



POSITION DESCRIPTION

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Issued and approved by	Uni-Select Inc. Board of Directors

PRESIDENT AND CHIEF EXECUTIVE OFFICER

1. GENERAL DUTIES

The President and Chief Executive Officer's fundamental responsibility is the general direction and management of the business and affairs of Uni-Select Inc. ("**Corporation**"), within the authority limitations delegated by the Board, focused on meeting the corporate goals and objectives approved by the Board of Directors.

The President and Chief Executive Officer shall:

2. SPECIFIC DUTIES

A. Corporate Strategy & Objectives

- Create customer and shareholder value and ensure the profitable growth of the Corporation by exercising a firm and reasonable management over the Corporation's balance sheet.
- Establish the corporate vision, mission and values, communicate them and ensure they are abided by.
- Establish the corporate growth and strategic objectives of the Corporation and ensure their implementation in order to increase the client base and sales and become the leader in the industry.
- Find opportunities for mergers, acquisitions, joint ventures, affiliations and partnerships and lead the negotiations (responsible for the organic and corporate growth).
- In collaboration with the Executive Vice-Presidents, ensure the sustained organic growth as well as the efficient external growth of the Corporation through integration following mergers and acquisitions, joint ventures, affiliations and partnerships.
- Ensure the maximum return on invested capital by a firm management of assets and costs.
- Ensure that the strategic plan of the Corporation and those of its business units are up-to-date and measurable, attainable, surpassable, motivating and engaging.
- Plan, in collaboration with management, the strategic positioning and the critical concerns of the Corporation and put in place organizational structures required to attain the set objectives.

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- Update, on a regular basis, the strategic orientations of the Corporation and its commercialisation methods with regards to local realities and local, regional and international markets.
- Regularly update the corporate business model.
- Modify the organizational structure in relation to the development (evolution) of the Corporation and its market.

B. Operational Effectiveness

- Ensure the profitability and the good management of the Corporation by developing annual operating plans with specific objectives for each business unit.
- Following acquisitions, supervise the integration of strategies, teams, systems and products in order to achieve increased organizational and operational efficiency.
- Assume the function of general manager, delineate the work of upper management in collaboration with them and establish the long and short-term objectives, policies and procedures of the Corporation.
- In conformity with the strategic plans of the Corporation and its business units, delegate the decision-making to those able to make decisions while retaining the power to decide on certain matters of a collective nature.
- Coordinate the resources and competencies of head office in order to offer a better support to the business units and the divisions in their daily operations and development.
- Foresee the future needs of the Corporation and consequently ensure the development of the competencies and aptitudes of management.
- Direct the planning activities approve the budgets and business plans and oversee the results.
- Ensure the coordination between the various services.
- Coordinate exchanges among employees, clients and suppliers.
- Recruit competent and productive teams and maintain constructive and transparent relations with all employees.
- Play a pivotal role with regards to communication, the attaining of objectives and the measures to take and ensuring that the managers have the relevant information to make decisions.

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C. Integrity/Corporate Conduct

- Define, detail and communicate the corporate vision. Put into place and communicate the values and beliefs of the Corporation with regards to its clients, all of its employees, its suppliers and shareholders, as well as the community (be a responsible corporate citizen).
- Position and maintain the Corporation as “leader” in its reference market.
- Establish and maintain strategic contacts in the business community (associations, stock markets, etc.) and act as the representative of the Corporation.
- Maintain contacts with clients, key suppliers and with the Board of Directors.
- Win and maintain the confidence of financial analysts and portfolio managers with regards to the capacity of the Corporation to respond to the needs of its client in the short and long-term.
- Encourage communication within the Corporation in order to allow the free expression of ideas from everyone and rapid decision-making.
- Submit to the Human Resources and Compensation Committee an annual plan of upper management.

D. Corporation Officers

- The executive officers in charge of the business units and operations of the Corporation, namely the:
 - President and Chief Operating Officer, Automotive Canada;
 - President and Chief Operating Officer, Automotive USA;
 - President and Chief Operating Officer, FinishMaster, Inc.;
 - Executive Vice President, Corporate Services and Chief Financial Officer;
 - Vice President, Corporate Development; and
 - Vice President, Human Resources.

report directly to the President and Chief Executive Officer.

- The President and Chief Executive Officer shall recommend to the Board, for approval, the appointment or removal of officers of the Corporation.