

# Global Gazette

*The latest news, updates, and announcements*

## *In This Issue*

### **Closing the Wage Gap**

### **ISU and UIC B Impact Clinic**

### **Global Summer Internships**

### *Quote of the Month:*

*"You will never be truly satisfied by work until you are satisfied by life."  
—Heather Schuck*



## **September: Closing the Wage Gap**

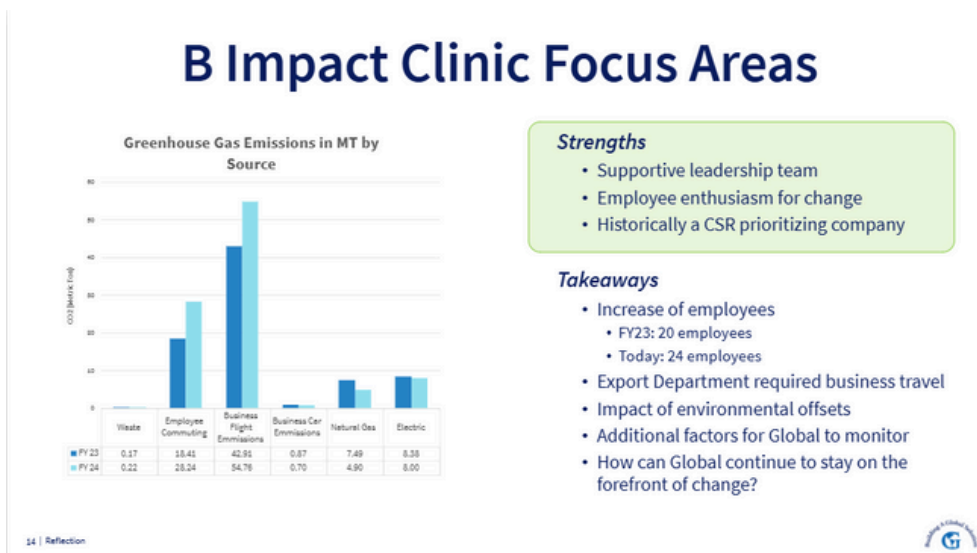
This month, our socio-environmental workshop focused on the persistent wage gap and the barriers that prevent true equality in the workplace. We discussed how this gap is measured, why it persists, and some of the underlying causes. Despite efforts to close it, women still earn 16% less than men on average, with caregiving responsibilities, such as caring for children or elderly family members, disproportionately falling to women. This burden is especially evident in low-skill jobs, where limited access to benefits and flexible hours exacerbates the gap. Over time, these unpaid duties can reduce a woman's lifetime earnings by 12-26%, depending on her education level. Women of color, who are overrepresented in low-skill sectors, face compounded challenges that limit their earning potential and ability to build generational wealth. As a company that is over 50% women, this is an important topic for us to discuss openly. In support of this cause, Global is proud to make this month's donation to [A Better Balance](#), a nonprofit focused on advocating for fair workplace policies and supporting caregivers and their working rights.

# ISU and UIC B Impact Clinic



Our Director of CSR, Alexis Mordawski, is collaborating with a class at UIC through their B Impact Clinic program to strategize ways we can further improve our impact on the environment and the community. Global has a history of engaging with academia through our long-standing partnership with Illinois State University (ISU), where we present each semester to a Retail Management class about our experience becoming a B Corp. Recently, Alexis visited the UIC campus to present on Global's CSR initiatives since becoming certified. This collaboration will continue throughout the semester, with Alexis checking in with the class to provide further insights and hear their ideas for our future impact.

Next month, we'll also be presenting to a new class at ISU in the Accounting department, and as always, we include different team members from various departments to give our staff the opportunity to engage with the students directly. This collaboration with UIC, alongside our ongoing partnership with ISU, is not just an opportunity for the students—it's also a great chance for our employees to fine-tune their presentation skills. Each semester, new team members get the opportunity to share Global's mission and services with an academic audience, sometimes pitching Global for the first time. It's a valuable experience for our staff, helping them grow their confidence in representing the company and strengthening their communication skills, all while contributing to the development of future business leaders.



# Global's Summer Internships

This summer, Global was fortunate to host two exceptional interns, Mark Hughes and Oleg Mikulich, who each made significant contributions that truly supported the company's growth. Mark worked diligently on a comprehensive market study for Mamako, an international baby food brand, where he developed a detailed retailer strategy plan and researched export regulations beneficial to any potential expansion into the Caribbean market. His work laid a strong foundation for future growth in the US market, providing crucial insights into the category and market. Meanwhile, Oleg's project focused on the exports team, where he conducted an extensive study on doing business in Jamaica, a region that is highly strategic for Global. Oleg's analysis of the market landscape and his breakdown of the key demographics were invaluable, helping us better understand the territory. Additionally, his innovative matchmaking tool, designed to align brand promotional strategies with retailer programs, has already begun to optimize our sales process on the domestic side of our business, making it more efficient and targeted.

Throughout the summer, both interns quickly became integral to the team, and it was a pleasure to watch them grow in their roles. The employees who mentored them were impressed by their enthusiasm, hard work, and the fresh perspectives they brought to their projects. Their contributions not only enhanced our strategic planning but also invigorated the team with new ideas.

As the internship concluded, Mark returned to continue his studies in finance and accounting, with plans to pursue a master's program after graduating. On the other hand, Oleg embarked on an exciting new chapter, heading to London to begin his university studies. We are proud of both of them and wish them all the best in their future endeavors, knowing that they will continue to excel wherever their paths take them.

