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Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 060755

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION		
Legal Name of Organization Accenture Inc	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Operating Name (if different from Legal Name of Organization) Accenture Inc	Procurement Business Number [REDACTED]	
Organization's North American Industry Classification System (NAICS) Code N° 5416	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 2,649	
Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No 541619

HEAD OFFICE			
Address (building number, street, suite, etc.) Suite 200, 5450 Explorer Drive	City Mississauga	Province ON	Postal Code L4W 5N1
	Telephone Number 416-641-5000	Fax Number 416-641-5099	

EMPLOYMENT EQUITY CONTACT	
Name (print) Brittany Rotondo	Title North America Talent Strategy Senior Specialist
Telephone Number 612-277-0087	E-mail Address Brittany.N.Rotondo@accenture.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none">• having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND• intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity, please refer to: http://www.hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Debra Giesen	Title Managing Director, Human Resources
Telephone Number 416-641-5025	E-mail Address Debra.L.Giesen@accenture.com
Signature [REDACTED]	Date July 12/12

RETURN INSTRUCTIONS

IMPORTANT
<ul style="list-style-type: none">• 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 ee-eme@hrsdc-rhdcc.gc.ca

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)

	Province				Census 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 Canada				2500	Oshawa	278	3	0	281
					St. Catharines - Niagara	27	0	0	27
					N.B. less CMA	14	0	0	14
					Total Employees in Canada				2500



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2	5	5								1	1	
	1	29	19	10							5	4	1
	Total		35	25	10						6	5	1
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	2	2										
	3												
	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
Professionals Top Range: \$100,000 and over Bottom Range: \$ 25,000 - \$29,999	4	5	4	1							1	1	
	3	15	11	4							4	2	2
	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
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	5	3	2				1		1	3	2	1
	3	37	16	21	1		1	2		2	25	11	14
	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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$ 35,000 - \$39,999	4	3	2	1							2	2	
	3	14	2	12				1		1	10	2	8
	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 Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Clerical Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 40,000 - \$44,999	4	3		3									
	3	1		1									
	2												
	1	4	1	3							3	1	2
	Total	8	1	7							3	1	2
Intermediate Sales and Service Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	2	1	1							2	1	1
	3												
	2	1	1								1	1	
	1	5	4	1							2	2	
	Total	8	6	2							5	4	1



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Total Number of Employees		1779	1122	657	13	9	4	73	40	33	1025	662	363

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2		2				1		1			
	3	1		1									
	2	2		2									
	1	2		2	1		1				1		1
	Total		7		7	1		1	1		1	1	
Professionals Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1									
	3	1		1									
	2												
	1	1		1				1		1	1		1
	Total		3		3				1		1	1	
Total Number of Employees		10		10	1		1	2		2	2		2

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1		1									
	2												
	1	2	2										
	Total	4	3	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	3	3										
	3	8	3	5							2	1	1
	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 Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3	2		2									
	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 Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 55,000 - \$59,999	4	3	2	1							2	1	1
	3	4	2	2							2	1	1
	2	3	3								2	2	
	1	3		3							2		2
	Total	13	7	6							8	4	4



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2	1		1				1		1
	3												
	2	1		1									
	1	2		2	1		1						
	Total		5		5	2		2				1	
Clerical Personnel Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 40,000 - \$44,999	4	1	1										
	3	1		1									
	2												
	1	2		2							1		1
	Total		4	1	3							1	
Intermediate Sales and Service Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 35,000 - \$39,999	4	2	2					1	1				
	3												
	2												
	1	1		1							1		1
	Total		3	2	1				1	1		1	
Total Number of Employees		303	193	110	3		3	6	3	3	112	76	36

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Québec

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 95,000 - \$99,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Professionals Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		2		2									



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Professionals Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 55,000 - \$59,999	4	2	2										
	3												
	2												
	1	1	1										
	Total		3	3									
Semi-Professionals and Technicians Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1								1	1	
	3	3	3								2	2	
	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	2	1	1									
	3												
	2												
	1	2		2							1		1
	Total	4	1	3							1		1
Professionals Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1								1	1	
	3	4	4				1	1			1	1	
	2												
	1	4	4								3	3	
	Total	9	9					1	1		5	5	
Semi-Professionals and Technicians Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		14	10	4				1	1		6	5	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	2		2							1		1
	Total	3	1	2							1		1
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	3	1	2							1		1
	3	4	3	1							1	1	
	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 Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	7	6	1							2	2	
	3	20	14	6				2	2		14	9	5
	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 Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 65,000 - \$69,999	4	2	1	1							2	1	1
	3	4	3	1							4	3	1
	2												
	1	1	1								1	1	
	Total	7	5	2							7	5	2



