EXHIBIT 6-3

Labour Adjustment Rate

Based on Data Downloaded from ILO Website on TUE, 1 DEC 2015 21:31 +0100 from ILOSTAT

Dataset: Global Wage Report Collection
Indicator: Mean nominal monthly earnings of employees by type of scenario
Description: The concept of earnings, as applied in wages statistics, relates to gross remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other type of paid leave or holidays. This indicator is presented in terms of the average monthly earnings per employee, in local currency, and disaggregated by type of scenario..

Country	2013 (Local Currency)	Exchange Rate	CDN	% of Canada
Canada	3,946.50	1	3,946.50	100.00%
China	4,289.50	0.1675	718.49	18.21%
Japan	324,000.00	0.01057	3,424.68	86.78%