Ressources humaines et Skills Development Canada Développement des compétences Canada OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

Revised Agreement					
	ORG	ANIZATION			
Legal Name of Organization			Parent company is	s located outsi	de Canada
Accenture Inc				□Yes	⊠No
Operating Name (if different from Legal Name of Organiz	ration)		Procurement Bu	siness Numb	ər
Accenture Inc					
			Total number of e (Full-Time/Part-Ti		
Organization's North American Industry Classification System (NAICS) Code № 5416			To find your org	anization's N p://www.state -norme/naics	AICS Code Number can.gc.ca/subjects- -scian/2002/naics-
Official use only (if information above is incorrect)	*****		.1		······································
Procurement Business Number	Total number of	employees in Canad	3		's NAICS Code No
	HEA	D OFFICE	*******************************		
Address (building number, street, suite, etc.)		City		Province	Postal Code
Suite 200, 5450 Explorer Drive		Mississauga Telephone Number		ON	L4W 5N1
		416-641-5000		Fax Number 416-641-	
	TREDE 01/14/21/21	L		1110 041	
Name (print)	EMPLOYMEN	FEQUITY CONT	ACT		
Brittany Rotondo Telephone Number			ı Talent Strateç	gy Senior S	Specialist
612-277-0087		1	ondo@accent	ıre.com	
	CERT	TIFICATION		***************************************	
The above-named organization: having a combined workforce of 100 or more pweeks or more in Canada, AND intending to bid on, or being in receipt of, a fed a Supply Arrangement, valued at \$1,000,000 o	eral government r more (including aintain employm	goods or services applicable taxes), ent equity on an on	contract, standing	offer-or con	tract issued under
instrument, in keeping with the Federal Contractors please refer to:					

The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by fax at (819) 953-8768 or by e-mail at e-e-e-@hrsdc-rhdcc.qc.ca

HRSDC LAB1168 (2013-05-XXX) E

Accenture Inc. (certificate # V060755) FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2017-01-01 to 2017-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	ı	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	1779	10	0	1789	Calgary	196	0	0	196
Québec	303	2	0	305	Edmonton	50	0	0	50
Nova Scotia	14	0	0	14	Halifax	14	0	0	14
New Brunswick	14	0	0	14	Montréal	303	2	0	305
British Columbia	128	4	0	132	Toronto	1474	7	0	1481
Alberta	246	0	0	246	Vancouver	128	4	0	132
Total Employees in Can	nada 🕨			2500	Oshawa	278	3	0	281
					St. Catharines Niagara	- 27	0	0	27
					N.B. less CMA	. 14	0	0	14
					Total Employe	ees in Canada	•		2500



Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee:	s	Ab	original Peop	les	Perso	ns with Disal	oilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2	5	5								1	1	
	1	29	19	10							5	4	1
	Total	35	25	10							6	5	1
Middle and Other Managers	4	2	2										
Top Range: \$100,000 and over	3												
Bottom Range: \$ 75,000 - \$79,999	2	61	45	16	1	1		1	1		24	21	3
	1	591	405	186	2	2		24	19	5	295	221	74
	Total	654	452	202	3	3		25	20	5	319	242	77
Professionals	4	5	4	1							1	1	
Top Range: \$100,000 and over	3	15	11	4							4	2	2
Bottom Range: \$ 25,000 - \$29,999	2	496	331	165	7	5	2	19	10	9	308	214	94
	1	436	245	191	2	1	1	21	10	11	303	162	141
	Total	952	591	361	9	6	3	40	20	20	616	379	237
Semi-Professionals and Technicians	4	5	3	2				1		1	3	2	1
Top Range: \$100,000 and over	3	37	16	21	1		1	2		2	25	11	14
Bottom Range: \$ 35,000 - \$39,999	2	29	18	11				1		1	18	10	8
	1	11	6	5							9	4	5
	Total	82	43	39	1		1	4		4	55	27	28

Page 1 of 14 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group			All Employee:	3		original Peor			ns with Disa	bilities	Member	s of Visible M	
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4	3	2	1							2	2	
Top Range: \$100,000 and over	3	14	2	12				1		1	10	2	8
Bottom Range: \$ 35,000 - \$39,999	2	12		12				1		1	6		6
	1	10		10				2		2	2		2
	Total	39	4	35				4		4	20	4	16
Skilled Sales and Service Personnel	4												
Top Range: \$ 85,000 - \$89,999	3												
Bottom Range: \$ 85,000 - \$89,999	2												
	1	1		1							1		1
	Total	1		1							1		1
Clerical Personnel	4	3		3									
Top Range: \$ 95,000 - \$99,999	3	1		1									
Bottom Range: \$ 40,000 - \$44,999	2												
	1	4	1	3							3	1	2
	Total	8	1	7							3	1	2
Intermediate Sales and Service Personnel	4	2	1	1							2	1	1
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 45,000 - \$49,999	2	1	1								1	1	
	1	5	4	1							2	2	
	Total	8	6	2							5	4	1

Page 2 of 14 Canada

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	QTR	F	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		1779	1122	657	13	9	4	73	40	33	1025	662	363

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4	2		2				1		1			
Top Range: \$100,000 and over	3	1		1									
Bottom Range: \$ 70,000 - \$74,999	2	2		2									
	1	2		2	1		1				1		1
	Total	7		7	1		1	1		1	1		1
Professionals	4	1		1									
Top Range: \$ 85,000 - \$89,999	3	1		1									
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1		1				1		1	1		1
	Total	3		3				1		1	1		1
Total Number of Employees		10		10	1		1	2		2	2		2

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group			All Employees			original Peor			ns with Disal			s of Visible M	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3	1		1									
Bottom Range: \$100,000 and over	2												
	1	2	2										
	Total	4	3	1									
Middle and Other Managers	4	3	3										
Top Range: \$100,000 and over	3	8	3	5							2	1	1
Bottom Range: \$ 75,000 - \$79,999	2	37	27	10				1		1	8	8	
	1	66	45	21	1		1	1	1		24	17	7
	Total	114	78	36	1		1	2	1	1	34	26	8
Professionals	4	1	1										
Top Range: \$100,000 and over	3	2		2									
Bottom Range: \$ 45,000 - \$49,999	2	49	38	11				2	1	1	21	17	4
	1	108	63	45				1		1	46	29	17
	Total	160	102	58				3	1	2	67	46	21
Semi-Professionals and Technicians	4	3	2	1							2	1	1
Top Range: \$ 90,000 - \$94,999	3	4	2	2							2	1	1
Bottom Range: \$ 55,000 - \$59,999	2	3	3								2	2	
	1	3		3							2		2
	Total	13	7	6							8	4	4

Page 5 of 14 Canada

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee:	s	Ab	original Peor	oles	Perso	ons with Disa	bilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4	2		2	1		1				1		1
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 45,000 - \$49,999	2	1		1									
	1	2		2	1		1						
	Total	5		5	2		2				1		1
Clerical Personnel	4	1	1										
Top Range: \$ 75,000 - \$79,999	3	1		1									
Bottom Range: \$ 40,000 - \$44,999	2												
	1	2		2							1		1
	Total	4	1	3							1		1
Intermediate Sales and Service Personnel	4	2	2					1	1				
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1							1		1
	Total	3	2	1				1	1		1		1
Total Number of Employees		303	193	110	3		3	6	3	3	112	76	36

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: \$ 95,000 - \$99,999	3												
Bottom Range: \$ 95,000 - \$99,999	2												
	1	1		1									
	Total	1		1									
Professionals	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2		2									

Form 2 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
C01. 1				001. 4	001. 0	COI. 0	COI. 7	CO1. 0	COI. 9	COI. 10	001. 11	001. 12	001. 13
Professionals	4	2	2										
Top Range: \$ 90,000 - \$94,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1	1										
	Total	3	3										
Semi-Professionals and Technicians	4	1	1								1	1	
Top Range: \$ 90,000 - \$94,999	3	3	3								2	2	
Bottom Range: \$ 35,000 - \$39,999	2	1		1	1		1						
	1	6	4	2							2	1	1
	Total	11	8	3	1		1				5	4	1
Total Number of Employees		14	11	3	1		1				5	4	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employees	3	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4	2	1	1									
Top Range: \$100,000 and over	3												
Bottom Range: \$ 90,000 - \$94,999	2												
	1	2		2							1		1
	Total	4	1	3							1		1
Professionals	4	1	1								1	1	
Top Range: \$ 95,000 - \$99,999	3	4	4					1	1		1	1	
Bottom Range: \$ 45,000 - \$49,999	2												
	1	4	4								3	3	
	Total	9	9					1	1		5	5	
Semi-Professionals and Technicians	4												
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 75,000 - \$79,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		14	10	4				1	1		6	5	1

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		F	All Employees	3	Ab	original Peop	oles		ns with Disal	oilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	2		2							1		1
	Total	3	1	2							1		1
Middle and Other Managers	4	3	1	2							1		1
Top Range: \$100,000 and over	3	4	3	1							1	1	
Bottom Range: \$ 90,000 - \$94,999	2	21	12	9				1	1		4	2	2
	1	32	21	11							14	10	4
	Total	60	37	23				1	1		20	13	7
Professionals	4	7	6	1							2	2	
Top Range: \$100,000 and over	3	20	14	6				2	2		14	9	5
Bottom Range: \$ 45,000 - \$49,999	2	21	9	12				2		2	10	5	5
	1	6	3	3							2	1	1
	Total	54	32	22				4	2	2	28	17	11
Semi-Professionals and Technicians	4	2	1	1							2	1	1
Top Range: \$ 90,000 - \$94,999	3	4	3	1							4	3	1
Bottom Range: \$ 65,000 - \$69,999	2												
	1	1	1								1	1	
	Total	7	5	2							7	5	2

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		/	All Employees	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1	1										
	Total	2	1	1									
Clerical Personnel	4	1		1							1		1
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1		1	1		1	1		1			
	Total	2		2	1		1	1		1	1		1
Total Number of Employees		128	76	52	1		1	6	3	3	57	35	22

Canada

Form 2 A

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employee	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
COI. I		C01. 2	COI. 3	C01. 4	COI. 3	C01. 0	COI. 1	C01. 0	C01. 9	COI. 10	C01. 11	C01. 12	COI. 13
Middle and Other Managers	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1		1							1		1
	Total	1		1							1		1
Professionals	4	1		1									
Top Range: \$ 70,000 - \$74,999	3	1		1							1		1
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1		1									
	Total	3		3							1		1
Total Number of Employees		4		4							2		2

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		,	All Employees	3	Ab	original Peor	oles		ns with Disal	oilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$100,000 and over	2	1	1										
	1	1		1									
	Total	4	3	1									
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3	3	1	2									
Bottom Range: \$ 80,000 - \$84,999	2	26	22	4				2	2		9	8	1
	1	55	40	15				1	1		24	19	5
	Total	85	64	21				3	3		33	27	6
Professionals	4	2	1	1							1	1	
Top Range: \$100,000 and over	3	17	14	3							11	9	2
Bottom Range: \$ 45,000 - \$49,999	2	76	50	26				2		2	46	33	13
	1	44	27	17							24	15	9
	Total	139	92	47				2		2	82	58	24
Semi-Professionals and Technicians	4	3	3								2	2	
Top Range: \$ 95,000 - \$99,999	3	1	1								1	1	
Bottom Range: \$ 60,000 - \$64,999	2	2		2							2		2
	1	4		4				1		1	2		2
	Total	10	4	6				1		1	7	3	4

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Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2017-01-01 to 2017-12-31

Occupational Group		A	All Employee:	3	Ab	ooriginal Peo	ples		ns with Disa	bilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 85,000 - \$89,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	3		3									
	Total	4		4									
Skilled Sales and Service Personnel	4												
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	2	1	1									
	Total	2	1	1									
Clerical Personnel	4	1		1							1		1
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 70,000 - \$74,999	2												
	1	1		1									
	Total	2		2							1		1
Total Number of Employees		246	164	82				6	3	3	123	88	35

Form 3 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 25,000 - \$29,999	3	1	2				1		1	3	1	2
\$ 35,000 - \$37,499	1		1									
\$ 37,500 - \$39,999	6	4	2							4	2	2
\$ 40,000 - \$44,999	10	3	7							6	1	5
\$ 45,000 - \$49,999	53	27	26				3	2	1	41	22	19
\$ 50,000 - \$59,999	120	62	58	1		1	5	1	4	83	43	40
\$ 60,000 - \$69,999	128	63	65				8	3	5	78	33	45
\$ 70,000 - \$84,999	409	239	170	5	4	1	12	6	6	276	165	111
\$ 85,000 - \$99,999	255	162	93	5	3	2	14	5	9	154	102	52
\$100,000 and over	794	561	233	2	2		30	23	7	380	293	87
Total Number of Employees	1779	1122	657	13	9	4	73	40	33	1025	662	363

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 40,000 - \$49,999	1		1				1		1	1		1
\$ 50,000 and over	9		9	1		1	1		1	1		1
Total Number of Employees	10		10	1		1	2		2	2		2

Form 3 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 35,000 - \$37,499	1		1							1		1
\$ 40,000 - \$44,999	4	2	2				1	1		1		1
\$ 45,000 - \$49,999	2		2	1		1						
\$ 50,000 - \$59,999	29	12	17							15	7	8
\$ 60,000 - \$69,999	37	17	20				1		1	15	7	8
\$ 70,000 - \$84,999	56	38	18	1		1				21	16	5
\$ 85,000 - \$99,999	63	49	14	1		1	3	2	1	31	22	9
\$100,000 and over	111	75	36				1		1	28	24	4
Total Number of Employees	303	193	110	3		3	6	3	3	112	76	36

Employment and Social Emploi et Développement Development Canada social Canada

Accenture Inc. (certificate # V060755)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 50,000 and over	2		2									
Total Number of Employees	2		2									

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia

Reporting Period 2017-01-01 to 2017-12-31

		All Employees	1	А	boriginal Peop	les	Pers	sons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 35,000 - \$37,499	1	1								1	1	
\$ 40,000 - \$44,999	3	2	1							1		1
\$ 45,000 - \$49,999	2	1	1									
\$ 50,000 - \$59,999	2	1	1	1		1						
\$ 60,000 - \$69,999	2	2								2	2	
\$ 70,000 - \$84,999	1	1										
\$ 85,000 - \$99,999	3	3								1	1	
Total Number of Employees	14	11	3	1		1				5	4	1

Form 3 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 45,000 - \$49,999	1	1										
\$ 50,000 - \$59,999	2	2								2	2	
\$ 60,000 - \$69,999	1	1								1	1	
\$ 70,000 - \$84,999	5	4	1				1	1		1	1	
\$ 85,000 - \$99,999	2	1	1							2	1	1
\$100,000 and over	3	1	2									
Total Number of Employees	14	10	4				1	1		6	5	1

Form 3 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		Al	ooriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 37,500 - \$39,999	1	1										
\$ 40,000 - \$44,999	1		1	1		1	1		1			
\$ 45,000 - \$49,999	1	1								1	1	
\$ 50,000 - \$59,999	3		3									
\$ 60,000 - \$69,999	6	3	3				1		1	2	1	1
\$ 70,000 - \$84,999	34	19	15				1		1	23	14	9
\$ 85,000 - \$99,999	21	14	7				2	2		12	7	5
\$100,000 and over	61	38	23				1	1		19	12	7
Total Number of Employees	128	76	52	1		1	6	3	3	57	35	22

