

Labour Program
 Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

Agreement to Implement Employment Equity

- (All sections must be completed)
- New Agreement
- Revised Agreement

ORGANIZATION			
Legal Name of Organization GLOBAL UPHOLSTERY CO. INC.		Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Operating Name (if different from Legal Name of Organization) -		Business Number [REDACTED]	
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 337 (337214)		Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1,200 <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated	
HEAD OFFICE			
Address (building number, street, suite, etc.) 560 SUPERTEST ROAD		City DOWNSVIEW	Province ON
		Postal Code M3J 2M6	
		Telephone Number 416-661-3660	
EMPLOYMENT EQUITY CONTACT			
Name (print) TONY DAVIS		Title DIRECTOR HUMAN RESOURCES	
Telephone Number 416-661-3660	E-mail Address tdavis@globalfurnituregroup.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
CERTIFICATION			
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) <p>hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml ;</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>			
SIGNATORY			
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>			
Name (print) JOEL FELDBERG		Title PRESIDENT & CHIEF EXECUTIVE OFFICER	
Telephone Number 416-661-3660	E-mail Address jfeldberg@globalfurnituregroup.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 		Date (YYYY-MM-DD) 2017-01-25	
RETURN INSTRUCTIONS			
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc.gc.ca. 			



Workplace Equity Information Management System - Global Upholstery Co. Inc.

Workforce Analysis - Summary Report

Date: 2016-12-31

Women

Employment Equity Occupational Group	Women					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	17	1	5.9 %	27.2 %	5	-4
02 : Middle and Other Managers	52	11	21.2 %	40.4 %	21	-10
03 : Professionals	9	6	66.7 %	32.4 %	3	3
04 : Semi-Professionals and Technicians	62	23	37.1 %	26.0 %	16	7
05 : Supervisors	18	6	33.3 %	53.0 %	10	-4
06 : Supervisors: Crafts and Trades	27	2	7.4 %	9.6 %	3	-1
07 : Administrative and Senior Clerical Personnel	38	26	68.4 %	80.1 %	30	-4
08 : Skilled Sales and Service Personnel	2	0	0.0 %	28.7 %	1	-1
09 : Skilled Crafts and Trades Workers	99	0	0.0 %	3.8 %	4	-4
10 : Clerical Personnel	235	90	38.3 %	65.2 %	153	-63
11 : Intermediate Sales and Service Personnel	42	18	42.9 %	63.8 %	27	-9
12 : Semi-Skilled Manual Workers	376	119	31.6 %	22.0 %	83	36
13 : Other Sales and Service Personnel	8	0	0.0 %	55.5 %	4	-4
14 : Other Manual Workers	114	16	14.0 %	32.6 %	37	-21
Total	1099	318	28.9 %	36.0 %	397	-79

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Global Upholstery Co. Inc.

Workforce Analysis - Summary Report

Date: 2016-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	17	1	5.9 %	0.4 %	0	1
02 : Middle and Other Managers	52	0	0.0 %	0.6 %	0	0
03 : Professionals	9	0	0.0 %	0.5 %	0	0
04 : Semi-Professionals and Technicians	62	1	1.6 %	1.3 %	1	0
05 : Supervisors	18	0	0.0 %	1.0 %	0	0
06 : Supervisors: Crafts and Trades	27	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	38	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	2	0	0.0 %	1.0 %	0	0
09 : Skilled Crafts and Trades Workers	99	6	6.1 %	2.7 %	3	3
10 : Clerical Personnel	235	11	4.7 %	0.8 %	2	9
11 : Intermediate Sales and Service Personnel	42	0	0.0 %	1.6 %	1	1
12 : Semi-Skilled Manual Workers	376	22	5.9 %	0.7 %	3	19
13 : Other Sales and Service Personnel	8	0	0.0 %	0.8 %	0	0
14 : Other Manual Workers	114	3	2.6 %	0.8 %	1	2
Total	1099	44	4.0 %	1.0 %	11	33

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Global Upholstery Co. Inc.

