



KungfuButchers  
7030 Woodbine Avenue, Suite 500,  
Markham, ON L3R 6G2  
[www.KungfuButchers.ca](http://www.KungfuButchers.ca)  
Toll-free: 1(888) 777-1672

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## Highlights:

- We recruit trained foreign workers who will stay for at least **2 years**;
- They will stay for 2 years because this is how long it takes to get their **Permanent Residency**;
- Our lawyer can handle your LMIA application with **no additional charge**;
- We will assist with **Flight & Housing** of the workers;
- The **First 5** hires are **free**, and we charge 5% of the foreign worker's annual salary as our commission starting for the **6<sup>th</sup>**.

## The Recruitment Process:

Step 1	Recruitment Agreement
Step 2	Know your job requirements



# KUNGFU BUTCHERS

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Step 3	Employer side: LMIA Application, 2-3 months*	Worker side: 1. Training, 1-3 months* 2. Certification by FPSC*
Step 4	Remote interview (if needed) , 1 week*	
Step 5	Work Permit Application, 2-4 months	
Step 6	Arrival and start working*	
Notes*	<ul style="list-style-type: none"> <li>• If you currently don't have a specialist on LMIA, our lawyer can handle the LMIA application with no additional charge.</li> <li>• The worker will be trained for 1-3 months depending on your job requirements.</li> <li>• The employer can request the workers pass the Meat Cutting 101 Certificate offered by Food Processing Skills Canada (FPSC), a \$1500 fee charged by FPSC may apply.</li> <li>• Employer can request a remote video interview before sending the job offer.</li> <li>• We will start looking for housing and book the flight for the workers <u>one month</u> after the Work Permit Application is submitted.</li> <li>• ESDC charges LMIA application fee: \$1000/spot</li> <li>• Legally, the employer is responsible for the foreign worker's round-trip flight ticket.</li> </ul>	



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## FAQs:

- What is the 2-year guarantee?
  - If the worker leaves the position for any personal reason or being fired, we will find you a replacement for free.
- How do you guarantee the workers to stay for 2 years?
  - Because it takes minimum 2 years for the workers to become a permanent resident.
- What happens after the 2 years?
  - The worker can decide whether they want to stay. After all, they already worked at the front line for 2 years in exchange for an opportunity to become a permanent resident. They will stay if you treat them well.
- How long does it take for the workers to start working?
  - 4-6 months in general, up to 8 months depending your training requirement.
- Can the workers work at other places?
  - No, the worker can only work at your place because they will have a “Closed Work Permit”, which makes it illegal for them to work anywhere else.
- Can I fire the worker?
  - Yes, you absolutely can.



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## FAQs:

- What if the worker doesn't meet your expectation?
  - Give them some patience and training, and we will help you talk them through.
- What if I am still not happy with the worker's performance?
  - Fire them, our lawyer will handle all the termination for you so that you don't hold and legal responsibility.
- What if the worker runs away?
  - Tell us, we will help you report to the government, and our lawyer will handle the termination paperwork
- Do they speak English?
  - Yes, as a part of the job requirement, you can request the workers to pass an English test before sending your job offer.
- How should I pay them?
  - Pay them just like how you pay your current employees.
- How many foreign workers can I hire?
  - Roughly 30% of your current full-time Canadian employees. Our lawyer will do a detailed calculation according to your payroll and tax information.



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## FAQs:

- Is there a fee for the lawyer to work on LMIA?
  - No, there is no additional fee on the lawyer. It is included in our service fee.
- Do I need to pay for the \$1000-LMIA application fee again if the worker leaves and we need to replace them?
  - No, LMIA is reusable within its valid period, usually 2-3 years.
- Are the workers willing to come to work in a rural area?
  - Yes, it might take longer to find the person though.
- Where do the workers live?
  - We will try our best to help the workers find housing.
- How do the workers get here?
  - We will help the workers book their flight to Canada, (Legally, the employer is responsible for the foreign worker's round-trip flight ticket.)



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## FAQs:

- What is Food Processing Skills Canada (FPSC)?
  - Food Processing Skills Canada FPSC is your labour, skills and workforce development non-profit organization. Our job is to provide leadership in professionalizing the food and beverage manufacturing industry so that the most important resource - people - are the best in the world.
  - The Meat Cutting 101 certificate offered by FPSC ensures the worker's knife skills and food production knowledge meets the Canadian standards.

Please do not hesitate to contact us if you have any other questions.  
***Our goal is to inject new blood to the meat industry while helping the foreign workers get their permanent residency.***

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