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

		All Employees	3	Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 50,000 and over	4		4							2		2
Total Number of Employees	4		4							2		2

Form 3 A

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 45,000 - \$49,999	2	2								2	2	
\$ 50,000 - \$59,999	14	7	7							4	3	1
\$ 60,000 - \$69,999	18	7	11				1		1	12	5	7
\$ 70,000 - \$84,999	56	33	23							38	25	13
\$ 85,000 - \$99,999	44	31	13				2		2	22	16	6
\$100,000 and over	112	84	28				3	3		45	37	8
Total Number of Employees	246	164	82				6	3	3	123	88	35

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		A	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	2	2							1		1
Middle and Other Managers	174	139	35				6	4	2	87	73	14
Professionals	484	303	181	2		2	22	11	11	272	156	116
Semi-Professionals and Technicians	18	8	10							11	4	7
Administrative and Senior Clerical Personnel	11	3	8				1		1	7	3	4
Intermediate Sales and Service Personnel	3	2	1							2	2	
Total Number of Employees Hired	694	457	237	2		2	29	15	14	380	238	142

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	2		2									
Total Number of Employees Hired	2		2									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	2	1	1									
Middle and Other Managers	22	14	8				1		1	9	8	1
Professionals	58	34	24				2	1	1	21	10	11
Semi-Professionals and Technicians	7	4	3							4	1	3
Administrative and Senior Clerical Personnel	3		3							1		1
Intermediate Sales and Service Personnel	1	1					1	1				
Total Number of Employees Hired	93	54	39				4	2	2	35	19	16

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Nova Scotia

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	4	4										
Semi-Professionals and Technicians	11	8	3	1		1				5	4	1
Total Number of Employees Hired	15	12	3	1		1				5	4	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	2	2										
Professionals	12	5	7				1		1	3	1	2
Total Number of Employees Hired	14	7	7				1		1	3	1	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	17	15	2							4	4	
Professionals	59	36	23				1		1	36	23	13
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	2	1	1									
Clerical Personnel	1		1									
Total Number of Employees Hired	81	53	28				1		1	40	27	13

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employe	ees promoted (Employees pro	moted during	he year are to	be reported or	nly in the occupa	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		Al	original Peopl	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	4	3	1							2	2	
Middle and Other Managers	110	69	41	1	1		6	5	1	50	38	12
Professionals	162	95	67	3	2	1	10	5	5	107	63	44
Semi-Professionals and Technicians	14	10	4				1		1	12	8	4
Administrative and Senior Clerical Personnel	6		6							2		2
Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	2	2								1	1	
Total Number of Employees Promoted	300	179	121	4	3	1	17	10	7	175	112	63
Total Number of Promotions	302	180	122	4	3	1	18	11	7	175	112	63

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Ontario

	Employe	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec

	Employe	ees promoted (Employees pro	omoted during t	he year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Coourational Croun		All Employees		Al	original Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	32	22	10	1		1				12	8	4
Professionals	30	23	7							9	8	1
Semi-Professionals and Technicians	3	3								3	3	
Administrative and Senior Clerical Personnel	1		1	1		1						
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1		1							1		1
Total Number of Employees Promoted	68	48	20	2		2				25	19	6
Total Number of Promotions	68	48	20	2		2				25	19	6

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Québec

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / New Brunswick

	Employ	ees promoted	(Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coourational Croun		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1		1							1		1
Professionals	1	1										
Semi-Professionals and Technicians	1		1									
Total Number of Employees Promoted	3	1	2							1		1
Total Number of Promotions	3	1	2							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / British Columbia

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	10	6	4							3	2	1
Professionals	11	10	1							7	6	1
Semi-Professionals and Technicians	1	1								1	1	
Total Number of Employees Promoted	22	17	5							11	9	2
Total Number of Promotions	22	17	5							11	9	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		А	boriginal Peopl	es	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	10	6	4							4	4	
Professionals	18	10	8							8	3	5
Semi-Professionals and Technicians	1	1								1	1	
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1		1							1		1
Total Number of Employees Promoted	31	17	14							14	8	6
Total Number of Promotions	31	17	14							14	8	6

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1									
Middle and Other Managers	134	112	22				2	1	1	59	49	10
Professionals	286	211	75	2	2		6	5	1	124	86	38
Semi-Professionals and Technicians	15	10	5							11	8	3
Administrative and Senior Clerical Personnel	6		6				1		1	1		1
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	1		1									
Total Number of Employees Terminated	446	334	112	2	2		9	6	3	196	143	53

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec

	All Employees			А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	14	12	2				1	1		6	5	1
Professionals	42	30	12				1	1		18	10	8
Semi-Professionals and Technicians	5	3	2							3	1	2
Administrative and Senior Clerical Personnel	2		2									
Total Number of Employees Terminated	63	45	18				2	2		27	16	11

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Québec

		All Employees	;	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia

	All Employees			Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Total Number of Employees Terminated	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / British Columbia

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1				1		1			
Middle and Other Managers	12	7	5				1	1		5	5	
Professionals	22	16	6				1	1		11	8	3
Semi-Professionals and Technicians	5	5								5	5	
Administrative and Senior Clerical Personnel	1	1										
Total Number of Employees Terminated	41	29	12				3	2	1	21	18	3

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / British Columbia

	All Employees					es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1		1									
Total Number of Employees Terminated	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

Reporting Period 2017-01-01 to 2017-12-31

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	12	7	5							2		2
Professionals	32	19	13							14	8	6
Semi-Professionals and Technicians	9	7	2							5	4	1
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	55	34	21							21	12	9

Canada

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	46	14	30.4 %	27.4 %	13	1	National
02 : Middle and Other Managers	National	926	294	31.7 %	38.9 %	360	-66	National
03 : Professionals		1324	495	37.4 %	28.8 %	381	114	
1112 : Financial and investment analysts	National	21	11	52.4 %	50.1 %	11	0	National
1121 : Human resources professionals	National	29	23	79.3 %	71.1 %	21	2	National
1122 : Professional occupations in business management consulting	National	226	101	44.7 %	42.0 %	95	6	National
123 : Professional occupations in advertising, marketing and public relations	National	10	5	50.0 %	66.4 %	7	-2	National
2147 : Computer engineers (except software engineers and designers)	National	1	1	100.0 %	12.6 %	0	1	National
2161 : Mathematicians, statisticians and actuaries	National	1	1	100.0 %	46.7 %	0	1	National
2171 : Information systems analysts and consultants	National	588	245	41.7 %	28.3 %	166	79	National
2172 : Database analysts and data administrators	National	3	2	66.7 %	35.2 %	1	1	National
2173 : Software engineers and designers	National	399	88	22.1 %	17.4 %	69	19	National
2174 : Computer programmers and interactive media developers	National	31	9	29.0 %	17.9 %	6	3	National
2175 : Web designers and developers	National	7	7	100.0 %	32.9 %	2	5	National
1112 : Lawyers and Quebec notaries	National	8	2	25.0 %	42.5 %	3	-1	National
4 : Semi-Professionals and Technicians		124	57	46.0 %	42.8 %	53	4	
2233: Industrial engineering and manufacturing technologists and technicians	Ontario	2	2	100.0 %	19.9 %	0	2	Ontario
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	1	1	100.0 %	35.1 %	0	1	Ontario
282 : User support technicians	Alberta	4	1	25.0 %	26.7 %	1	0	Alberta
282 : User support technicians	British Columbia	2	0	0.0 %	25.1 %	1	-1	British Columbia
282 : User support technicians	New Brunswick	1	1	100.0 %	33.0 %	0	1	New Brunswick
282 : User support technicians	Ontario	7	2	28.6 %	24.2 %	2	0	Ontario
282 : User support technicians	Québec	1	1	100.0 %	19.6 %	0	1	Québec
2283 : Information systems testing technicians	Alberta	4	3	75.0 %	46.5 %	2	1	Alberta



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Women

		ntion All Employees Representation			Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
2283 : Information systems testing technicians	British Columbia	5	2	40.0 %	24.7 %	1	1	British Columbia
2283 : Information systems testing technicians	Nova Scotia	11	3	27.3 %	43.8 %	5	-2	Nova Scotia
2283 : Information systems testing technicians	Ontario	67	31	46.3 %	46.8 %	31	0	Ontario
2283 : Information systems testing technicians	Québec	12	5	41.7 %	32.5 %	4	1	Québec
4211 : Paralegal and related occupations	Alberta	2	2	100.0 %	89.2 %	2	0	Alberta
4211 : Paralegal and related occupations	Ontario	4	2	50.0 %	82.0 %	3	-1	Ontario
5223 : Graphic arts technicians	Ontario	1	1	100.0 %	32.2 %	0	1	Ontario
07 : Administrative and Senior Clerical Personnel		50	45	90.0 %	80.9 %	40	5	
Employment Equity Occupational Group	Calgary	4	4	100.0 %	80.5 %	3	1	Calgary
Employment Equity Occupational Group	Montréal	5	5	100.0 %	80.8 %	4	1	Montréal
Employment Equity Occupational Group	Oshawa	8	8	100.0 %	84.1 %	7	1	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	4	100.0 %	81.8 %	3	1	St. Catharines -
Employment Equity Occupational Group	Toronto	27	23	85.2 %	80.1 %	22	1	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	79.0 %	2	-1	Vancouver
08 : Skilled Sales and Service Personnel		3	2	66.7 %	23.2 %	1	1	
6221 : Technical sales specialists - wholesale trade	Alberta	2	1	50.0 %	20.5 %	0	1	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	1	1	100.0 %	28.7 %	0	1	Ontario
10 : Clerical Personnel		16	14	87.5 %	66.0 %	11	3	
Employment Equity Occupational Group	Calgary	2	2	100.0 %	70.2 %	1	1	Calgary
Employment Equity Occupational Group	Montréal	4	3	75.0 %	62.5 %	3	0	Montréal
Employment Equity Occupational Group	Oshawa	2	1	50.0 %	67.3 %	1	0	Oshawa
Employment Equity Occupational Group	Toronto	6	6	100.0 %	65.2 %	4	2	Toronto
Employment Equity Occupational Group	Vancouver	2	2	100.0 %	70.0 %	1	1	Vancouver
11 : Intermediate Sales and Service Personnel		11	3	27.3 %	67.1 %	7	-4	
						-00000		



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Women

Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Montréal	3	1	33.3 %	61.8 %	2	-1	Montréal
Employment Equity Occupational Group	Oshawa	7	1	14.3 %	69.8 %	5	-4	Oshawa
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0	Toronto
Total		2500	924	36.9 %	34.7 %	866	58	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Date: 2017-12-31

Aboriginal Peoples

				Aborig		Recruitment Area		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Availability Gap			
		#	#	%	%	#	#	
01 : Senior Managers	National	46	0	0.0 %	2.9 %	1	-1	National
02 : Middle and Other Managers	National	926	5	0.5 %	2.2 %	20	-15	National
03 : Professionals		1324	9	0.7 %	1.1 %	15	-6	
1112 : Financial and investment analysts	National	21	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	29	0	0.0 %	2.7 %	1	-1	National
1122 : Professional occupations in business management consulting	National	226	1	0.4 %	1.6 %	4	-3	National
1123 : Professional occupations in advertising, marketing and public relations	National	10	0	0.0 %	2.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	0.9 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	588	4	0.7 %	1.1 %	6	-2	National
2172 : Database analysts and data administrators	National	3	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	399	4	1.0 %	0.6 %	2	2	National
2174 : Computer programmers and interactive media developers	National	31	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	7	0	0.0 %	1.5 %	0	0	National
4112 : Lawyers and Quebec notaries	National	8	0	0.0 %	1.6 %	0	0	National
04 : Semi-Professionals and Technicians		124	2	1.6 %	1.0 %	1	1	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	1.1 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	2.1 %	0	0	Ontario
2282 : User support technicians	Alberta	4	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	British Columbia	2	0	0.0 %	1.8 %	0	0	British Columbia
2282 : User support technicians	New Brunswick	1	0	0.0 %	4.2 %	0	0	New Brunswick
2282 : User support technicians	Ontario	7	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	1.3 %	0	0	Québec
2283 : Information systems testing technicians	Alberta	4	0	0.0 %	0.0 %	0	0	Alberta



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Aboriginal Peoples

				Aborig				
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availa %	ability #	Gap #	Recruitment Area
2283 : Information systems testing technicians	British Columbia	5	0	0.0 %	0.0 %	0	0	British Columbia
2283 : Information systems testing technicians	Nova Scotia	11	1	9.1 %	0.0 %	0	1	Nova Scotia
2283 : Information systems testing technicians	Ontario	67	1	1.5 %	1.0 %	1	0	Ontario
2283 : Information systems testing technicians	Québec	12	0	0.0 %	0.0 %	0	0	Québec
4211 : Paralegal and related occupations	Alberta	2	0	0.0 %	2.7 %	0	0	Alberta
4211 : Paralegal and related occupations	Ontario	4	0	0.0 %	1.5 %	0	0	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		50	2	4.0 %	1.2 %	1	1	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	5	2	40.0 %	0.7 %	0	2	Montréal
Employment Equity Occupational Group	Oshawa	8	0	0.0 %	2.0 %	0	0	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	0	0.0 %	1.5 %	0	0	St. Catharines -
Employment Equity Occupational Group	Toronto	27	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		3	0	0.0 %	1.7 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
10 : Clerical Personnel		16	1	6.3 %	1.3 %	0	1	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	1.0 %	0	0	Oshawa
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	2.4 %	0	1	Vancouver
11 : Intermediate Sales and Service Personnel		11	0	0.0 %	1.4 %	0	0	



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Aboriginal Peoples

		Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area		
		#	#	%	%	#	#			
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal		
Employment Equity Occupational Group	Oshawa	7	0	0.0 %	1.8 %	0	0	Oshawa		
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto		
Total		2500	19	0.8 %	1.5 %	38	-19	_		

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workforce Analysis - Detailed Report

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Members of Visible Minorities

				Members o	f Visible Min			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	46	7	15.2 %	10.1 %	5	2	National
02 : Middle and Other Managers	National	926	409	44.2 %	15.0 %	139	270	National
03 : Professionals		1324	800	60.4 %	31.9 %	422	378	
1112 : Financial and investment analysts	National	21	17	81.0 %	35.4 %	7	10	National
1121 : Human resources professionals	National	29	10	34.5 %	14.1 %	4	6	National
1122 : Professional occupations in business management consulting	National	226	148	65.5 %	21.6 %	49	99	National
1123 : Professional occupations in advertising, marketing and public relations	National	10	4	40.0 %	16.9 %	2	2	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	38.2 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	27.7 %	0	0	National
2171 : Information systems analysts and consultants	National	588	317	53.9 %	31.4 %	185	132	National
2172 : Database analysts and data administrators	National	3	3	100.0 %	32.3 %	1	2	National
2173 : Software engineers and designers	National	399	272	68.2 %	40.5 %	162	110	National
2174 : Computer programmers and interactive media developers	National	31	24	77.4 %	31.5 %	10	14	National
2175 : Web designers and developers	National	7	3	42.9 %	22.8 %	2	1	National
4112 : Lawyers and Quebec notaries	National	8	2	25.0 %	12.5 %	1	1	National
04 : Semi-Professionals and Technicians		124	82	66.1 %	35.8 %	44	38	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	1	50.0 %	33.3 %	1	0	Ontario
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	16.6 %	0	0	Ontario
2282 : User support technicians	Alberta	4	3	75.0 %	28.2 %	1	2	Alberta
2282 : User support technicians	British Columbia	2	2	100.0 %	32.5 %	1	1	British Columbia
2282 : User support technicians	New Brunswick	1	0	0.0 %	3.0 %	0	0	New Brunswick
2282 : User support technicians	Ontario	7	3	42.9 %	35.9 %	3	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	18.2 %	0	0	Québec
2283 : Information systems testing technicians	Alberta	4	4	100.0 %	33.9 %	1	3	Alberta