Workforce Analysis - Summary Report

Date: 2016-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	17	1	5.9 %	21.1 %	4	-3
02 : Middle and Other Managers	52	7	13.5 %	35.0 %	18	-11
03 : Professionals	9	4	44.4 %	44.4 %	4	0
04 : Semi-Professionals and Technicians	62	26	41.9 %	29.2 %	18	8
05 : Supervisors	18	6	33.3 %	45.8 %	8	-2
06 : Supervisors: Crafts and Trades	27	16	59.3 %	37.4 %	10	6
07 : Administrative and Senior Clerical Personnel	38	6	15.8 %	37.3 %	14	-8
08 : Skilled Sales and Service Personnel	2	1	50.0 %	20.8 %	0	1
09 : Skilled Crafts and Trades Workers	99	76	76.8 %	15.3 %	15	61
10 : Clerical Personnel	235	139	59.1 %	46.0 %	108	31
11 : Intermediate Sales and Service Personnel	42	4	9.5 %	36.9 %	15	-11
12 : Semi-Skilled Manual Workers	376	328	87.2 %	57.5 %	216	112
13 : Other Sales and Service Personnel	8	4	50.0 %	52.7 %	4	0
14 : Other Manual Workers	114	101	88.6 %	51.8 %	59	42
Total	1099	719	65.4 %	45.0 %	493	226

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Global Upholstery Co. Inc.

Workforce Analysis - Summary Report

Date: 2016-12-31

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	69	1	1.4 %	4.3 %	3	-2
03 : Professionals	9	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	62	3	4.8 %	4.6 %	3	0
05 : Supervisors	18	0	0.0 %	13.9 %	3	-3
06 : Supervisors: Crafts and Trades	27	0	0.0 %	7.8 %	2	-2
07 : Administrative and Senior Clerical Personnel	38	2	5.3 %	3.4 %	1	1
08 : Skilled Sales and Service Personnel	2	0	0.0 %	3.5 %	0	0
09 : Skilled Crafts and Trades Workers	99	7	7.1 %	3.8 %	4	3
10 : Clerical Personnel	235	13	5.5 %	7.0 %	16	-3
11 : Intermediate Sales and Service Personnel	42	1	2.4 %	5.6 %	2	-1
12 : Semi-Skilled Manual Workers	376	26	6.9 %	4.8 %	18	8
13 : Other Sales and Service Personnel	8	0	0.0 %	6.3 %	1	-1
14 : Other Manual Workers	114	10	8.8 %	5.3 %	6	4
Total	1099	63	5.7 %	5.4 %	59	4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2016-12-31

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Our organization is located in Toronto and recruitment takes place in Toronto for most positions. Therefore we changed Senior Managers, Middle Managers and Professionals to CMA from National.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	CMA (default National)
02 : Middle and Other Managers	EEOG	CMA (default National)
03 : Professionals	NOC	CMA (default National)
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2016-12-31

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program - Employment Equity							
December 31, 2016 Workforce Analysis - Summary and Goal Report							
Women							
Employment Equity Occupational Group	Gap		Short Term Goal		Long Term Goal		Overall Goal
	#	%	#	%	#	%	%
01: Senior Managers	-4	80%	1	25%	3	75%	100%
02: Middle Managers and Other Managers	-10	47.6%	2	20%	8	80%	100%
05: Supervisors	-4	40%	1	25%	3	75%	100%
06: Supervisors: Crafts and Trades	-1	33%	0	0%	1	100%	100%
07: Administrative and Senior Clerical Personnel	-4	13%	1	25%	3	75%	100%
08: Skilled Sales and Service Personnel	-1	100%	0	0%	1	100%	100%
09: Skilled Crafts and Trades Workers	-4	100%	1	25%	3	75%	100%
10: Clerical Personnel	-63	41%	10	15%	53	85%	100%
11: Intermediate Sales and Service Personnel	-9	33%	2	22%	7	78%	100%
13: Other Sales and Service Personnel	-4	100%	1	25%	3	75%	100%
14: Other Manual Workers	-21	56.7%	4	19%	17	81.00%	100%
Aboriginal							
Employment Equity Occupational Group	Gap		Short Term Goal		Long Term Goal		Overall Goal
	#	%	#	%	#	%	%
11: Intermediate Sales and Service Personnel	-1	100%	0	0%	1	100%	100%
Members of Visible Minorities							
Employment Equity Occupational Group	Gap		Short Term Goal		Long Term Goal		Overall Goal
	#	%	#	%	#	%	%
01: Senior Managers	-3	75%	0	0%	3	100%	100%
02: Middle Managers and Other Managers	-11	61%	2	18%	9	82%	100%
05: Supervisors	-2	25%	1	50%	1	50%	100%
07: Administrative and Senior Clerical Personnel	-8	57%	2	25%	6	75%	100%
11: Intermediate Sales and Service Personnel	-11	73%	2	18%	9	82%	100%
Persons with Disabilities							
Employment Equity Occupational Group	Gap		Short Term Goal		Long Term Goal		Overall Goal
	#	%	#	%	#	%	%
01/02: Managers	-2	66%	1	50%	1	50%	100%
05: Supervisors	-3	100%	1	33%	2	67%	100%
06: Supervisors: Crafts and Trades	-2	100%	1	50%	1	50%	100%
10: Clerical Personnel	-3	18.75%	1	33%	2	67%	100%
11: Intermediate Sales and Service Personnel	-1	50%	0	0%	1	100%	100%
13: Other Sales and Service Personnel	-1	100%	0	0%	1	100%	100%