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1							1		1
	3												
	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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Professionals Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3	1		1							1		1
	2												
	1	1		1									
	Total	3		3								1	
Total Number of Employees		4		4							2		2



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1										
	2	1	1										
	1	1		1									
	Total	4	3	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3	3	1	2									
	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 Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	1	1							1	1	
	3	17	14	3							11	9	2
	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 Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 60,000 - \$64,999	4	3	3								2	2	
	3	1	1								1	1	
	2	2		2							2		2
	1	4		4				1		1	2		2
	Total	10	4	6				1		1	7	3	4



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3												
	2												
	1	3		3									
	Total	4		4									
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Clerical Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 70,000 - \$74,999	4	1		1							1		1
	3												
	2												
	1	1		1									
	Total	2		2							1		1
Total Number of Employees		246	164	82				6	3	3	123	88	35



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 50,000 and over	2		2									
Total Number of Employees	2		2									



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / New Brunswick
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
\$ 50,000 and over	4		4							2		2
Total Number of Employees	4		4							2		2

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2017-01-01 to 2017-12-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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

Accenture Inc. (certificate # V060755)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	2		2									
Total Number of Employees Hired	2		2									

Accenture Inc. (certificate # V060755)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / British Columbia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	2	2										
Professionals	12	5	7				1		1	3	1	2
Total Number of Employees Hired	14	7	7				1		1	3	1	2

Accenture Inc. (certificate # V060755)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Alberta

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Québec
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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 Promoted	1		1									
Total Number of Promotions	1		1									



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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							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



Accenture Inc. (certificate # V060755)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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

Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2017-01-01 to 2017-12-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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

Accenture Inc. (certificate # V060755)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Nova Scotia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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										

Accenture Inc. (certificate # V060755)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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



Accenture Inc. (certificate # V060755)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / British Columbia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	1		1									
Total Number of Employees Terminated	1		1									

Accenture Inc. (certificate # V060755)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	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	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



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
1123 : 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
4112 : Lawyers and Quebec notaries	National	8	2	25.0 %	42.5 %	3	-1	National
04 : 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
2282 : User support technicians	Alberta	4	1	25.0 %	26.7 %	1	0	Alberta
2282 : User support technicians	British Columbia	2	0	0.0 %	25.1 %	1	-1	British Columbia
2282 : User support technicians	New Brunswick	1	1	100.0 %	33.0 %	0	1	New Brunswick
2282 : User support technicians	Ontario	7	2	28.6 %	24.2 %	2	0	Ontario
2282 : 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



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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 - Niagara
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	



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

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



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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 - Niagara
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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities 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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		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 - Niagara
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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
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



Workplace Equity Information Management System - Accenture Inc.

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Date: 2017-12-31

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		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

Date: 2017-12-31

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



Workplace Equity Information Management System - Accenture Inc.

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Date: 2017-12-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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 may not equal sum of components due to rounding.



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Summary Report

Date: 2017-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Summary Report

Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
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 may not equal sum of components due to rounding.



Workplace Equity Information Management System - Accenture Inc.

Workforce Analysis - Summary Report

Date: 2017-12-31

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-31

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



Workforce Analysis - Summary Report

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Accenture, Inc.
[Date: 2017-12-31]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			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	Women	
			Representation	Availability*
#	#	%		
		46	14	27.4
		926	294	38.9
		1,324	495	28.8
		124	57	42.8
		0	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
		0	0	0.0
		0	0	0.0
		2,500	924	34.7

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis

YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2017	12	31

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			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 Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal 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
Total		2,500	38	1.5

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			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

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible 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
Total		2,500	1,332	25.2

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Accenture, Inc.