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Members of Visible Minorities

			Members o					
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
2283 : Information systems testing technicians	British Columbia	5	5	100.0 %	54.5 %	3	2	British Columbia
2283 : Information systems testing technicians	Nova Scotia	11	5	45.5 %	0.0 %	0	5	Nova Scotia
2283 : Information systems testing technicians	Ontario	67	47	70.1 %	46.6 %	31	16	Ontario
2283 : Information systems testing technicians	Québec	12	8	66.7 %	20.0 %	2	6	Québec
4211 : Paralegal and related occupations	Alberta	2	0	0.0 %	12.2 %	0	0	Alberta
4211 : Paralegal and related occupations	Ontario	4	3	75.0 %	22.3 %	1	2	Ontario
5223 : Graphic arts technicians	Ontario	1	1	100.0 %	24.0 %	0	1	Ontario
07 : Administrative and Senior Clerical Personnel		50	21	42.0 %	25.8 %	13	8	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	16.5 %	1	-1	Calgary
Employment Equity Occupational Group	Montréal	5	1	20.0 %	12.2 %	1	0	Montréal
Employment Equity Occupational Group	Oshawa	8	1	12.5 %	9.0 %	1	0	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	0	0.0 %	4.2 %	0	0	St. Catharines -
Employment Equity Occupational Group	Toronto	27	19	70.4 %	37.3 %	10	9	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	35.3 %	1	-1	Vancouver
08 : Skilled Sales and Service Personnel		3	1	33.3 %	14.5 %	0	1	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	11.3 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Ontario	1	1	100.0 %	20.8 %	0	1	Ontario
10 : Clerical Personnel		16	6	37.5 %	32.0 %	5	1	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	24.3 %	0	1	Calgary
Employment Equity Occupational Group	Montréal	4	1	25.0 %	17.4 %	1	0	Montréal
Employment Equity Occupational Group	Oshawa	2	1	50.0 %	9.8 %	0	1	Oshawa
Employment Equity Occupational Group	Toronto	6	2	33.3 %	48.1 %	3	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	42.3 %	1	0	Vancouver
11 : Intermediate Sales and Service Personnel		11	6	54.5 %	18.8 %	2	4	



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Members of Visible Minorities

		Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	es Representation		Availability		Gap	Recruitment Area		
		#	#	%	%	#	#			
Employment Equity Occupational Group	Montréal	3	1	33.3 %	22.2 %	1	0	Montréal		
Employment Equity Occupational Group	Oshawa	7	4	57.1 %	13.0 %	1	3	Oshawa		
Employment Equity Occupational Group	Toronto	1	1	100.0 %	48.9 %	0	1	Toronto		
Total		2500	1332	53.3 %	25.2 %	630	702			

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



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Persons with Disabilities

				Persons	with Disabili	ities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	972	32	3.3 %	4.3 %	42	-10	National
03 : Professionals	National	1324	51	3.9 %	3.8 %	50	1	National
04 : Semi-Professionals and Technicians	National	124	5	4.0 %	4.6 %	6	-1	National
07 : Administrative and Senior Clerical Personnel	National	50	4	8.0 %	3.4 %	2	2	National
08 : Skilled Sales and Service Personnel	National	3	0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National	16	1	6.3 %	7.0 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	11	1	9.1 %	5.6 %	1	0	National
Total		2500	94	3.8 %	4.1 %	102	-8	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



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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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



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Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	46	14	30.4 %	27.4 %	13	1
02 : Middle and Other Managers	926	294	31.7 %	38.9 %	360	-66
03 : Professionals	1324	495	37.4 %	28.8 %	381	114
04 : Semi-Professionals and Technicians	124	57	46.0 %	42.8 %	53	4
07 : Administrative and Senior Clerical Personnel	50	45	90.0 %	80.9 %	40	5
08 : Skilled Sales and Service Personnel	3	2	66.7 %	23.2 %	1	1
10 : Clerical Personnel	16	14	87.5 %	66.0 %	11	3
11 : Intermediate Sales and Service Personnel	11	3	27.3 %	67.1 %	7	-4
Total	2500	924	36.9 %	34.7 %	866	58
Total	2500	924	30.9 70	J4.1 70	000	56



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Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	46	0	0.0 %	2.9 %	1	-1	
02 : Middle and Other Managers	926	5	0.5 %	2.2 %	20	-15	
03 : Professionals	1324	9	0.7 %	1.1 %	15	-6	
04 : Semi-Professionals and Technicians	124	2	1.6 %	1.0 %	1	1	
07 : Administrative and Senior Clerical Personnel	50	2	4.0 %	1.2 %	1	1	
08 : Skilled Sales and Service Personnel	3	0	0.0 %	1.7 %	0	0	
10 : Clerical Personnel	16	1	6.3 %	1.3 %	0	1	
11 : Intermediate Sales and Service Personnel	11	0	0.0 %	1.4 %	0	0	
Total	2500	19	0.8 %	1.5 %	38	-19	



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Members of Visible Minorities

		Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	Repres	sentation	Availability		Gap			
	#	#	%	%	#	#			
01 : Senior Managers	46	7	15.2 %	10.1 %	5	2			
02 : Middle and Other Managers	926	409	44.2 %	15.0 %	139	270			
03 : Professionals	1324	800	60.4 %	31.9 %	422	378			
04 : Semi-Professionals and Technicians	124	82	66.1 %	35.8 %	44	38			
07 : Administrative and Senior Clerical Personnel	50	21	42.0 %	25.8 %	13	8			
08 : Skilled Sales and Service Personnel	3	1	33.3 %	14.5 %	0	1			
10 : Clerical Personnel	16	6	37.5 %	32.0 %	5	1			
11 : Intermediate Sales and Service Personnel	11	6	54.5 %	18.8 %	2	4			
Total	2500	1332	53.3 %	25.2 %	630	702			
Total	2000	1332	55.5 %	25.2 70	030	102			



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Persons with Disabilities

			Persons	with Disabili	ties	
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	972	32	3.3 %	4.3 %	42	-10
03 : Professionals	1324	51	3.9 %	3.8 %	50	1
04 : Semi-Professionals and Technicians	124	5	4.0 %	4.6 %	6	-1
07 : Administrative and Senior Clerical Personnel	50	4	8.0 %	3.4 %	2	2
08 : Skilled Sales and Service Personnel	3	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	16	1	6.3 %	7.0 %	1	0
11 : Intermediate Sales and Service Personnel	11	1	9.1 %	5.6 %	1	0
Total	2500	94	3.8 %	4.1 %	102	-8



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



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Date: 2017-12-31

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

1 1

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2015	12	31

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2017	12	31

		F	Гable 1: Women	l
		First/Previous Workforce Analysis		
Empl	ayment Faulty Occupational Croup (FFOC)	All Employees	Wor	nen
empi	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	33	11	27.4
02	Middle & Other Managers	961	267	38.9
03	Professionals	1,351	394	25.3
04	Semi-Professionals & Technicians	13	7	49.8
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	53	47	79.5
08	Skilled Sales & Service Personnel	1	1	28.7
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	29	26	66.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,441	753	32.5

Table 5: Women		
Subsequent/Current Workforce Analysis		
All Employees	Won	ien
	Representation	Availability*
#	#	%
46	14	27.4
926	294	38.9
1,324	495	28.8
124	57	42.8
o	0	0.0
0	0	0.0
50	45	80.9
3	2	23.2
16	14	66.0
0	0	0.0
11	3	67.1
0	0	0.0
o	0	0.0
0	0	0.0
2,500	924	34.7

* Source	e:			
2011 Na	itional House	hold Surv	vey	

* Source:				
2011 Nati	ional House	hold Surve	У	

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

\ \ \

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis

2017	MM	21
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 2: Aboriginal Peoples First/Previous Workforce Analysis		
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigina	ıl Peoples
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	33	0	2.9
02	Middle & Other Managers	961	2	2.2
03	Professionals	1,351	20	0.9
04	Semi-Professionals & Technicians	13	1	1.3
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	53	1	1.4
08	Skilled Sales & Service Personnel	1	0	1.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	29	1	1.7
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,441	25	1.5

Table 6: Aboriginal Peoples		
Subsequent	/Current Workfore	e Analysis
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	%
46	1	2.9
926	20	2.2
1,324	15	1.1
124	1	1.0
0	0	0.0
0	0	0.0
50	1	1.2
3	0	1.7
16	0	1.3
0	0	0.0
11	0	1.4
0	0	0.0
0	0	0.0
0	0	0.0
2,500	38	1.5

* Source:	
2011 National Household Survey	

	* Source:			
1	2011 Natio	nal Housel	nold Survey	

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

1 1

2015	12	31
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Subsequent/Current Workforce Analysis

2017	12	31
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Previous Workforce Analysis		
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	33	5	10.1
02	Middle & Other Managers	961	334	15.0
03	Professionals	1,351	500	34.9
04	Semi-Professionals & Technicians	13	7	29.4
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	53	16	28.2
08	Skilled Sales & Service Personnel	1	1	20.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	29	2	32.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,441	865	26.5

Table 7: Members of Visible Minorities		
Subsequent	/Current Workfore	e Analysis
All Employees	Members of Visi	ible Minorities
	Representation	Availability*
#	#	%
46	7	10.1
926	409	15.0
1,324	800	31.9
124	82	35.8
0	0	0.0
0	0	0.0
50	21	25.8
3	1	14.5
16	6	32.0
0	0	0.0
11	6	18.8
0	0	0.0
0	0	0.0
0	0	0.0
2,500	1,332	25.2

* Source:	
2011 National Household Survey	

	* Source:			
1	2011 Natio	nal Housel	nold Survey	

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis

2017	12	31
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities	
		First/Previous Workforce Analysis			
Emple	yment Equity Occupational Crown (EEOC)	All Employees Persons with Disabilitie		Disabilities	
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	994	9	4.3	
03	Professionals	1,351	5	3.8	
04	Semi-Professionals & Technicians	13	0	4.6	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	53	1	3.4	
08	Skilled Sales & Service Personnel	1	0	3.5	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	29	1	7.0	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		2,441	16	4.0	

Table 8: Persons with Disabilities				
Subsequent/Current Workforce Analysis				
All Employees	Persons with Disabilities			
	Representation	Availability*		
#	#	%		
972	32	4.3		
1,324	51	3.8		
124	5	4.6		
0	0	0.0		
0	0	0.0		
50	4	3.4		
3	0	3.5		
16	1	7.0		
0	0	0.0		
11	1	5.6		
0	0	0.0		
0	0	0.0		
0	0	0.0		
2,500	94	4.1		

* Source:			
2012 Canadia	n Survey on Disab	ility	

* Source:
2012 Canadian Survey on Disability

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start	Date of Flov	v Data
YYYY	MM	DD
2015	12	31

End I	Date of Flow Data
YYYY	MM DD
2017	12 31

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table 1: Women			
	Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
01 Senior Managers	6	3	0	0	
02 Middle & Other Managers	215	45	0	0	
03 Professionals	617	235	2	2	
04 Semi-Professionals & Technicians	36	16	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	15	12	0	0	
08 Skilled Sales & Service Personnel	2	1	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	1	1	0	0	
11 Intermediate Sales & Service Personnel	4	1	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	896	314	2	2	

Table 5: Women					
Full-time /	National	Part-time /	National		
All Employees Promoted	Women Promoted	l Employees l		Employees Wome	Women Promoted
#	#	#	#		
4	1	0	0		
163	60	1	1		
222	83	1	1		
20	5	0	0		
0	0	0	0		
0	0	0	0		
8	8	0	0		
0	0	0	0		
0	0	0	0		
4	4	0	0		
3	1	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
424	162	2	2		

•	Table 9:	Women	•
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
3	2	0	0
173	35	0	0
383	106	0	0
34	9	0	0
0	0	0	0
0	0	0	0
10	9	1	1
1	0	0	0
0	0	0	0
2	2	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
607	164	1	1

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	12	31

1

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End I	Date of Flow	Data
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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		Table 2: Aboriginal Peoples			
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	6	0	0	0
02	Middle & Other Managers	215	0	0	0
03	Professionals	617	2	2	0
04	Semi-Professionals & Technicians	36	1	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	15	0	0	0
08	Skilled Sales & Service Personnel	2	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	4	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	896	3	2	0

Table 6: Aboriginal Peoples				
Full-time / National		onal Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
4	0	0	0	
163	2	1	0	
222	3	1	0	
20	0	0	0	
0	0	0	0	
0	0	0	0	
8	1	0	0	
0	0	0	0	
0	0	0	0	
4	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
424	6	2	0	

Table 10: Aboriginal Peoples				
Full-time / National		Part-time	/ National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
3	0	0	0	
173	0	0	0	
383	2	0	0	
34	0	0	0	
0	0	0	0	
0	0	0	0	
10	0	1	0	
1	0	0	0	
0	0	0	0	
2	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
607	2	1	0	

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start	Date of Flow	v Data
YYYY	MM	DD
2015	12	31

2017	12	31
YYYY	MM	DD
End I	Date of Flow	Data

1

Data from Form 4 - Employees Hired

1 \downarrow Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated \downarrow

	Table 3: Persons with Disabilit			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	6	0	0	0
02 Middle & Other Managers	215	7	0	0
03 Professionals	617	26	2	0
04 Semi-Professionals & Technicians	36	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personr	nel 15	1	0	0
08 Skilled Sales & Service Personnel	2	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	4	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	896	35	2	0

Full-time	/ National	Part-time / National		
All Employees Promoted	ployees Disabilities		Persons with Disabilities Promoted	
#	#	#	#	
4	0	0	0	
163	6	1	0	
222	10	1	0	
20	1	0	0	
0	0	0	0	
0	0	0	0	
8	0	0	0	
0	0	0	0	
0	0	0	0	
4	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
424	17	2	0	

Table 11: Persons with Disabilities			
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	Employees Disab	
#	#	#	#
3	0	0	0
173	16	0	0
383	49	0	0
34	13	0	0
0	0	0	0
0	0	0	0
10	1	1	0
1	0	0	0
0	0	0	0
2	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
607	79	1	0

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	12	31

2017	12	31
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓ ↓ Table 4: Members of Visible Minorities				
Table 4: Members of Visible Minorities	1	1	1	1
	Table 4:	Members o	of Visible N	Iinorities

	lable 4:	Table 4: Members of Visible Minorities			
	Full-time	/ National Part-time / Natio			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	
	#	#	#	#	
01 Senior Managers	6	1	0	0	
02 Middle & Other Managers	215	100	0	0	
03 Professionals	617	332	2	0	
04 Semi-Professionals & Technicians	36	20	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	15	8	0	0	
08 Skilled Sales & Service Personnel	2	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	1	0	0	0	
11 Intermediate Sales & Service Personnel	4	2	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	896	463	2	0	

