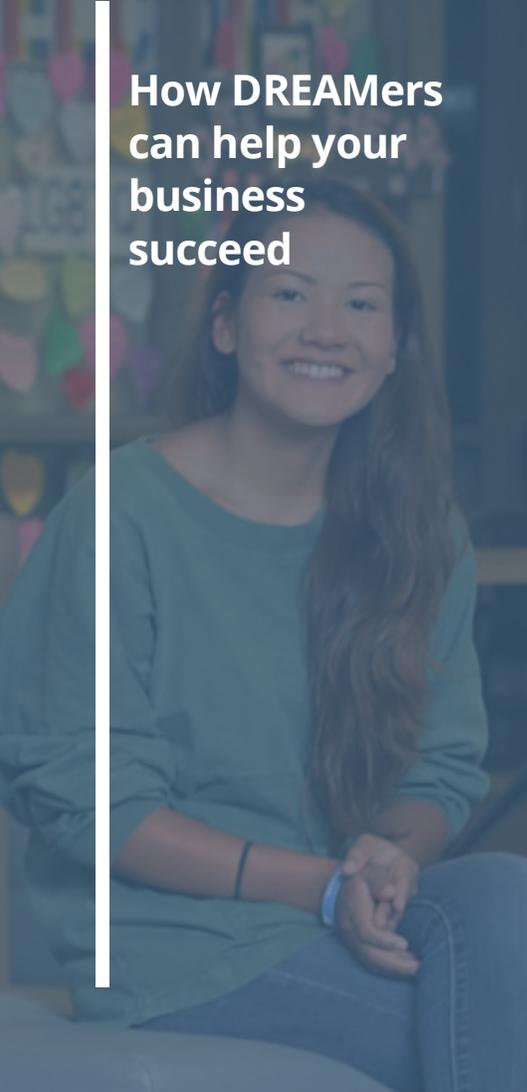
The U.S. Supreme Court held that the Trump administration unlawfully terminated DACA and that it must re-instate the program. The Administration is now reconsidering its decision and, in the meantime, has decided that it will not accept new applications and will limit DACA renewals to one-year periods.



**DREAMers are
contributing to
our economy
each and every
day**

More than 200,000 DACA recipients are working alongside their neighbors in essential roles to keep our communities safe amid the COVID-19 pandemic.

- Over 27,000 DACA recipients are working in critical health care positions on the frontlines of the COVID-19 crisis
- 16,000 DACA recipients work in education, including thousands of K-12 teachers
- DACA-recipients work at 72% of the top 25 Fortune 500 companies—including Apple, General Motors, Amazon, JPMorgan Chase, Home Depot, Walmart and Wells Fargo.



How DREAMers can help your business succeed

How have immigrants contributed to our economy?

Throughout history we have seen how immigrants' contributions have helped our nation grow and innovate. Nearly half of all Fortune 500 companies were founded by immigrants or their children. Google, AT&T, Pfizer – were created by immigrants.

What do DREAMers bring to our businesses and organizations?

DREAMers have the qualities we seek in employees – an ability to adapt, an eagerness to learn, and a determination to succeed that is borne out of their own stories of perseverance. They are often bi-lingual and bring multicultural perspectives that are critical to our businesses.

Why do American business owners want to hire DREAMers?

In the words of the 143 businesses and associations that filed a pro-DACA Amicus Brief in the Supreme Court Case:

Immigrants like Dreamers bring diverse backgrounds and experiences to their workplaces, which bolster their colleagues' creativity and innovation. . . . [They] have become essential contributors to American companies and the American economy."



Why we need to hire DREAMers today

Bottom line:

DREAMers bring the resilience and entrepreneurial spirit that we need to revitalize our businesses and our country.

"The 478 DREAMers at Apple are members of our collective family. With creativity and passion, they've made us a stronger, more innovative American company."

TIM COOK
Apple CEO via Twitter