[Date: 2017-12-31]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis

YYYY	MM	DD
2015	12	31

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2017	12	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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 Canadian Survey on Disability

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End 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



Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	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	All Employees Promoted	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
Total	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
Total	607	164	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired



Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	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
Total	896	3	2	0

Data from Form 5 - Employees Promoted



Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
01 Senior Managers	4	0	0	0
02 Middle & Other Managers	163	2	1	0
03 Professionals	222	3	1	0
04 Semi-Professionals & Technicians	20	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	3	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	424	6	2	0

Data from Form 6 - Employees Terminated



Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	173	0	0	0
03 Professionals	383	2	0	0
04 Semi-Professionals & Technicians	34	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	10	0	1	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	1	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	607	2	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired



Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

Data from Form 5 - Employees Promoted



Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated



Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

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 Personnel	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

01 Senior Managers	4	0	0	0
02 Middle & Other Managers	163	6	1	0
03 Professionals	222	10	1	0
04 Semi-Professionals & Technicians	20	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	3	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	424	17	2	0

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	173	16	0	0
03 Professionals	383	49	0	0
04 Semi-Professionals & Technicians	34	13	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	10	1	1	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	1	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	607	79	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Accenture, Inc.

[Date: 2017-12-31]

Start Date of Flow Data		
YYYY	MM	DD
2015	12	31

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired



Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	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



Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	4	2	0	0
02 Middle & Other Managers	163	70	1	0
03 Professionals	222	131	1	0
04 Semi-Professionals & Technicians	20	17	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	3	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	424	226	2	0

Data from Form 6 - Employees Terminated



Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	173	0	0	0
03 Professionals	383	0	0	0
04 Semi-Professionals & Technicians	34	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	10	0	1	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	1	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	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	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To	YYYY - YYYY						
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-31	Annually	Over 3 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	2	33.3%	33.3%	
02 Middle & Other Managers	961	-1.2%	1.8%	52	18.3%	3.5%	101	153	267	3.5%	28	155	3	2.0%	38.9%	-107	-152	27.8%	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	29.2%	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%	0	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	0	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	1	4.2%	0	-1	0	0.0%	28.7%	1	1	100.0%	100.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	29	-100.0%	2.3%	2	13.8%	4.6%	4	6	26	4.6%	4	-1	0	2.5%	66.4%	7	1	89.7%	71.0%	
11 Intermediate Sales & Service	0	0.0%	1.0%	0	18.2%	2.0%	0	0	0	2.0%	0	0	0	1.1%	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	753	0.0%	0	40	0		32.5%	-40	-40	30.8%	30.8%	

† 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 + 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 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	0.0	Accenture, Inc. does not have employees in this EEOG.
06 Supervisors: Crafts & Trades	0	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	0.0	
09 Skilled Crafts & Trades	0	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	0.0	Accenture, Inc. does not have employees in this EEOG.
13 Other Sales & Service	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.

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Federal Contractors Program Achievement Report

Part 3: Goals

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.
Total		11	0.0	22	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			2015	2018					
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
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%	0.0%	
02 Middle & Other Managers	961	-1.2%	1.8%	52	18.3%	3.5%	101	153	2	3.5%	0	20	3	2.0%	2.2%	-19	-17	0.2%	0.5%	
03 Professionals	1,351	-0.7%	2.4%	97	28.6%	4.8%	195	292	20	4.8%	3	-4	8	2.6%	0.9%	8	12	1.5%	1.7%	
04 Semi-Professionals & Tech	13	112.1%	1.5%	1	49.6%	5.4%	2	3	1	5.4%	0	-1	0	1.7%	1.3%	1	1	7.7%	7.1%	
05 Supervisors	0	0.0%		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%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	53	-1.9%	1.5%	2	21.4%	3.6%	6	8	1	3.6%	0	0	0	1.7%	1.4%	0	0	1.9%	1.8%	
08 Skilled Sales & Service	1	44.2%	0.0%	0	50.0%	4.2%	0	0	0	4.2%	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	29	-100.0%	2.3%	2	13.8%	4.6%	4	6	1	4.6%	0	0	0	2.5%	1.7%	1	0	3.4%	3.2%	
11 Intermediate Sales & Service	0	0.0%	1.0%	0	18.2%	2.0%	0	0	0	2.0%	0	0	0	1.1%	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%	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%	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%	0	0	#DIV/0!	#DIV/0!	
Total	2,441	0.8%		0	24.6%		0	0	25	0.0%		12	0		1.5%	-12	-12	1.0%	1.0%	

† 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	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	0	1.7	0	3.4	
05 Supervisors	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
06 Supervisors: Crafts & Trades	0	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	0.0	
09 Skilled Crafts & Trades	0	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	0.0	Accenture, Inc. does not have employees in this EEOG.
13 Other Sales & Service	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.