Data from Form 5 - Employees Promoted

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Visit Employees Promoted Promoted Promoted	
#	#	#	#
4	2	0	0
163	70	1	0
222	131	1	0
20	17	0	0
0	0	0	0
0	0	0	0
8	2	0	0
0	0	0	0
0	0	0	0
4	2	0	0
3	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
424	226	2	0

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities				
Full-time	/ National	Part-time	/ National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	
#	#	#	#	
3	0	0	0	
173	0	0	0	
383	0	0	0	
34	0	0	0	
0	0	0	0	
0	0	0	0	
10	0	1	0	
1	0	0	0	
0	0	0	0	
2	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
607	0	1	0	

Federal Contractors Program Achievement Report Part 3: Goals Accenture, Inc. [Date: 2017-12-31]

	Data for First/Previous Goals																		
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	\	Ţ	\	\	↓	1	Ţ	Ţ	↓	1	\	Ţ	Ţ	1	\	Ţ	1	\	Į.
		Table 1: Women																	
	First/Previous Short-term Goals																		
	All Employees							ı							omen				
Employment Equity	Number	Grow	Growth (New Positions)			Turnover (Replacement of Terminated			Number	Turnover (Replacement of				r Goals					
					Employees)			Anticipated		Terminated Employees)		Hires Required		From - To			Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual Projected			Actual Projected		Hires Over 3 Years	YYYY-MM-DD	<u> </u>		Over 3	YYYY	- YYYY	Availability	Present Gap	Ğap	Representation	Representation in 3 Years	
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-31	Annually	Over 3 Years	Years	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	33	11.7%	0.4%	0	7.6%	0.8%	1	1	11	0.8%	0	-2	0	0.4%	27.4%	2	1 -	33.3%	33.3%
02 Middle & Other Managers	961	-1.2%	1.8%	52	1	3.5%	101	153	267	3.5%	28	1	3	2.0%	38.9%	-107			23.9%
03 Professionals	1,351	-0.7%	2.4%	97	28.6%	4.8%	195	292	394	4.8%	57	29	8	2.6%	25.3%	52	-21		23.8%
04 Semi-Professionals & Tech	13	112.1%	1.5%	1	49.6%	5.4%	2	3	7	5.4%	1	1	0	1.7%	49.8%	1	-1	53.8%	42.9%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	1 0	0	0		0.0%	0		#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	53	-1.9%	1.5%	2	21.4%	3.6%	6	8	47	3.6%	5	2		1.7%	79.5%	5	-2	88.7%	76.4%
08 Skilled Sales & Service	1	44.2%	0.0%	0	50.0%	4.2%	0	0		4.2%	1 0	-1		0.0%	28.7%			100.0%	100.0%
09 Skilled Crafts & Trades	20	0.0%	2.20/	0	0.0%	1.70/	0	0	0	0.0%	1 4	0		2.50/	0.0%	1 2		#DIV/0!	#DIV/0! 71.0%
10 Clerical Personnel 11 Intermediate Sales & Service	29	-100.0% 0.0%	2.3% 1.0%	2	13.8% 18.2%	4.6% 2.0%	1 4	6	26	4.6% 2.0%	1 4	-1		2.5% 1.1%	66.4% 0.0%	1 %		89.7% #DIV/0!	#DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	0	0.0%	1,0%		0.0%	2.0%	1 ,	۱ °		0.0%	1 ,	"		1.1%	0.0%	1 6		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		"			0.0%	1 %	"			0.0%	1 %] ,	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	٠ م	0.0%		١	0.0%			۰ ۱	"	0.0%] ,	0	"		0.0%] ") n	#DIV/0!	#DIV/0! #DIV/0!
14 Outer Manual Workers	U	0.070		l 0	0.070		U 0	U		0.070	1 0	<u> </u>	L 0		0.070	'I '	1 0	#DI V/0:	#D1 V/0:

^{24.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Total

2,441

0.8%

753

0.0%

				Table 2: Women						
F		Women		Comments						
Employment Equity Occupational Group (EEOG)	Short-ter	rm Goals Lon	ig-term Goals							
Occupational Group (EEOG)	#	% #	%							
01 Senior Managers	0	0.4	0 0.8							
02 Middle & Other Managers	3	2.0	6 4.0	In October and November 2017, the two final in-class sessions of the WXN Wisdom Mentoring Program took place for the 9 women managers/consultants who were invited to participate.						
03 Professionals	8	2.6	16 5.2							
04 Semi-Professionals & Tech	0	1.7	0 3.4							
05 Supervisors	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.						
06 Supervisors: Crafts & Trades	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.						
07 Administrative & Sr Clerical	0	1.7	0 3.4							
08 Skilled Sales & Service	0	0.0	0.0							
09 Skilled Crafts & Trades	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.						
10 Clerical Personnel	0	2.5	0 5.0							
11 Intermediate Sales & Service	0	1.1	0 2.2							
12 Semi-Skilled Manual	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.						
13 Other Sales & Service	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG. 000333						

30.8%

30.8%

32.5%

-40

-40

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

	Federal Contractors Program Achievement Report	
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	Accenture, Inc.	
	[Date: 2017-12-31]	
14 Other Manual Workers 0 0.0 0	0.0 Accenture, Inc. does not have employees in this EEOG.	

										Data f	or First/I	Previous (Goals							
A	В	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	s	Т	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		Ţ	Ţ	1	\	↓	\	↓	↓	↓	1	V	Ţ	Ţ	↓	↓	↓	Ţ	J	1
												iginal Peo								
										First/	Previous SI	nort-term (Goals							
					All En	ıployees										nal Peoples	·			
		Number	Grow	vth (New Posit	tions)	Turnover (Ro		Terminated		Number	Turnover (Replacement of				3 Year Goals From - To					
Empl	Employment Equity						Employees)		Anticipated			l Employees)	Hires Required			Present		Projected	Present	Projected
Occup	ational Group (EEOG)	YYYY-MM-DD				Actual			Hires Over 3 Years	YYYY-MM-DD		1	Over 3	YYYY	- YYYY	Availability	Present Gap	Ğap	Representation	Representation in 3 Years
		2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-31	Annually	Over 3 Years	Years	2015	2018					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	33	11.7%	0.4%	0	7.6%	0.8%	1	1	0	0.8%	0	1	0	0.4%	2.9%	-1	_	1	0.0%
02	Middle & Other Managers	961	-1.2%	1.8%	52		3.5%	101	153	2	3.5%	0	20	3	2.0%	2.2%	-19		1	0.5%
03	Professionals	1,351	-0.7%	2.4%	97		4.8%	195	292	20		3	-4	8	2.6%	0.9%	8	12		1.7%
04	Semi-Professionals & Tech	13	112.1%	1.5%	1	49.6%	5.4%	2	3	1	5.4%		-l	0	1.7%	1.3%		1	7.7%	7.1%
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	1 0	0	0		0.0%			#DIV/0!	#DIV/0!
	Supervisors: Crafts & Trades	0	0.0%	1.50/	0	0.0%	2.404	0	0	0	0.0%	1 0	0	0	1.70/	0.0%			#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	53	-1.9% 44.2%	1.5% 0.0%	2	21.4%	3.6% 4.2%	6	8	1	3.6% 4.2%		0	"	1.7% 0.0%	1.4%			1.9% 0.0%	1.8% 0.0%
08	Skilled Sales & Service Skilled Crafts & Trades	1	0.0%	0.0%	"	50.0%	4.2%	0	0	"	0.0%	1 %	"		0.0%	1.0% 0.0%			#DIV/0!	#DIV/0!
109	Skilled Crafts & Trades Clerical Personnel	29	-100.0%	2.3%	"	13.8%	4.6%	0	0	"	4.6%	1 %	"		2.5%	1.7%	1 1	' "	#DIV/0! 3.4%	3.2%
11	Intermediate Sales & Service	1 29 n	0.0%	1.0%		18.2%	2.0%	1	0		2.0%] ,	0	"	1.1%	0.0%] 1	"	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%	1.070	1 0	0.0%	2.070	۱ °	0	l 0	0.0%]	0	"	1.170	0.0%			#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		ا ا	0.0%		ه ا	0	ا ا	0.0%	ه ا	0	0		0.0%]	ه ا	#DIV/0!	#DIV/0!
	Other Manual Workers	0	0.0%		l 0	0.0%		l 0	0	ا آ	0.0%	ر آ	0	ا ٥		0.0%		o o	#DIV/0!	#DIV/0!

^{24.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Total

2,441

0.8%

0.0%

				Table 4: Aboriginal Peoples	
F		Aboriginal Peop	les		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals Lor	ig-term Goals	Comments	
Occupational Group (EEOG)	#	% #	%		
01 Senior Managers	(0.4	0 0.8		
02 Middle & Other Managers	3	2.0	6 4.0		
03 Professionals	8	2.6	16 5.2		
04 Semi-Professionals & Tech	(1.7	0 3.4		
05 Supervisors	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
06 Supervisors: Crafts & Trades	(0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
07 Administrative & Sr Clerical	(1.7	0 3.4		
08 Skilled Sales & Service	(0.0	0.0		
09 Skilled Crafts & Trades	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
10 Clerical Personnel	(2.5	0 5.0		
11 Intermediate Sales & Service	(1.1	0 2.2		
12 Semi-Skilled Manual	(0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
13 Other Sales & Service	0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	000335

1.0%

1.0%

1.5%

-12

-12

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

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	Accenture, Inc.	
	[Date: 2017-12-31]	
14 Other Manual Workers 0 0.0 0	0.0 Accenture, Inc. does not have employees in this EEOG.	

								[Dat	C. 201/-12-	31]									
									Data f	or First/F	revious C	Foals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	s	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	V	\	1	\	\	\	↓	↓	↓		.	.	↓	\	\	1	↓	\	↓
											with Disa								
				10.0					First/	Previous St	ort-term G	oals			a 150 1 1 100 1				
				All Em	ployees					1					th Disabilitie	S			
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity	ļ		г .		 			Anticipated Hires Over 3		Terminated		Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	1	Actual				YYYY-MM-DD		1	Over 3	1111	- 1111	Availability	rresem Gap	Gap	Representation	Years
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-31	Annually	Over 3 Years	Years	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	994	5.2%	0.4%	12	13.0%	0.8%	24	36	9	0.8%	0	34	0	0.4%	4.3%	-34	-34	0.9%	0.9%
03 Professionals	1,351	-0.7%	1.8%	73	28.6%	3.5%	142	215	5	3.5%	1	50	4	2.0%	3.8%	-46	-46	0.4%	0.6%
04 Semi-Professionals & Tech	13	112.1%	2.4%	1	49.6%	4.8%	2	3	0	4.8%	0	1	0	2.6%	4.6%	-1	-1	0.0%	0.0%
05 Supervisors	0	0.0%	1.5%	0	0.0%	5.4%	0	0	0	5.4%	0	0	0	1.7%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	53	-1.9%		0	21.4%		0	0	1	0.0%	0	1	0		3.4%	-1	-1	1.9%	1.9%
08 Skilled Sales & Service	1	44.2%	1.5%	0	50.0%	3.6%	0	0	0	3.6%	0	0	0	1.7%	3.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	4.2%	0	0	0	4.2%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	29	-100.0%		0	13.8%		0	0	1	0.0%	0	1	0		7.0%	-1	-1	3.4%	3.4%
11 Intermediate Sales & Service	0	0.0%	2.3%	0	18.2%	4.6%	0	0	0	4.6%	0	0	0	2.5%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,441	0.8%		0	24.6%		0	0	16	0.0%	0	82	0		4.0%	-82	-82	0.7%	0.7%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

					Table 6: Persons with Disabilities
P. J. P. J.	I	ersons with	Disabilitie	·8	
Employment Equity Occupational Group (EEOG)	oup (EEOG) Short-term Goals Long-term Goals			Comments	
	#	%	#	%	
01/02 Managers	(0.4	l	0.8	
03 Professionals	3	3 2.0	(5 4.0	
04 Semi-Professionals & Tech	{	3 2.6	10	5.2	
05 Supervisors	(1.7	(3.4	Accenture, Inc. does not have employees in this EEOG.
06 Supervisors: Crafts & Trades	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
07 Administrative & Sr Clerical	(0.0	(0.0	
08 Skilled Sales & Service	(1.7	(3.4	
09 Skilled Crafts & Trades	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
10 Clerical Personnel	(0.0	(0.0	
11 Intermediate Sales & Service	(2.5	(5.0	
12 Semi-Skilled Manual	(1.1	(0.0	Accenture, Inc. does not have employees in this EEOG.
13 Other Sales & Service	(1.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
14 Other Manual Workers	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
Total	11	0.0	22	2 0.0	900337

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Accenture, Inc.
[Date: 2017-12-31]

										Data f	or First/I	Previous (Goals							
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	Т	U
Data :	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	1	1	\	\	1	1	↓	1	Ų.	\	1	Ţ	↓	↓	Ţ	Ţ	1	↓
									,	Table 7: M				S						
										First/	Previous SI	iort-term G	Goals							
					All En	iployees										isible Minor	ities		,	
		Number	Grow	vth (New Posit	ions)		Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of				3 Year Goals From - To					
Empl	oyment Equity					ļ			Anticipated			Employees)	Hires Required			Present		Projected	Present	Projected
Occu	pational Group (EEOG)	YYYY-MM-DD	Actual Projected						Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-31	Annually	Over 3 Years	Years	2015	2018					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	33	11.7%	0.4%	0	7.6%	0.8%	1	1	5	0.8%	0	-2	0	0.4%	10.1%	1	2	15.2%	15.2%
02	Middle & Other Managers	961	-1.2%	1.8%	52		3.5%	101	153	334	3.5%	35	1	3	2.0%	15.0%	190		34.8%	29.8%
03	Professionals	1,351	-0.7%	2.4%	97	28.6%	4.8%	195	292	500		72		8	2.6%	34.9%	29	-69	37.0%	30.1%
04	Semi-Professionals & Tech	13	112.1%	1.5%	1	49.6%	5.4%	2	3	7	5.4%	1	-2	0	1.7%	29.4%	3	2	53.8%	42.9%
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	1 0	0	0		0.0%			#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	52	0.0%	1.50/	0	0.0%	2.70/] 0	0	0	0.0%	1 0	0	"	1.70/	0.0%	'	' '	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	53	-1.9% 44.2%	1.5% 0.0%	2	21.4%	3.6% 4.2%	0	8	16	3.6% 4.2%	1 2	2	"	1.7% 0.0%	28.2% 20.8%	1	-2	30.2%	25.5% 100.0%
09	Skilled Sales & Service Skilled Crafts & Trades	1	0.0%	0.0%	0	50.0% 0.0%	4.2%	1 0	0	1	0.0%	1 %	-1	"	0.0%	0.0%			100.0% #DIV/0!	#DIV/0!
10	Clerical Personnel	29	-100.0%	2.3%	'	13.8%	4.6%	1 4	6		4.6%	1 %	"		2.5%	32.8%	Ί .		#DIV/0!	#DIV/0! 6.5%
11	Intermediate Sales & Service	1 29 n	0.0%	1.0%	0	18.2%	2.0%	1 6	0		2.0%] ,		"	1.1%	0.0%	<u> </u>]	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	n	0.0%	1.076	"	0.0%	4.070	۱ ،	n		0.0%] ,	0	"	1.170	0.0%]		#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	ا ا	0.0%] "	0	"		0.0%] "	[] o	#DIV/0!	#DIV/0!
	Other Manual Workers	0	0.0%		ا 0	0.0%] ő	0	ن ا	0.0%	l ŏ	0	l ő		0.0%	Ö	o o	#DIV/0!	#DIV/0!