Self-identification Questionnaire

Instructions

Global Upholstery Co. Inc. believes that all employees should be treated fairly. We promote employment equity in the workplace to ensure that *women, Aboriginal peoples, persons with disabilities* and *visible minorities* are fully represented at all levels of our organization. Our employment equity program ensures that our hiring and promotion practices are based on qualifications and ability.

As part of our employment equity program, we are collecting information about our workforce through this questionnaire. Identifying as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) in Sections B to E will help create an accurate picture of our workforce. We assure you that our workplace is a safe environment in which to self-identify. You can ask for the accommodation you need in order to fulfil your work-related duties to the best of your ability.

Completion of sections B to H is voluntary. However, it is mandatory to complete Section A, sign in Section I, and return the questionnaire to Human Resources, even if you choose not to fill out any additional information.

The responses that you provide on this form will be retained for statistical purposes only; your confidentiality is protected. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes.

Self-identification Questionnaire

Privacy Notice

The information you provide is collected under the authority of sections 18 and 42 of the *Employment Equity Act* to enable our organization to collect workforce data, comply with employment equity legislation and implement employment equity in the workplace.

Participation in the self-identification survey is voluntary. Refusal to provide personal information will result in the incomplete and/or inaccurate capture of our workforce data.

The information you provide will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the Federal Contractors Program.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes by ESDC. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered by ESDC in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

This questionnaire is available in other accessible formats upon request. It is also available on our company intranet web site under *Forms*.

A. Name: _____

Employee Number: _____

Position: _____

Building: _____

Employment status: Full-time employee

Part-time employee

Temporary employee

Self-identification Questionnaire

B. Gender

Female Male

After reading the descriptions in each of the next three sections, answer “Yes” if any of the following apply to you. Please note that you may self-identify in *more than one* group.

C. Aboriginal Peoples

According to the *Employment Equity Act*, an Aboriginal person is a person who is Indian, Inuit or Métis.

Are you an Aboriginal person?

Yes No

D. Visible Minorities

According to the *Employment Equity Act*, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

Examples of visible minorities include, but are not limited to:

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent member of a visible minority group).

Are you a member of a visible minority?

Yes No

E. Persons with Disabilities

According to the *Employment Equity Act*, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

- **Coordination or dexterity impairment**
(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- **Mobility impairment**
(e.g., difficulty moving from one office to another, walking long distances or using stairs)
- **Blindness or visual impairment**
(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
- **Speech impairment**
(e.g., unable to speak or difficulty speaking and being understood)
- **Deafness or hearing impairment**
(e.g., unable to hear or difficulty hearing)
- **Other disabilities**
(e.g., learning, developmental and other types of disabilities)

Are you a person with a disability?

Yes No

F. Additional Data for Accommodation Purposes

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will *not* have a negative impact on your hiring, training, promotion and retention in our organization.

Self-identification Questionnaire

G. Voluntary Employee Participation

- 1) Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.

Yes No

- 2) As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a Human Resources manager for this kind of activity, please check “Yes” below.

Yes No

H. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Comments will be kept confidential. Please contact the employment equity contact by phone (416 – 661-3660) or email tdavis@globalfurnituregroup.com.

I. Employee Signature

Signature: _____ Date: _____

Thank you for your participation!

