

Diversity, Equity, Inclusion & Belonging



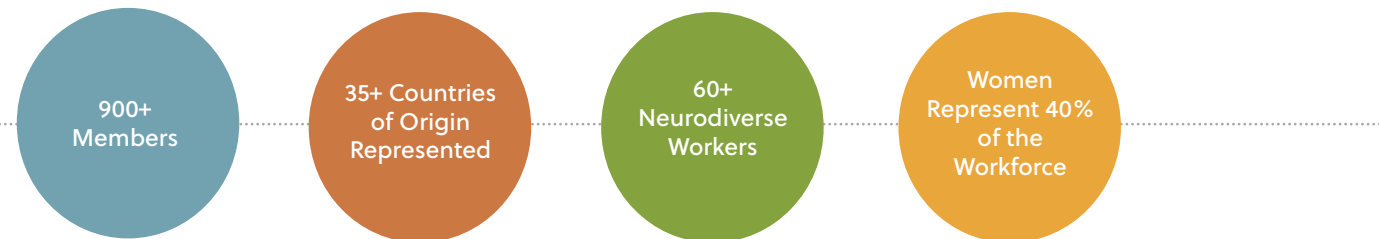
AIS

At AIS, we advocate for developing a strong, diverse workforce. We promote a culture in which our members are encouraged to strive for excellence and where their opinions and talents are nurtured. Every individual is just that, an individual with unique experiences, ideas, contributions, and approaches. Together, our teams create the magic that is AIS.

WHO WE ARE

AIS is a rapidly growing commercial office furniture manufacturer specializing in systems, seating, tables, and private offices headquartered in Central Massachusetts, with four showroom locations and a nationwide salesforce.

AIS BY THE NUMBERS



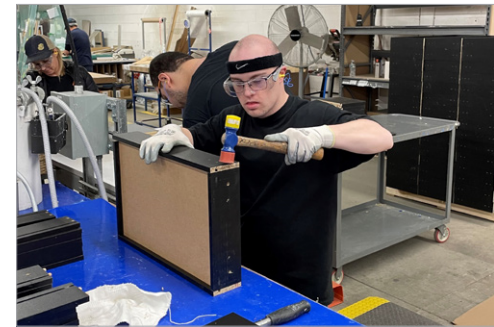
DIVERSE SKILLS AND BACKGROUNDS



Because of the wide array of jobs at AIS, we are fortunate to have a large cross-section of skill sets and positions ranging from entry level to seasoned professional. These include machine operators, engineers, accountants, buyers, designers, project managers and many more with diverse areas of expertise. It is this combination of backgrounds and know-how that creates the unique team that is AIS.

COLLABORATIVE PARTNERS PROGRAM

In addition to the more traditional types of diversity such as gender, sexual orientation, and ethnic background, among others, AIS is committed to neurodiversity – the inclusion of people with different types of brain functioning, people who think and process information differently. AIS employs 60 neurodiverse individuals who, together with their job coaches, are contributing team members. While some jobs have been modified to accommodate unique abilities, make no mistake, these are real jobs and real wages for which the company is proud to employ these neurodiverse members.



“As a lean organization, we wear many hats and fill many gaps, so it’s essential that we have empathy for each other. The can-do spirit and collaborative nature of our members drive the success of each individual and ultimately, AIS.”

–Deanna Zarrella, Vice President of Human Resources



“Our culture celebrates our authentic people. We embrace the uniqueness of each person because we know it’s the differences, when combined, that set AIS apart.”

–Nick Haritos, President and CEO

COMMITMENT TO OUR MEMBERS

Our people are what make AIS. They’re vibrant, innovative, creative, and caring members, committed to excellence by working together to accomplish goals. Our open-door policy encourages this exchange by ensuring all members of AIS have access to our leadership.

To ensure everyone has equal opportunity, AIS:

- Supports English as a second language education
- Provides access to education and training through outside resources
- Offers an internal training program, AIS University, to create pathways for career development and advancement



AIS is an Equal Opportunity Employer and maintains a work environment in which all employees are treated with respect and dignity.