^{24.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Total

2,441

0.8%

865

0.0%

-218

26.5%

218

218

Workforce / marysis) · 2) x 10					Table 8: Members of Visible Minorities
	Mer	nbers of Visi	ible Minor	rities	
Employment Equity Occupational Group (EEOG)	Short-te	erm Goals Long-term Goals			Comments
-	#	%	#	%	
01 Senior Managers	(0.4	(0.8	
02 Middle & Other Managers	3	3 2.0	(6 4.0	
03 Professionals	8	3 2.6	10	6 5.2	
04 Semi-Professionals & Tech	(1.7	(0 3.4	
05 Supervisors	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
06 Supervisors: Crafts & Trades	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
07 Administrative & Sr Clerical	(1.7	(0 3.4	
08 Skilled Sales & Service	(0.0	(0.0	
09 Skilled Crafts & Trades	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
10 Clerical Personnel	(2.5	(0 5.0	
11 Intermediate Sales & Service	() 1.1	(0 2.2	
12 Semi-Skilled Manual	(1.0	(0.0	Accenture, Inc. does not have employees in this EEOG.
13 Other Sales & Service	(0.0	(0.0	Accenture, Inc. does not have employees in this EEOG. 000339

35.4%

35.4%

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) \div ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) \div 2) x 100.

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Accenture, Inc.	
[Date: 2017-12-31]	
0.0 Accenture, Inc. does not have employees in this EEOG.	
	Part 3: Goals Accenture, Inc. [Date: 2017-12-31]

Federal Contractors Program Achievement Report Part 3: Goals Accenture, Inc.

[Date: 2017-12-31]

								L											
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	↓	1	↓	1	1	↓	1	↓	↓	1	↓	↓		↓	1	↓	↓
										Table 9: '									
									Subseque	ent/Current	Short-terr	n Goals							
				All En	ıployees										omen				
Employment Equity	Number	Grow	th (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated	Anticipated	Number Turnover (Replacement of Terminated Employees)			Hires Required	3 Yea Fron	r Goals n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		•	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-31	Annually	Over 3 Years	Years	2017	2020					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	46	11.7%		0	7.6%	0.9%	1	1	14		0	-1	0	0.5%	27.4%	1	1	30.4%	30.4%
02 Middle & Other Managers	926	-1.2%	2.0%	55		3.9%	3	162	294		34		4	2.2%	38.9%	I	-118		26.9%
03 Professionals	1,324	-0.7%	2.6%	105	1 1	5.3%	3	315			78		9	2.9%	28.8%		14	37.4%	29.8%
04 Semi-Professionals & Tech	124	112.1%	1.5%	6	12.070	5.9%	22	28	57		10	9	1	1.8%	42.8%	4	-8	46.0%	36.9%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	50	-1.9%	1.5%	2	21.4%	4.0%		8	45	4.0%	5	2	0	1.8%	80.9%		-2	90.0%	76.9%
08 Skilled Sales & Service	3	44.2%	0.0%	0	50.0%	4.6%	0	0	2	4.6%	0	-1	0	0.0%	23.2%	1	1	66.7%	66.7%
09 Skilled Crafts & Trades	16	0.0%	2 20/	0	0.0%	* 10/	0	0	14	0.0%	0	-3	0	2.00/	66.0%	$\frac{3}{2}$	3	87.5%	87.5%
10 Clerical Personnel	0	-100.0%	2.3% 1.0%		13.8%	5.1% 2.0%	8	0		5.1%			0	2.8%	0.0%			#DIV/0!	#DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	11	0.0% 0.0%	1.0%		18.2% 0.0%	2.0%		'	3	2.0% 0.0%		4	0	1.2%	67.1% 0.0%	2 -4	-4	27.3% #DIV/0!	27.3%
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0%			0.0%					0.0%			0		0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
I 13 TUTTIET Sales & Service I		0.0%		1 U	u 0.0%)		1 U		ı U	1 0.0%		I VI	0		U.U%	oj U	1 0	#DIV/0!	#DIV/0!
14 Other Manual Workers	ام	0.0%			0.0%		۸	Δ.	۸	0.0%	۸	ام ا	0		0.0%	م ا		#DIV/0!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

• , ,				Table 10: Women
Employment Equity		Women		
Occupational Group (EEOG)	Short-teri		term Goals	Comments
		%	%	
01 Senior Managers		0.5	0.8	
02 Middle & Other Managers		2.2	4.0	
03 Professionals		2.9	5.2	
04 Semi-Professionals & Tech		1.8	3.4	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		1.8	3.4	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		2.8	5.0	
11 Intermediate Sales & Service		1.2	2.2	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000341
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Accenture, Inc.
	[Date: 2017-12-31]
Total	0.0 0.0

								լթա		51]									
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	_ ↓	V	.	J	\	Ų.	Ţ	.	<u> </u>	. ↓	\	. ↓	Ţ	. ↓	↓	. ↓	Ţ	V	<u> </u>
											riginal Pe								
									Subseque	ent/Curren	t Short-terr	n Goals							
				All En	ployees										nal Peoples	1			•
	Number	Grow	rth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Icars	2017-12-31	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	#	9/6	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	46	11.7%	0.4%	1	7.6%	0.9%	1	2	1	0.9%	0	0	0	0.5%	2.9%	0	0	2.2%	2.1%
02 Middle & Other Managers	926	-1.2%	2.0%	55		3.9%	107	162	20	3.9%	2	4	4	2.2%	2.2%	0	0	2.2%	2.2%
03 Professionals	1,324	-0.7%	2.6%	105	28.6%	5.3%	210	315	15	5.3%	2	3	9	2.9%	1.1%	0	6	1.1%	1.5%
04 Semi-Professionals & Tech	124	112.1%	1.5%	6	49.6%	5.9%	22	28	1	5.9%	0	0	1	1.8%	1.0%	0	1	0.8%	1.5%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	50	-1.9%	1.5%	2	21.4%	4.0%	6	8	1	4.0%	0	0	0	1.8%	1.2%	0	0	2.0%	1.9%
08 Skilled Sales & Service	3	44.2%	0.0%	0	50.0%	4.6%	0	0	0	4.6%	0	0	0	0.0%	1.7%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	16	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.3%	1	0	0.0%	0.0%
10 Clerical Personnel	0	-100.0%	2.3%	0	13.8%	5.1%	0	0	0	5.1%	0	0	0	2.8%	0.0%	1	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	11	0.0%	1.0%	0	18.2%	2.2%	1	1	0	2.2%	0	0	0	1.2%	1.4%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

24.6%

2,500

Total

0.8%

tale Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

				Table 12: Aboriginal Peoples
Employment Equity		Aboriginal Peoples		
Occupational Group (EEOG)	Short-teri	n Goals Long-	term Goals	Comments
-		%	%	
01 Senior Managers		0.5	0.8	
02 Middle & Other Managers		2.2	4.0	
03 Professionals		2.9	5.2	
04 Semi-Professionals & Tech		1.8	3.4	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		1.8	3.4	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		2.8	5.0	
11 Intermediate Sales & Service		1.2	2.2	
12 Semi-Skilled Manual		0.0		
13 Other Sales & Service		0.0	0.0	000343
14 Other Manual Workers		0.0	0.0	

1.5%

1.5%

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Accenture, Inc.
	[Date: 2017-12-31]
Total	0.0 0.0

								[Dat	C. 201/-12·	J1]									
									Data for	Subseque	nt/Currei	it Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
			↓	↓	↓	\	↓	↓	.	↓	↓		↓	↓	\	↓	↓	\	
											with Disa Short-term								
				AHEn	ıplovees				Subseque	ent/Current	Snort-tern	n Goais		Parsons wi	th Disabilitie				
				Anta			me to a			1			3 Ven	r Goals	in Disabilitie	,		l	1
	Number	Grow	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	YYYY-MM-DD	Actual	Proje	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years	2017	2020	Availability		Gap	Representation	Years
	2017-12-31	Annually	Annually	Years	Annually	Annually	Years		2017-12-31	Annually	Years		2017						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	972	5.2%	0.4%	13		0.9%	26	39	32		1	11	0	0.5%	4.3%	-10	-11	3.3%	3.1%
03 Professionals	1,324	-0.7%	2.0%	79	1	3.9%	153	232	51		6	8	5	2.2%	3.8%	1	-3		3.6%
04 Semi-Professionals & Tech	124	112.1%	2.6%	10		5.3%	20	30	5	5.3%	1	2	1	2.9%	4.6%	-1	-1	4.0%	3.7%
05 Supervisors	0	0.0% 0.0%	1.5%	0	0.0%	5.9%	0	0	0	5.9% 0.0%	0	0	0	1.8%	0.0%	I	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	50	-1.9%		0	21.4%		0	0	"	0.0%	0	0	"		0.0% 3.4%	I	0	#DIV/0! 8.0%	#DIV/0! 8.0%
08 Skilled Sales & Service	30	-1.9% 44.2%	1.5%	0	50.0%	4.0%	0	0	4	4.0%	0	-2		1.8%	3.4%	2	2	0.0%	0.0%
09 Skilled Crafts & Trades	16	0.0%	0.0%	0	0.0%	4.6%)	2	"	4.6%	"	١	"	0.0%	7.0%	"	١	6.3%	6.3%
10 Clerical Personnel	0	-100.0%	0.070	0	13.8%	4.070	0	0	1 0	0.0%	0		ا ،	0.074	0.0%	0		#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	11	0.0%	2.3%	1	18.2%	5.1%	2	3	ľ	5.1%	0	0		2.8%	5.6%		0	9.1%	8.3%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	ا آ		0.0%	I	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	I	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,500	0.8%		0	24.6%		0	0	94	0.0%	0	9	0		4.1%	-9	-8	3.8%	3.8%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

, , , , , , , , , , , , , , , , , , ,				Table 14: Persons with Disabilities
P. J. P. S.	Pe	rsons with Disa	bilities	
Employment Equity Occupational Group (EEOG)	Short-teri	n Goals Lo	ng-term Goals	Comments
Occupational Group (EEOG)		%	%	
01/02 Managers		0.5	0.8	
03 Professionals		2.2	4.0	
04 Semi-Professionals & Tech		2.9	5.2	
05 Supervisors		1.8	3.4	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		1.8	3.4	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		2.8	5.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	2.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	000345

										1									
									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	1	Ų.	Ţ	\	J	1	1	Ţ	\	1	\	↓	Ţ	1	\	1	1	↓	↓
								7	able 15: N				es .						
									Subseque	ent/Curren	Short-tern	n Goals							
				All Em	ployees										isible Minor	ities			
	Number	Grow	th (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-12-31	Annually	Annually	Over 3	Annually	Annually	Over 3	· · · · ·	2017-12-31	Annually	Over 3	Years	2017	2020					1
	#	0/	97	Years	0/	07	Years	#		8/	Years #	#	и	04	8/	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,	87	%
01 Senior Managers	# 46	% 11.7%	% FALSE	#	% 7.6%	% 0.9%	# 1	# 1	# 7	0.9%	#	# -2	#	% 0.5%	% 10.1%	# 2	7	% 15.2%	15.2%
02 Middle & Other Managers	926	-1.2%	2.0%	55	18.3%	3.9%	107	162	409	1	47	-215	4	2.2%	15.0%	270	219	44.2%	37.3%
03 Professionals	1,324	-0.7%	2.6%	105		5.3%	210	315	800	1	127	-217	9	2.9%	31.9%	378	1	60.4%	47.7%
04 Semi-Professionals & Tech	124	112.1%	1.5%	6	49.6%	5.9%	22	28	82		15	l	1	1.8%	35.8%	38		l .	52.3%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	50	-1.9%	1.5%	2	21.4%	4.0%	6	8	21	4.0%	2	-6	0	1.8%	25.8%	8	6	42.0%	36.5%
08 Skilled Sales & Service	3	44.2%	0.0%	0	50.0%	4.6%	0	0	1	4.6%	0	-1	0	0.0%	14.5%	1	1	33.3%	33.3%
09 Skilled Crafts & Trades	16	0.0%		0	0.0%		0	0	6	0.0%	0	-1	0		32.0%	1	1	37.5%	37.5%
10 Clerical Personnel	0	-100.0%	2.3%	0	13.8%	5.1%	0	0	0	5.1%	0	0	0	2.8%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	11	0.0%	1.0%	0	18.2%	2.2%	1	1	6	2.2%	0	-4	0	1.2%	18.8%	4	4	54.5%	54.5%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%			0		0.0%	0	0			0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	1 0	0.0%		1 0	0.0%		1 0	0	I 0	0.0%	1 0	1 0	1 0		0.0%	1 0	1 0	#DIV/0!	#DIV/0!

^{24.6%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

Total

2,500

0.8%

1,332

0.0%

-702

25.2%

702

702

Workforce Analysis) · 2) x 10	V.			
				Table 16: Members of Visible Minorities
E	Memb	oers of Visible Mino	rities	
Employment Equity Occupational Group (EEOG)	Short-tern	n Goals Long-t	erm Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.5	0.8	
02 Middle & Other Managers		2.2	4.0	
03 Professionals		2.9	5.2	
04 Semi-Professionals & Tech		1.8	3.4	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		1.8	3.4	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		2.8	5.0	
11 Intermediate Sales & Service		1.2	2.2	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	000346
14 Other Manual Workers		0.0	0.0	

53.3%

53.3%

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Accenture, Inc.
	[Date: 2017-12-31]
Total	0.0 0.0

