

IntriCon Community Care Unit (ICCU) Charter Statement

The following Mission Statement, Principles, and Goals represent the collective guiding statements of IntriCon Corporation and its employees who have agreed to pursue and encourage community involvement and betterment through the IntriCon Community Care Unit Organization ("ICCU")

Mission Statement:

"ICCU is committed to connecting people to people through enriching our employee's lives by volunteering time and resources with a focus on our local communities and health programs."

Principles:

The following principles/factors are critical to our success:

- Collaborative team effort that encompasses all employees
- Commitment to share and support common goals
- Emphasis on local community yet mindful of global events
- Establish solid relationship with community partners
- Focus on the diverse needs of our community through honest, ethical and fair practices

Goals:

ICCU will pursue community and health goals by:

- Keeping the employees and community partners informed of ICCU's mission, goals, plans and activities
- Encouraging community involvement
- Participate in quarterly events that support our mission
- Reviewing and approving the allocation of Corporate donations
- Becoming recognized by the community as a good corporate citizen

This Charter Statement does not preclude the objectives of individual employees to pursue their own community priorities. ICCU will work collectively with employees to achieve those priorities.

This Charter Statement is not intended as a legally binding contract. It defines the principles and goals by which the employees and committee members jointly and singularly agree to support activities relating to ICCU.

We, the undersigned, accept the above noted Mission Statement, Principles and Goals that will guide the actions and policies of ICCU as it moves to create community involvement within IntriCon.

Date: October 20, 2010

Scott Longval, Chief Financial Officer

Cari Sathers, Human Resources Manager