Please return this form in the envelope provided to:

***Global Upholstery Co. Inc.
Human Resources Department
580 Supertest Road
Downview, On M3J 2M6***

GLOBAL UPHOLSTERY COMPANY INC. EMPLOYMENT EQUITY COMMITTEE REVIEW - JULY 19, 2016

Employment Equity voluntary employee self-identification questionnaire survey - 2016 review

Employment Equity questionnaires distributed in April 2016

Notification by e-mail and company intranet

Employee count as at April 2016 - Global Upholstery and Global Express - 1,014 employees

Questionnaire returns:	922
Completed forms:	910
Forms returned incomplete & identified:	6
Forms returned incomplete & unidentified:	6
Forms not completed: *	92

*Reasons include - absenteeism, vacation, WSIB, long-term disability, parental LOA, etc.

Percentage returned questionnaires = **91%**

(Previous 2011 employee survey - 92% return rate for 1,206 employees, 1,111 questionnaires completed, 95 not completed.)

Four employment equity target groups: Women, Aboriginal peoples, Persons with Disabilities, Visible Minority members

Target group survey percentage representation:					2011	Apr-16	Dec-16
Women					26	25.3	28.9
Aboriginal peoples					1	1.6	4
Persons with Disabilities					1.6	2.4	5.7
Visible Minority members					68	62.7	65.4

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: December 13, 2017 12:24 PM
To: 'Tony Davis' <tdavis@globalfurnituregroup.com>
Cc: Maryann Romano <mromano@globalfurnituregroup.com>
Subject: Government of Canada Agreement Number: V060426 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Tony Davis,

I am writing to inform you that the compliance assessment initiated on November 1st, 2017 has been completed. As a result of the assessment, Global Upholstery Co. Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Global Upholstery Co. Inc.'s employment equity program.

- We encourage you to continue to follow-up with employees to strengthen your workforce survey's return and response rates.
- Please note, you are not required to set a goal for women in an occupational group where they are already represented at 50% or more.

Attached for your reference is a summary of Global Upholstery Co. Inc.'s employment equity results compared against Employment Equity Occupational Group levels in your industry as well as overall Canadian labour market availability.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Global Upholstery Co. Inc. is notified of a subsequent assessment, the following information will be required:

1. Workforce data (Form1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Global Upholstery Co. Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at Maurice.Yakibonge@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Global Upholstery Co. Inc. continued success in achieving a diverse and inclusive workplace.