									Feder	al Contr	actors l	Prograi	m Achie	evement	Report									
										F	Part 4: I	Results	- Wome	en										
											Acc	enture	, Inc.											
											[Date	e: 2017-	12-31]											
Α	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
Ĺ			↓	↓	↓		\			↓	↓	<u> </u> ↓	<u>:</u> ↓	.	.i↓	↓	J	↓	↓	.i↓	↓ ↓	J	.	↓
				V	Vorkfo	orce An	alysis									Flow I	Data A	nalysis						
	ployment Equity	Year			N	orkforce					1	Hires				P	romotio				Te	rminati		
	cupational Group COG)		All Employees	Represen	totion	Wor Availa		C	EE Result	All Employees	Acc	tual V	omen	Difference	All Employees	Ani	ual V	omen	Difference	All Employees	Acti		/omen	Difference
	,	#	#	# #	%	Avana %	#	Gap #	EE Result	#	#	**************************************	Expected #	Difference #	#	#	uai %	Expected #	Difference #	#	#	96 "	Expected #	Difference #
01	Senior Managers	2015	33		33.3	27.4	9	2	121.7															
01	- C	2017	46	14	30.4	27.4	13	107	111.1	6	3	50.0	2	1	1 4	1	25.0	1	0	3	2	66.7	1	1
02	Middle & Other Managers	2015	961 926	267 294	27.8	38.9 38.9	374 360	-107 -66	71.4 81.6	215	45	20.9	84	-39	164	61	37.2	46	15	173	35	20.2	48	-13
03	Professionals	2015	1,351	394	29.2	25.3	342	52	115.3															
		2017 1,324 495 37.4 28.8 381 114 129.8 619 237 38.3 178 59 223 84 37.7 65 19 383 106 27.7 112 2015 13 7 53.8 49.8 6 1 108.1 9 223 84 37.7 65 19 383 106 27.7 112															-6							
04	Semi-Professionals & Technicians	2015	13	7 57	53.8	49.8 42.8	53	1	108.1 107.4	36	16	44.4	15	1	1 20	5	25.0	11	-6	34	9	26.5	18	-9
0.5		2017	0	0	0.0	0.0	0	0	0.0	30	10	77.7	13	<u> </u>	20		25.0	11	-0	34		20.5	10	-7
05	Supervisors	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015 2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0) 0	0	0.0	0	0	0	0	0.0	0	0
	rides	2017	0	<u>0</u>	0.0	J 0.0	0	U	0.0		1 0	0.0		1	71 0	1 0	0.0	0		1 0	U 0	0.0	0	0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100											
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			New	Entran	ts				G	oals														
	ployment Equity	Year	F	ow Data				rm Goals	i		Long-ter													
	cupational Group COG)		All Employees	Wome		Goal	Percent of	men	Percent of	Goal	Won Percent of	Goal	Percent of	-				(Commen	ts				
Ì	,	#	#		%	Goai	Goal Met	Goal %	Goal Met	Goai #	Goal Met	Goar %	Goal Met											
6.1	S : M	2017	7	2	28.6	# 0	0.0	0.4	6,493.5	0	0.0	0.8	3,571.4											
	Senior Managers	2020	7	2	28.6			0.5	5903.2			0.8	3571.4	•										
02	Middle & Other Managers	2017	206	71	34.5		2,366.7	2.0		6	1,183.3		861.7	Accenture	has made str	ides in red	ucing the	representati	ion gap for	women in the EEOG, as we	Middle &	Other M	lanagers EE	EOG.
-	_	2020 2017	206 459	71 215	34.5 46.8	8	2,687.5	2.2	1582.5 1,774.3	16	1,343.8	4.0 5.2		We will Co	munue our e	nons to pro	more all	mic wome	ar uno uns l	LLOG, as we	n as icialli	WOHICH	n uns EEO	u.
03	Professionals	2020	459	215	46.8		,	2.9	1613.0		,	5.2	900.8											
04	Semi-Professionals & Technicians	2017	22		54.5 54.5	0	0.0	1.7	3305.8	0	0.0	3.4	3.4 1604.3 3.4 1604.3											
<u> </u>		2020 2017	22	12 0	0.0	0	0.0	1.8 0.0	3005.3 0.0	0	0,0	1			_									
05	Supervisors	2020	0	0	0.0	, and the second	0.0	0.0	0.0	Ü	0.0		0.0 Construction of the co											
06	Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		1 Accenture	, Inc. does no	ot have emp	oloyees in	this EEOG	i.					
	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0				-							

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Data so	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Eme	loyment Equity					orce An						***			Т			nalysis		T	Tr.			
	ipational Group	Year	All		<u> </u>	orkforce Wor				All		Hires W	omen		All	1	romotio v	ns /omen		All	16	rminati V	ONS Vomen	
(EE	OG)		Employees	Represen	tation	Availa		Gap	EE Result	Employees	Act	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act	ual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	Ħ	#	#	%	#	#
1 07/1	Administrative & Senior Clerical	2015	53	47	88.7	79.5	42	5	111.5					_				_						_
\vdash	Skilled Sales &	2017 2015	50	45 1	90.0	80.9 28.7	40	5	111.2 348.4	15	12	80.0	12	0	8	8	100.0	7	1	. 11	10	90.9	10	0
1 ()X I	Service Personnel	2017	3	2	66.7	23.2	1	1	287.4	2	1	50.0	0	1	C	0	0.0	0	C) 1	0	0.0	1	-1
1 ()9 [Skilled Crafts &	2015	0	0	0.0	0.0	0	0	0.0															
	Trades Workers	2017	16	14	87.5	66.0	11	3	132.6	0	0	0.0	0	0	0 0	0	0.0	0	C	0	0	0.0	0	0
10	Clerical Personnel	2015 2017	29	26 0	89.7 0.0	66.4 0.0	19	0	135.0	1	1	100.0	0	1	4	4	100.0	4	0	2	2	100.0	2	0
11 1	ntermediate Sales &	2015	0	0	0.0	0.0	0	0	0.0														_	
\vdash	Service Personnel	2017	11	3	27.3	67.1	7	-4	40.6	4	1	25.0	3	-2	. 3	1	33.3	0	1	. 1	1	100.0	0	1
1 121	Semi-Skilled Manual Workers	2015 2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0			0	0.0	0	0		0	0.0	0	0
	, one	2017	0	<u></u>	0.0	0.0	U	U	0.0	0		: 0.0		· · ·	1	<u>/1 </u>	: 0.0		1	<u>'1 </u>		0.0	1 0	0
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
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				Entran	ts		~•	~ .		oals	-	~ .												
	loyment Equity pational Group	Year	FI	ow Data Wom	en		Short-tei Wo	rm Goals			Long-ter Won							•	Commen	+n				
(EE			All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Jonnien	1.5				
		#	#	#	%	Goal	Goal Met %	%	Goal Met	#	Goal Met	%	Goal Met											
0.7	Administrative &	2017	12	10	83.3	0	0.0	1.7	5050.5	0	0.0	3.4												
	Senior Clerical	2020	12	10	83.3			1.8	4591.4			3.4	2451.0											
	Skilled Sales &	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0			-										
H	Service Personnel Skilled Crafts &	2020 2017	1	1	100.0	U	0.0	0.0	0.0	0	0.0	0.0												
	Frades Workers	2020	0	0	0.0	U	0.0	0.0	0.0	0	0.0	0.0		1 Accenture	, Inc. does no	ot have em	ployees ir	this EEOG	i.					
10	Clerical Personnel	2017 2020	3	3	100.0 100.0	0	0.0	2.5 2.8	3952.6 3593.2	0	0.0	5.0 5.0												
	ntermediate Sales &	2017	6	1	16.7	0	0.0	1.1	1515.2	0	0.0	1												
	Service Personnel	2020	6	1	16.7			1.2	1377.4			2.2	757.6											
	Semi-Skilled Manual Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		LAccenture	, Inc. does no	ot have em	ployees in	this EEOG). -					

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Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				1	Vorkfo	orce An	alysis									Flow I	Data A	nalysis						
	oloyment Equity	Year			W	orkforce	,					Hires				P	romotio	ns			Tei	minatio	ns	
	upational Group OG)		All			Wo				All			omen		All			omen	r	All			omen	
(EE	OG)		Employees	Represen		Availa			EE Result	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference	Employees	Actu		Expected	Difference
	Other Sales & Service	# 2015	# 0	# 0	0.0	0.0	# 0	# 0	0.0	#	#	%	#	¥	#	#	%	#	Ħ	#	H	%	#	#
1 131	Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	1 0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual	2015	0	0	0.0	0.0	0	0	0.0															
	Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2015	2,441	753	30.8	32.5	793	-40	94.9															
		2017	2,500	924	37.0	34.7	868	57	106.5	898	316	35.2	312	4	426	164	38.5	131	33	608	165	27.1	188	-23
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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			New	Entran	ts				G	oals														
Emj	oloyment Equity	Year	F	ow Data				rm Goals			Long-teri													
	upational Group	itai	All	Wom	en		Wo	men			Won	ien						C	Commen	ts				
(EE	DG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
	Other Sales & Service Personnel	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture,	Inc. does no	t have emp	oloyees in	this EEOG						
14	Other Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture	Inc. does no	t have emr	olovees in	this EEOG						
\coprod	Workers	2020 2017	0 716	315	0.0 44.0	11	2863.6	0.0	0.0	22	1431.8	0.0	0.0				, ••• ***							
Total		2017	716	315	44.0	11	2803.0	0.0	0.0	22	1431.8	0.0	0.0	Accenture,	Inc. does no	t have emp	oloyees in	this EEOG	i.					

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												_		Peoples	-									
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Α	В	C	D	E F	7	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce	Part 1: E÷ Workforce x 10		Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	U x F ÷ 100	V - X
<u> </u>			Analysis	Analysis X 10		Analysis J	J	J.	J. 100	.I.	Analysis	L X 100	<u> </u>	<u> </u>	Jama Analysis	Analysis	J 100	<u> </u>	ļ	Jana Analysis J	Analysis	.J.	J.	Į
			Ψ		rkfo	rce An	•		Ψ	<u> </u>	<u> </u>			Ψ	· · · · · ·	•	•	nalysis		Ψ	Ψ		Ψ	<u> </u>
Em	ployment Equity	Year				orkforce	٠					Hires			1		romotio	-			Te	rminati	ons	
	upational Group	.ca.	All			Aborigina				All		Aborigi	nal Peoples	,	All			inal Peoples		All		Aborig	inal Peoples	
(EE	OG)		Employees	Representation		Availal		Gap	EE Result	Employees		tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees		ual	Expected	Difference
		# 2015	# 33	# % 0	0.0	2.9	# 1	# -1	0.0	#	#	%	#	#	#	#	%	#	Ħ	#	#	%	#	#
01	Senior Managers	2017	46		2.2	2.9	1	0	75.0	6	0	0.0	0	(0 4	0	0.0	0	C) 3	0	0.0	0	0
02	Middle & Other	2015	961		0.2	2.2	21	-19	9.5															
\vdash	Managers	2017 2015	926 1,351		2.2 1.5	2.2 0.9	20 12	0	98.2 164.5	215	0	0.0	5		5 164	2	1.2	0	2	2 173	0	0.0	0	0
03	Professionals	2017	1,324	:	1.1	1.1	15	0	104.5	619	2	0.3	7		5 223	3 3	1.3	3	C	383	2	0.5	6	-4
04	Semi-Professionals &	2015	13	1	7.7	1.3	0	1	591.7															
Ů	Technicians	2017	124		0.8	1.0	1	0	80.6	36	1	2.8	0	:	1 20	0	0.0	2	-2	2 34	0	0.0	3	-3
05	Supervisors	2015 2017	0		0.0	0.0	0	0	0.0	0	0	0.0	0	ļ ,	0 0	0	0.0	0			0	0.0	0	0
06	Supervisors: Crafts &	2015	0		0.0	0.0	0	0	0.0	Ĭ	Ť	0.0	Ť	,	Š Š	Ì	0.0		Ĭ	<u> </u>		0.0		
00	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	C	0	0	0.0	0	0
				D (2)							``````	· · · · · · · · · · · · · · · · · · ·	 !	1										
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis E ÷ I		Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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			New	Entrants					G	oals														
	ployment Equity	Year	FI	ow Data		5		m Goals			Long-ter													
	upational Group OG)		All Employees	Aboriginal Peop	iles		Aborigina Percent of		Percent of		Aborigina Percent of		Percent of					(Commen	its				
(OG)			Actual		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		# 2017	# 7	# % 0	0.0	# 0	0.0	0.4	0.0	#	0.0	% 0.8	%											
01	Senior Managers	2020	7		0.0	J.	0.0	0.4	0.0	<u> </u>	0.0	0.8												
	Middle & Other	2017	206	2	1.0	3	66.7	2.0	49.0	6	33.3	4.0	24.3											
02	Managers	2020	206		1.0			2.2	44.6			4.0												
03	Professionals	2017 2020	459 459		0.7	8	37.5	2.6 2.9	24.8	16	18.8	5.2 5.2												
04	Semi-Professionals &	2017	22		4.5	0	0.0	1.7	275.5	0	0.0	3.4												
04	Technicians	2020	22	1	4.5			1.8	250.4			3.4	133.7											
05	Supervisors	2017	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0		LAccenture	, Inc. does no	ot have em	ployees in	this EEOC	3.					
\vdash		2020 2017	0		0.0	0	0.0	0.0	0.0	n	0.0	0.0												
06	Trades	2020	0		0.0		0.0	0.0	0.0		0.0	0.0		1 Accenture	e, Inc. does no	ot have em	ployees in	this EEOC	3 .					

								Feder	al Contr	actors l	Prograi	m Achie	evement	Report									
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										Acc	enture	, Inc.											
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Α	В	C	D	E F	G	Н	I	J	K	L	М	N	О	Р	Q	R	s	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce	Part 1: Workforce E ÷ D	Part 1: Workforce	DxG	E - H	E÷H	Part 2: Flow	Part 2: Flow Data	L÷ K	K x G ÷ 100) L-N	Part 2: Flow	Part 2: Flow Data	Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V÷Ux	U x F ÷ 100	V - X
<u> </u>			Analysis	Analysis x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100	<u> </u>		Data Analysis	Analysis	100	<u> </u>		Data Analysis	Analysis	100		
				↓ ↓ Workfo	orce An	↓ alveie			<u> </u>						Flow	↓ Data A	↓ nalysis		<u> </u>		Ψ		
Em	ployment Equity				orkforce						Hires					romotio				Te	rminati	ons	
Occ	upational Group	Year	All		Aborigina				All			inal Peoples		All			inal Peoples		All			inal Peoples	
(EE	OG)		Employees	Representation	Availa	ability	Gap	EE Result	Employees	Act	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act	ual	Expected	Difference
		#	#	# %	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	H	%	#	#
07	Administrative & Senior Clerical	2015 2017	53 50	1 1.9 1 2.0	1.4 1.2	1 1	0	134.8 166.7	15	0	0.0	0	, ,	1 8	1	12.5		1	11	0	0.0	0	0
	Skilled Sales &	2017	1	0 0.0	1.0	0	0	0.0	13		0.0	<u> </u>		1		12.3		1	11	, ·	0.0	0	0
08	Service Personnel	2017	3	0.0	1.7	0	0	0.0	2	0	0.0	0	(0 0	0	0.0	0	C	1	0	0.0	0	0
09	Skilled Crafts &	2015	0	0.0	0.0	0	0	0.0															
	Trades Workers	2017 2015	16 29	0 0.0	1.3 1.7	0	0	0.0	0	0	0.0	0		0	0	0.0	0	C	0	0	0.0	0	0
10	Clerical Personnel	2013	0	1 3.4 0 0.0	0.0	0	0	202.8	1	0	0.0	-) 4	0	0.0	0	0	2	0	0.0	0	0
	Intermediate Sales &	2015	0	0 0.0	0.0	0	0	0.0		1	0.0			-	<u> </u>	0.0			1 -	Ť	0.0		
11	Service Personnel	2017	11	0.0	1.4	0	0	0.0	4	0	0.0	0	() 3	0	0.0	0	C	1	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015	0		0.0	0	0	0.0			0.0				ļ	0.0					0.0		
	Workers	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	' () 0	0	0.0	1 0	C	0	0	0.0	0	0
[D : 2 El	Part 2:	n	г. с	D . 2				D . 0	<u> </u>											
Data	sources:		Part 2: Flow Data Analysis	Flow Data Analysis E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100)										
Ĺ			J	J J	iJ	J	T	I J.	<u></u> J	J	J	i	.i										
			•	Entrants		•	•	- C	oals	•	•	•											
Fm	ployment Equity			ow Data		Short-tei	m Goals		,	Long-ter	m Goals		-										
	upational Group	Year	All	Aboriginal Peoples		Aborigina				Aborigina							(Commen	ts				
(EE	OG)		Employees	Actual	Goal	Percent of	Goal	Percent of	Goal	Percent of Goal Met	Goal	Percent of											
		#	#	# %	#	Goal Met %	%	Goal Met	#	Goal Met	%	Goal Met	1										
07	Administrative &	2017	12		0	0.0	1.7	505.1	0	0.0	3.4												
	Senior Clerical	2020	12				1.8	459.1			3.4												
08	Skilled Sales & Service Personnel	2017	1	0 0.0	0	0.0	0.0	0.0	0	0.0			-										
-	Skilled Crafts &	2020 2017	1	0 0.0	U	0.0	0.0	0.0	0	0.0	0.0	_	1										
09	Trades Workers	2020	0	0 0.0		0.0	0.0	0.0		0.0	0.0		-l Accenture	, Inc. does no	ot have em	ployees in	this EEOC	ì.					
10	Clerical Personnel	2017	3	0.0	0	0.0	2.5	0.0	0	0.0	5.0	0.0	1										
		2020	3	0 0.0			2.8	0.0			5.0		-										
11	Intermediate Sales & Service Personnel	2017 2020	6	0 0.0	0	0.0	1.1	0.0	0	0.0	2.2		-										
\vdash	Semi-Skilled Manual	2020	0	0 0.0	n	0.0	0.0	0.0	n	0.0	4		d										
12	Workers	2020	0	0 0.0		0.0	0.0	0.0		3.0	0.0		- Accenture	, Inc. does no	ot have em	ployees in	this EEOC	ł.					

								Feder	al Contr					Report									
									Part 5:				Peoples										
											enture												
										[Date	: 2017-	12-31]											
						**	-		***	·····							7		· · · · · · · · · · · · · · · · · · ·				
A B	С	D	Е	F	G	Н	1	J	K	<u>L</u>	M	N	0	Р	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			W	Vorkfo	rce An	alysis									Flow I	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				P	romotio	ns			Te	rminati	ons	
Occupational Group (EEOG)		All			Aboriginal				All			nal Peoples		All			inal Peoples		All			nal Peoples	ı
(EEOO)	H	Employees #	Represent	ation %	Availal	bility #	Gap #	EE Result	Employees #	Act	ual %	Expected	Difference #	Employees #	Act	ual %	Expected	Difference #	Employees	Act	tual %	Expected	Difference
Other Sales & Service	2015	#	0	0.0	0.0	# 0	# 0	0.0	Ħ	#	70	Ħ	#	#	#	70	Ħ	#	#	#	70	#	#
13 Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Other Manual	2015	0	- :	0.0	0.0	0	0	0.0															
Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	0
Total	2015	2,441	25 38	1.0	1.5	37	-12	68.3	000		0.2	1.0	10	126									
	2017	2,500	38	1.5	1.5	38	I	101.3	898	3	0.3	13	-10	426	6	1.4	4	2	608	2	0.3	6	-4
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
<u> </u>		J		J		J	J		J	J	↓	J	i										
		New	Entrant	ts	-	•	•	G	oals	•	•	•											
Employment Equity		FI	ow Data		5	Short-ter	m Goals			Long-teri	m Goals												
Occupational Group	Year	All	Aboriginal l	Peoples		Aborigina	d Peoples			Aboriginal	Peoples						C	ommen	ts				
(EEOG)		Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# 2017	# 0	# 0	0.0	# 0	0.0	0.0	0.0	#	0.0	0.0	% 0.0											
13 Personnel	2020	0	0	0.0		0.0	0.0	0.0	V	0.0	0.0		Accenture,	Inc. does no	t have emp	oloyees ir	this EEOG.						
14 Other Manual Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		Inc. does no	t have em	oloyees ir	this EEOG.						
Total	2017	716	7	1.0	11	63.6	0.0	0.0	22	31.8	0.0												
	2020	716	7	1.0			0.0	0.0			0.0	0.0											

									Feder	al Contr	actors l	Progra	m Achie	vement	Report									
									I	art 6: R	esults -	Person	s with I	Disabiliti	ies									
											Acc	enture	, Inc.											
											[Date	: 2017-	-12-31]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
			Part 1:	Part 1:		Part 1:					Part 2:	!				Part 2:	 		<u></u>		Part 2:	<u></u>		 [
Data :	sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Elovy Data	Q÷Px 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data	V÷Ux 100	U x F ÷ 100	V - X
			Ψ.	J	↓	\	Ţ	1	1	\	1	<u> </u>	` ↓	<u> </u>	.	<u> </u>	<u> </u>	<u> </u>	<u> </u>	J	↓	<u> </u>	<u> </u>	1
E	ployment Equity			1		orce An						***						nalysis						
	upational Group	Year	All		·······································	orkforce Persons with				All		Hires Persons w	ith Disabilitie		All	ŀ	Persons v	ns ith Disabilitie	·s	All	1	erminati Persons v	ons rith Disabilitie	· c
(EE	(OG)		Employees	Represei	ntation	Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01& 02	Managers	2015	994	9	0.9	4.3	43	-34	21.1	221					1.00				ļ .	150	1.0		1	
-		2017 2015	972 1,351	32 5	3.3 0.4	4.3 3.8	42 51	-10 -46	76.6 9.7	221	7	3.2	10	-3	168	6	3.6	2	4	176	16	9.1	2	14
03	Professionals	2017	1,324	51	3.9		50		101.4	619	26	4.2	24	2	2 223	10	4.5	1	ç	383	49	12.8	3 1	48
04	Semi-Professionals &	2015	13		0.0		1	-1	0.0															
	Technicians	2017	124	5	4.0		6	-1	87.7	36	0	0.0	2	-2	20	1	5.0	0	1	34	13	38.2	2 0	13
05	Supervisors	2015 2017	0	0	0.0		0	0	0.0	0	0	0.0	0			0	0.0	0) 0	0.0	0	0
06	Supervisors: Crafts &	2017	0		0.0	-		0	0.0	0		0.0			, ,		0.0			1	1	. 0.0	, 0	0
06	Trades	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0	0	0.0	0		0	0	0.0	0	0
Data	sources:		Part 2: Flow	Part 2: Flow Data	E ÷ D x	Part 3:	E÷Gx	Part 3:	F÷1×100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
			Data Analysis	Analysis	100	Goals	100	Goals	1 11100	Ture 5: Gould	100	Goals												
					↓	<u> </u>			<u> </u>	↓	<u> </u>	<u> </u>		ı										
				Entran	its		-	_		oals	-													
	ployment Equity	Year	F	ow Data	with	 		rm Goals	1		Long-ter													
	upational Group GOG)		All Employees	Disabi				h Disabilities			Persons with	Disabilities						(Commen	its				
(EE	.00)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01& 02	Managers	2017 2020	213 213	-3 -3	-1.4 -1.4	0	0.0	0.4	-320.1 -291.0	0	0.0	0.8												
		2020	459	-3 -13	-2.8	3	-433,3	2.0	-143.0	6	-216.7	4.0												
03	Professionals	2020	459	-13	-2.8			2.2	-130.0			4.0	-70.8											
04	Semi-Professionals & Technicians	2017	22	-12	-54.5	8	-150.0	2.6	-2066.1	16	-75.0	5.2												
		2020 2017	22	-12 0	-54.5 0.0	0	0.0	2.9 1.7	-1878.3 0.0	0	0.0	5.2 3.4												
05	Supervisors	2020	0	0	0.0	0	0.0	1.8	0.0	· · · · · ·	0.0	3.4		Accenture	, Inc. does no	ot have em	ployees ir	this EEOC) .					
06	Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		Accenture	, Inc. does no	ot have em	plovees in	this EEOC	1.					
Ľ	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0	lissimule	, does no	c cm	r.0,000 ii	ZEOC	-					

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Accenture, Inc. [Date: 2017-12-31] C F V W В D E G Н K L M N O P 0 R S Т U X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P x$ Part 2: Flow $V \div U x$ E - H Flow Data K x G ÷ 100 L - N Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V-V Workforce Workforce Workforce :Data sources Data Analysis x 100 x 100 Data Analysis $\times 100$ Data Analysis $\div 100$ Analysis Analysis Analysis Analysis Analysis 1 **Workforce Analysis** Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Availability Employees Employees **Employees** Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # # % # % # # % # % # % 2015 53 1.9 3.4 55.5 Administrative & Senior Clerical 2017 50 4 8.0 3.4 235.3 0 0.0 11 9.1 15 6.7 2015 0.0 Skilled Sales & 0 3.5 0 0.0 Service Personnel 2017 0 0.0 3.5 0.0 0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 Skilled Crafts & 2015 0 Trades Workers 2017 16 6.3 7.0 89.3 0 0.0 0 0.0 0 0.0 2015 29 3.4 7.0 -1 49.3 10 | Clerical Personnel 2017 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 Intermediate Sales & 2015 0 0.0 0.0 Service Personnel 2017 11 9.1 5.6 162.3 25.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2017 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \, x$ Part 3: $E \div G \; x$ Part 3: $E \div K x$ Part 3: F ÷ I x 100 Part 3: Goals F ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals 100 Goals Analysis Goals **New Entrants** Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Met Goal Me Goal Met Goal Met % % % % % % 9/4 2017 12 0.0 0.0 0.0 0.0 Administrative & 0 0.0 0.0 0.0 Senior Clerical 2020 0.0 12 0 0.0 0.0 0.0 0.0 2017 0 0.0 3.4 0.0 Skilled Sales & 0.0 0.0 1.7 0.0 Service Personnel 2020 0.0 0.0 0.0 0 1.8 3.4 0.0 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 09 Accenture, Inc. does not have employees in this EEOG Trades Workers 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0.0 0.0 0.0 Clerical Personnel 0.0 2020 0 0.0 0.0 0.0 0.0 16.7 2.5 658.8 5.0 333.3 2017 0.0 0.0 Intermediate Sales & Service Personnel 2020 16.7 598.9 5.0 333.3 2.8 Semi-Skilled Manual 2017 0 0.0 0.0 1.1 0.0 0.0 0.0 0.0 Accenture, Inc. does not have employees in this EEOG. Workers 0.0 2020 0.0 0.0 0.0 0.0 0

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										ar Conti					-									
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A B		С	D	Е	F	G	Н	ī	J	K	L	M	N	0	P	0	R	s	Т	U	V	W	X	Y
	.		Part 1:	Part 1:		Part 1:					Part 2:					Part 2:					Part 2:			
Data sources:			Workforce Analysis	Workforce Analysis	E÷D x 100	Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				V	Vorkfa	orce An	alysis									Flow	Data Aı	nalysis						
Employment Equity Occupational Grou		Year				orkforce Persons with					l	Hires	th Disabilities			P	romotio	18 th Disabilities			Te	rminatio	ns th Disabilitie	e
(EEOG)			All Employees	Represen		Availa		Gap	EE Result	All Employees	Acti		Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	Ħ	#	#	%	Ħ	#
Other Sales & Ser Personnel		2015 2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Other Manual		2015	0	0	0.0	0.0		0	0.0															
Workers	_	2017	0	0 16	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	- 1	2015 2017	2,441 2,500	94	0.7 3.8	4.0 4.1		-82 -9	16.4 91.7	898	35	3.9	37	-2	426	17	4.0	3	14	608	79	13.0	4	75
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			1	1	\	V	↓	↓	1	1	1	1												
				Entran	ts					oals														
Employment Equity		Year	Fl	ow Data Persons	with			m Goals			Long-terr													
Occupational Grou (EEOG)	p		All Employees	Disabili		Goal	Persons with Percent of		Percent of	Goal	Persons with	Goal	Percent of					(ommen	is				
	F	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Ser	_	2017	0	0	0.0	0	0.0	1.0	0.0	0	0.0	0.0	0.0	Accenture,	Inc. does no	t have em	oloyees in	this EEOG						
Personnel Other Manual	_	2020 2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	2.0 0.0	0.0											
Workers	- 1	2020	0	0	0.0			0.0	0.0			0.0	0.0	Accenture,	Inc. does no	t have em	oloyees in	this EEOG						
Total		2017 2020	716 716	-27 -27	-3.8 -3.8	11	-245.5	0.0	0.0	22	-122.7	0.0	0.0											

									Feder	al Contr	actors I	Prograi	m Achie	evement	Report									
									Par	t 7: Resu	lts - Me	embers	of Visit	ole Mino	rities									
											Acc	enture	, Inc.											
											[Date	: 2017-	12-31]											
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
			Part 1:	Part 1:	E÷ D	Part 1:	DxG		E÷H	Part 2: Flow	Part 2:	L÷K	Ì		Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V ÷ U x		
Data	sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H	x 100	Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L-N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q-S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X
			1	1	1	\	1	1	Ţ		↓	\	↓	<u> </u>	<u> </u>	, 1	\	` ↓	\	↓ ↓	1	↓	↓	1
						orce An												nalysis						
	ployment Equity rupational Group	Year			W	orkforce Visible M						Hires	Minorities			P	romotio Visible	Minorities			Te	rminati Visikle	ONS Minorities	
	cog)		All Employees	Represen	tation	Availa		Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	Ħ	Ħ	#	%	#	#
01	Senior Managers	2015	33		15.2	10.1	3	2	150.0	-	.	16-		ļ .			50.0			<u> </u>		0.0		
\vdash	Middle & Other	2017 2015	46 961	7 334	15.2 34.8	10.1 15.0	5 144	190	150.7 231.7	6	1	16.7	1	(4	2	50.0	1	1	3	0	0.0	0	0
02	Managers	2017	926	409	44.2	15.0	139	270	294.5	215	100	46.5	32	: 68	3 164	70	42.7	57	13	173	0	0.0	60	-60
03	Professionals	2015	1,351	500	37.0	34.9	471	29	106.0															
		2017 2015	1,324 13	800 7	60.4 53.8	31.9 29.4	422	378	189.4 183.2	619	332	53.6	197	135	5 223	131	58.7	83	48	383	0	0.0	142	-142
04	Semi-Professionals & Technicians	2013	124	82	66.1	35.8	44	38	184.7	36	20	55.6	13	1 3	7 20	17	85.0	11	6	34	0	0.0	18	-18
05	Supervisors	2015	0	0	0.0	0.0	0	0	0.0															
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0) (0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015 2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	, (0	0.0	0	0	0	0	0.0	0	0
																			<u> </u>		· · · · ·			-
Data	sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	$E \div G \; x$	Part 3:	F ÷ I x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100)										
			Data Analysis	Analysis	100	Goals	100	Goals	1 1 1 1 0 0	Ture 5. Goulo	100	Goals												
			1	<u> </u>	1	<u> </u>	↓	↓		↓				1										
				Entran	ts		~•	~ .		oals	-	~ .		_										
	ployment Equity upational Group	Year	F	ow Data Visible Mi	norities	,		rm Goals Imorities	<u> </u>		Long-teri Visible Mi			+					Sommon	to.				
	COG)		All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of	_				•	Sommen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met	4										
0.1	Ci M	2017	7	3	42.9	0	0.0	0.4	9,740.3	0	0.0	0.8	5,357.1											
	Senior Managers	2020	7	3	42.9			0.5	8854.8			0.8												
02	Middle & Other Managers	2017 2020	206 206	170 170	82.5 82.5		5,666.7	2.0	4,167.9 3789.0	6	2,833.3	4.0												
		2020	459	463	100.9	8	5,787.5	2.2	3,820.9	16	2,893.8	5.2												
03	Professionals	2020	459	463	100.9			2.9	3473.5			5.2	1939.8	-										
04	Semi-Professionals & Technicians	2017	22		168.2	0	0.0	1.7	10192.8	0	0.0	3.4		_										
H-		2020 2017	22 0	0	168.2	0	0.0	1.8 0.0	9266.2 0.0	0	0.0	0.0			_									
05	Supervisors	2020	0	0	0.0		0.0	0.0	0.0	U	0.0	0.0		- I Accenture	, Inc. does no	ot have emp	oloyees in	this EEOG	i.					
06	Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		-l Accenture	, Inc. does no	ot have emp	oloyees in	this EEOG	ì.					
	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors I	Prograi	n Achie	vement	Report									
								Par	t 7: Resu	lts - Me	mbers	of Visit	ole Mino	rities									
										Acc	enture	Inc.											
										[Date	: 2017-	12-31]											
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
		Part 1:	Part 1:	E ÷ D	Part 1:	DxG		E÷H	Part 2: Flow	Part 2:	L÷K			Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V÷Ux		
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H	x 100	Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X
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Employment Equity Occupational Group	Year			W	orkforce Visible M						Hires	Minorities			P	romotio	Minorities			Te	rminati Visisis	Ons Minorities	
(EEOG)		All Employees	Represen	tation	Availa		Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	Ħ	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &	2015	53	16	30.2	28.2	15	1	107.1															
Senior Clerical Skilled Sales &	2017	50	21	42.0 100.0	25.8 20.8	13	8	162.8 480.8	15	8	53.3	4	4	1 8	2	25.0	2	0	11	0	0.0	3	-3
08 Service Personnel	2017	3	1	33.3	14.5	0	1	229.9	2	0	0.0	0	C	0	0	0.0	0	0	1	0	0.0	1	-1
09 Skilled Crafts &	2015	0	0	0.0	0.0	0	0	0.0															
Trades Workers	2017	16	6	37.5	32.0	5	1	117.2	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	29	0	6.9 0.0	32.8 0.0	10	-8 0	21.0 0.0	1	0	0.0	0) 4	. 2	50.0	0	2	2	0	0.0	0	0
Intermediate Sales &	2015	0	-	0.0	0.0	0	0	0.0	-		0.0	,		<u> </u>		50.0			_		0.0		
Service Personnel	2017	11	6	54.5	18.8	2	4	290.1	4	2	50.0	1	1	1 3	2	66.7	0	2	1	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
, romers	2017	U	V:	0.0	0.01	0	U	0.0	0		0.0			<u>′1 </u>	1 0	0.0	0	0	1 0	L 'i	0.0	U	U
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
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		······	Entran	ts	,	*	•	G	oals	*	*	*											
Employment Equity		F	low Data			Short-te	rm Goals	}		Long-ter	m Goals												
Occupational Group	Year	All	Visible Mi	norities		Visible N	linorities			Visible M	inorities I	I _					C	Commen	ts				
(EEOG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	2017	12 12	10 10	83.3 83.3	0	0.0	1.7 1.8	5050.5 4591.4	0	0.0	3.4	2451.0 2451.0											
Skilled Sales &	2020	12	0	0.0	0	0.0	0.0	4591.4	0	0.0													
Service Personnel	2020	1	0	0.0	l		0.0	0.0			0.0	0.0											
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		Accenture	, Inc. does no	ot have em	oloyees in	this EEOG						
	2020	3	2	66.7	0	0.0	0.0 2.5	0.0 2635.0	0	0.0	0.0 5.0												
10 Clerical Personnel	2020	3	2	66.7		0.0	2.8	2395.5	V	0.0	5.0	1333.3											
11 Intermediate Sales &	2017	6	4	66.7	0	0.0	1.1	6060.6	0	0.0	2.2												
Service Personnel	2020	6	4	66.7	0	0.0	1.2	5509.6	0	0.0	2.2												
12 Semi-Skilled Manual Workers	2017	0	0	0.0	U	0.0	1.0 0.0	0.0	0	0.0	0.0		Accenture	, Inc. does no	ot have emp	oloyees in	this EEOG						
	1 2020	Ů	Ľ Ľ	0.0			0.0	L			L 3.0		<u> </u>										