Équipe de l'équité en emploi / Workplace Equity Team

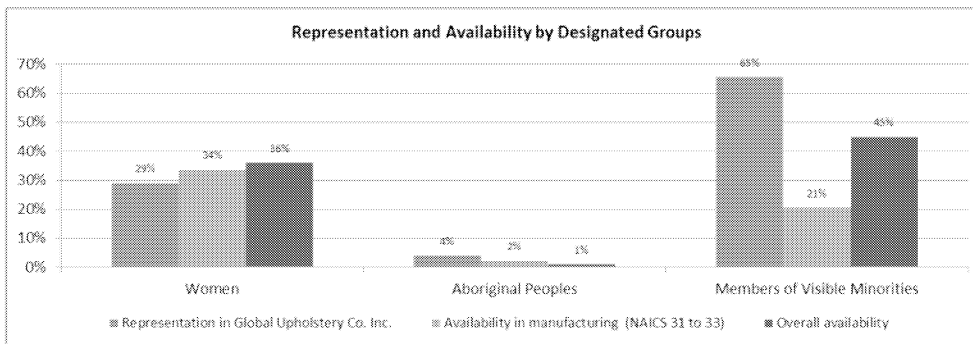
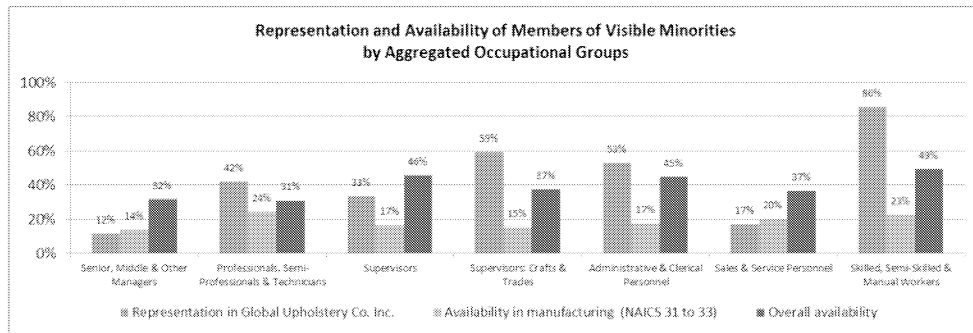
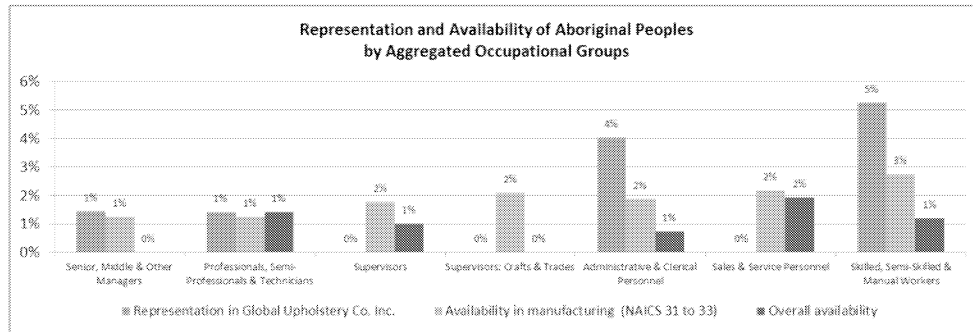
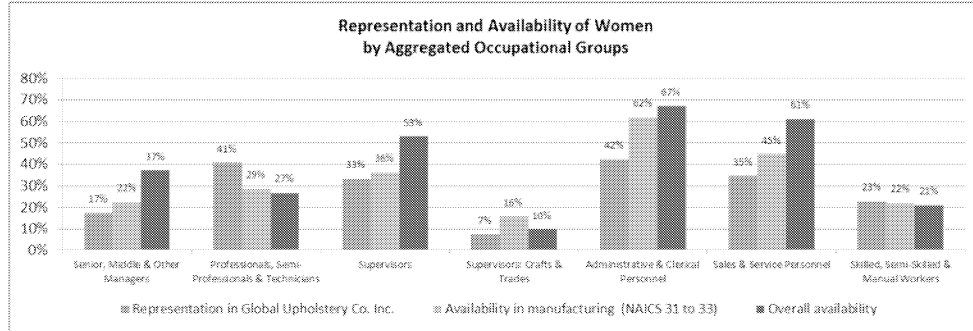
Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc.gc.ca

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc.gc.ca

Summary of Global Upholstery Co. Inc.'s Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Global Upholstery Co. Inc. based on your organization's submission are compared to the manufacturing and the overall Canadian labour market availability.

Note: The Canadian labour market availability at the industry level for persons with disabilities is not currently available.



The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers



February 13, 2017

Global is committed to the principles and practices of Employment Equity, and works together to ensure equality in employment such that no employee or job applicant is denied employment opportunities for reasons unrelated to skill and ability.

Our Employment Equity program seeks to eliminate employment practices and policies which create employment barriers against all people, regardless if they are an employee, or are seeking employment with Global. It is our philosophy that employment selection and promotion is based solely on a person's skill and ability.

To ensure the timely update of Employment Equity goals, Global will re-examine its employment policies and practices, and in the event that any real or potential discrimination is found, proper steps will be taken to alter or eliminate the practice. This ensures that recruitment and promotional decisions are based solely on skill and ability and gives preference to those in any of the four designated groups as defined under the Federal Contractors Employment Equity Program.

We will also be developing a robust Employment Equity plan outlining our implementation goals and timeline. A copy of this plan will be submitted for review and approval with the Federal Contractors Employment Equity Program.

Our Human Resources Department has the mandate to facilitate the implementation of Global's Employment Equity program and plan. Tony Davis, Director, Corporate Human Resources, is the individual primarily responsible for the development and implementation of our program.

Global's Employment Equity program belongs to all of us. It cannot be effective without the understanding and support of all staff. I look forward to seeing our Employment Equity program move forward and continue as part of our corporate culture. As the program unfolds and takes shape, you will be provided with regular updates and some of you will be asked to participate in the examination and re-structuring of policies and/or practices. I invite each and every employee to provide us with input and feedback. It is your participation in our Employment Equity program which ultimately determines its success.

A handwritten signature in black ink, appearing to read "Joel Feldberg", with a stylized flourish at the end.

Joel Feldberg
President & CEO
Global Upholstery Co. Inc.