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Workfa	rce An	alysis									Flow I)ata A	nalysis						
Employment Equity	Year			W	orkforce						Hires				P	romotio	ns			Te	rminat	ons	
Occupational Group (EEOG)		All Employees		. 1	Visible M	······	_	I	All Employees	<u> </u>		Minorities		All Employees			Minorities	Γ	All Employees			Minorities	T
(LLOG)	H	##	Represer	ntation %	Availa %	ibility #	Gap #	EE Result	##	# Act	tual %	Expected #	Difference #	##	Act	ual %	Expected	Difference #	Employees	Act	tual %	Expected	Difference #
Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0	,		•	"	,			, u	"	7	"	"	,,,	"	"
Personnel	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	O	0	0	0.0	0) (
14 Other Manual Workers	2015 2017	0	0	0.0	0.0	0	0	0.0			0.0					0.0							
	2017	2,441	865	0.0 35.4	26.5	647	218	0.0 133.7	0	0	0.0	"	0	0	0	0.0	0			0	0.0) (
Total	2017	2,500	1,332	53.3	25.2	630	702	211.4	898	463	51.6	226	237	426	226	53.1	151	75	608	0	0.0	215	-215
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
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			Entran	ıte	Ψ				oals	Ψ		····											
Employment Equity			ow Data	113		Short-ter	m Goals			Long-ter	m Goals												
Occupational Group	Year		Visible Mi	inorities		Visible Mi				Visible M							C	Commen	its				
(EEOG)		All Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture,	Inc. does no	t have emp	loyees in	this EEOG	i.					
14 Other Manual Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture,	Inc. does no	t have emp	loyees in	this EEOG						
Total	2017 2020	716 716	689 689	96.2 96.2	11	6263.6	0.0	0.0	11	6263.6	0.0												

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal C_0

Rean	ired	meas	sures:

equity.

Contra	ctors Program.
Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
J	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
J	Adjusted survey results to reflect hires, promotions and terminations.
7	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
J	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
✓	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
~	Ensured that any new gaps identified are addressed accordingly.
~	Maintained appropriate records in all required areas.
Other	measures:
√	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
✓	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
J	Ensured ongoing senior-level support for employment equity and its implementation.
/	Established accountability mechanisms to ensure that the short-term goals would be met.
✓	Communicated the goals to relevant managers as well as monitored and recorded the results.
J	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
V	Consulted employee/union representatives on communication and implementation of employment

✓	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
✓	Put in place a strategy to ensure a barrier-free workplace.
✓	Undertook initiatives to increase representation where gaps in representation were found.
J	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
V	Other (please describe):
	Accenture, Inc. has engaged with the Canadian Centre for Diversity and Inclusion to send all new employees an invitation to complete a diversity census. One part of this census is the Employment Equity survey. This census is available in English and French. In addition, all Accenture, Inc. employees are able to complete the census at any time if they would like to update any of the four categories, Gender, Aboriginal People, Persons with Disabilities and Visible Minorities. Annually, Accenture. Inc. sends a reminder to all employees that they have this option, the email is attached in
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

Strikes (include dates, the number of employees affected and the occupational groups of those employees).
Other.
As Accenture, Inc. is a management/technology consulting company, we have found it to be less valuable to predict actual growth in any of the 4 designated groups, including Women. We do not
plan our growth until the business climate dictates the need. This climate is dependent on Accenture,
Inc. contracting with clients on projects, and determining staffing needs at that time.
Our estimated growth projection includes the replacement of terminated employees, averaged over

Additional Details

Please provide any additional information (optional):

Accenture, Inc. has many employee resource groups: Indigenous Peoples ERG; Interfaith ERG; Men's ERG; Mental Health ERG; Military ERG; Persons with Disabilities ERG; Pride at Accenture ERG and Women's ERG. These ERGs encourage employees to be comfortable bringing their authentic selves to work, knowing there are others who share similar experiences. Accenture, Inc. has also implemented a program called Truly Human across the firm. Truly Human encourages

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Acce	nture
Primary Location: Ont	ario
Number of Employees	s: 2500
Ontario: 1789	
Québec: 305	
Nova Scotia: 14	
New Brunswick: 14 British Columbia: 132	
Alberta: 246	
Alberta. 240	
Organization Overviev	w:
	cientific and Technical Consulting Services
Provide technological	consulting services and support in digital operations.
Voy Dates - First Voor /	A
Key Dates – First Year <i>F</i> Initiated:	Assessment February 1, 2016
Received:	April 5, 2016
Closed:	May 6, 2018
Workforce Analysis:	December 31, 2015
·	
Key Dates – Subsequen	t Assessment
Initiated:	June 17, 2018
Received:	June 15, 2018
Workforce Analysis:	December 31, 2017
DATA VERIFICATION	
	data provided as part of the subsequent assessment package is
	ovided during the previous submission:
⊠ Yes □ No	
	data provided in the Achievement Report is consistent with that found
in Forms 1 to 6:	



 $oxed{\boxtimes}$ Yes $oxed{\square}$ No

ASSESSMENT OF REASONABLE PROGRESS

Women

EEOG	Title	Percentage	Assessment Comments		
		of goal met			
02	Middle & Other Managers	3,533.3%	Goal of 3 was set and 106 were hired. Gap was		
			107 and is now -66.		
03	Professionals	4,402.5%	There was no gap in this EEOG. Goal of 8 was		
			set and 321 were hired.		

Assessment/Observations

- Goals were set relatively low compared to the number of actual hires since the previous assessment. This resulted in goals being met in excess of 3,500%.
- Although hires are high, terminations are also quite high in these EEOG's for women (35) and 106 for EEOGS 02 and 03 respectively). Recommendation to focus on retention of designated groups should be proposed.

Aboriginal Peoples

EEOG	Title	Percentage	Assessment Comments
		of goal met	
01	Senior Managers	N/A	Gap of -1 but no goal was set.
02	Middle & Other Managers	66.7%	Goal of 3 was set and 2 were hired. Number of people in this EEOG decreased, and the gap decreased from -19 to 0.
03	Professionals	62.5%	Goal of 8 was set and 5 were hired. There was no gap previously, and the gap is now 0.

Assessment/Observations

Although the goals were not met at 80% or above, the gap has now decreased to 0 in the EEOG where a gap existed.

Persons with Disabilities

EEOG	Title	Percentage of goal met	Assessment Comments
01/	Senior Managers / Middle and Other	N/A	Gap was -34 and is now -10. No goal was set.
02	Mangers		
03	Professionals	1,200.0%	Goal of 3 was set and 36 were hired. Gap was -46 and is now 1.
04	Professionals	12.5%	Goal of 8 was set and 1 was hired. Gap remains at -1.
07	Supervisors: Crafts & Trades	N/A	Gap was -1 and no goal was set. Gap is now 2.
10	Clerical Personnel	N/A	Gap was -1 and no goal was set. Gap is now 0.

Assessment/Observations

- Goals were not set in 3 of the 5 EEOG's where there were gaps.
- Of the 5 gaps that existed previously, only 2 now remain, and progress was made towards closing these gaps since the time of the previous assessment.

Members of Visible Minorities

EEOG	Title	Percentage	Assessment Comments
		of goal met	
02	Middle & Other Managers	5,666.7%	Goal of 3 was set and 170 were hired. There
			was no gap in this EEOG, and the representation
			has increased from +190 to +270.
03	Professionals	5,787.5%	Goal of 8 was set and 463 were hired. The
			representation increased from +29 to +378.
10	Clerical Personnel	N/A	No goal was set where a gap of -8 existed. The
			gap in this EEOG is now 0.

Assessment/Observations

 A significant number of hires occured since the time of the previous assessment, however goals were set where they were not required / where no gaps existed.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - Although not all goals were met at 80% or above, 5 out of the 8 goals set were met at 3,500% or above.
 - The organization has demonstrated significant progress towards meeting their goals and closing their gaps.
 - Although goals were not set in every instance where there were gaps, in many cases the gaps were still closed or minimized significantly.
 - As per the organization's efforts tab, they have also implemented the following EE initiatives which help to demonstrate reasonable effort:
 - Accenture, Inc. has many employee resource groups: Indigenous Peoples ERG; Interfaith ERG; Men's ERG; Mental Health ERG; Military ERG; Persons with Disabilities ERG; Pride at Accenture ERG and Women's ERG. These ERGs encourage employees to be comfortable bringing their authentic selves to work, knowing there are others who share similar experiences. Accenture, Inc. has also implemented a program called Truly Human across the firm. Truly Human encourages employees to focus on themselves, so they can be comfortable at work and enjoy personal time at home.

ASSESSMENT OF GOALS

Women

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
			term	(3		
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-66	50.0	50.0	31.7	38.9
04	Semi-Professionals & Technicians	4	42.8	42.8	46.0	42.8
07	Administrative & Senior Clerical Personnel	5	50.0	50.0	90.0	80.9
11	Intermediate Sales & Service Personnel	-4	50.0	50.0	27.3	67.1

Observations: The organization was consulted regarding goals being set in places where no gaps exist. They confirmed that they understood that goals were not required in these EEOG's, however they have chosen to set these goals anyway (given staff turnover) to maintain the representation at LMA for the four designated groups.

Aboriginal Peoples

	Workforce Analysis Results		Goals			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3	Kepresentation	LIVIA
			(1 to 3	years		
			years)	or		
,				more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	0	2.2	2.2	2.2	2.2
03	Professionals	0	1.1	1.1	1.1	1.1

Observations: The organization was consulted regarding goals being set in places where no gaps exist. They confirmed that they understood that goals were not required in these EEOG's, however they have chosen to set these goals anyway (given staff turnover) to maintain the representation at LMA for the four designated groups.

Persons with Disabilities

Workforce Analysis Results		Goals				
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3	Nepresentation	LIVIA
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-10	4.3	4.3	3.3	4.3
03	Professionals	1	3.8	3.8	3.9	3.8
04	Semi-Professionals & Technicians	-1	4.6	4.6	4.0	4.6

Observations: The organization was consulted regarding a goal being set in EEOG 03 where no gap existed. They confirmed understanding that a goal was not required, however they have chosen to set this goal anyway (given staff turnover) to maintain the representation at LMA.

Members of Visible Minorities

Observations: No gaps in representation exist in this EEOG, and no goals have been set.

RECOMMENDATION

I recommend that the employer be found: \boxtimes in compliance \square in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances, I recommend that the closing letter include the following:

 Accenture Inc. has demonstrated through their second compliance assessment submission that appropriate goals are being set to close all gaps in the short-term. To ensure that recruitment and retention efforts are well supported, we encourage Accenture Inc. to conduct an Employment Systems Review (ESR) of its policies and

- practices relating to recruitment and retention efforts in order to assist in eliminating barriers to employment equity. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.
- Given the significant progress that Accenture Inc. has made towards achieving employment equity in the workplace, it is recommended that that this organization continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating new gaps in representation.

Name of Analyst: Alicia Dobney

Date: September 10, 2018

Subject: Government of Canada Agreement Number: V060755 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Nicholas Greschner:

I am writing to inform you that the subsequent compliance assessment initiated on June 17, 2018 has been completed. As a result of the assessment, Accenture 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 subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

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

- Accenture Inc. has demonstrated through their second compliance assessment submission that
 appropriate goals are being set to close all gaps in the short-term. To ensure that recruitment and
 retention efforts are well supported, we encourage Accenture Inc. to conduct an Employment
 Systems Review (ESR) of its policies and practices relating to recruitment and retention efforts in
 order to assist in eliminating barriers to employment equity. A guide for completing an ESR can
 be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.
- Given the significant progress made towards achieving employment equity in the workplace, it is recommended that Accenture Inc. continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating new gaps in representation.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on **June 17, 2021**. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis: and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any 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 over the three year period reasonable progress has not been made, Accenture 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;

Canada

- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!