Federal Contractors Program Achievement Report

Part 3: Goals

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.
Total		11	0.0	22	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees																	Persons with Disabilities				
		First/Previous Short-term Goals																	3 Year Goals				
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						2015	2018	
		2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2015-12-31	Annually	Over 3 Years	#	#	%	%	#	#	%	%			
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%					
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%	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%	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%	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%	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

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.4	0	0.8	
03	Professionals	3	2.0	6	4.0	
04	Semi-Professionals & Tech	8	2.6	16	5.2	
05	Supervisors	0	1.7	0	3.4	Accenture, Inc. does not have employees in this EEOG.
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	1.7	0	3.4	
09	Skilled Crafts & Trades	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	2.5	0	5.0	
12	Semi-Skilled Manual	0	1.1	0	0.0	Accenture, Inc. does not have employees in this EEOG.
13	Other Sales & Service	0	1.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
14	Other Manual Workers	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
Total		11	0.0	22	0.0	

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Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			From - To						
	2015-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2015-12-31	Annually	Over 3 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%	2	2	15.2%	15.2%	
02 Middle & Other Managers	961	-1.2%	1.8%	52	18.3%	3.5%	101	153	334	3.5%	35	-147	3	2.0%	15.0%	190	150	34.8%	29.8%	
03 Professionals	1,351	-0.7%	2.4%	97	28.6%	4.8%	195	292	500	4.8%	72	77	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%	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%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	53	-1.9%	1.5%	2	21.4%	3.6%	6	8	16	3.6%	2	2	0	1.7%	28.2%	1	-2	30.2%	25.5%	
08 Skilled Sales & Service	1	44.2%	0.0%	0	50.0%	4.2%	0	0	1	4.2%	0	-1	0	0.0%	20.8%	1	1	100.0%	100.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	29	-100.0%	2.3%	2	13.8%	4.6%	4	6	2	4.6%	0	8	0	2.5%	32.8%	-8	-8	6.9%	6.5%	
11 Intermediate Sales & Service	0	0.0%	1.0%	0	18.2%	2.0%	0	0	0	2.0%	0	0	0	1.1%	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%	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%	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%	0	0	#DIV/0!	#DIV/0!	
Total	2,441	0.8%		0	24.6%		0	0	865	0.0%	0	-218	0		26.5%	218	218	35.4%	35.4%	

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	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	0	1.7	0	3.4	
05 Supervisors	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
06 Supervisors: Crafts & Trades	0	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	0.0	
09 Skilled Crafts & Trades	0	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	1.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.
13 Other Sales & Service	0	0.0	0	0.0	Accenture, Inc. does not have employees in this EEOG.

Federal Contractors Program Achievement Report

Part 3: Goals

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.
Total		11	0.0	11	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals									Women				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years		From - To											
		2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	#	%	2017	2020										
		#	%	%	#	%	%	#	#	#	%	%	#	%	%	#	#	%	%						
01	Senior Managers	46	11.7%		0	7.6%	0.9%	1	1	14	0.9%	0	-1	0	0.5%	27.4%	1	1	30.4%	30.4%					
02	Middle & Other Managers	926	-1.2%	2.0%	55	18.3%	3.9%	107	162	294	3.9%	34	122	4	2.2%	38.9%	-66	-118	31.7%	26.9%					
03	Professionals	1,324	-0.7%	2.6%	105	28.6%	5.3%	210	315	495	5.3%	78	-5	9	2.9%	28.8%	114	14	37.4%	29.8%					
04	Semi-Professionals & Tech	124	112.1%	1.5%	6	49.6%	5.9%	22	28	57	5.9%	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%	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%	0	0	#DIV/0!	#DIV/0!					
07	Administrative & Sr Clerical	50	-1.9%	1.5%	2	21.4%	4.0%	6	8	45	4.0%	5	2	0	1.8%	80.9%	5	-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%		0	0.0%		0	0	14	0.0%	0	-3	0	0.0%	66.0%	3	3	87.5%	87.5%					
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%	2.0%	1	1	3	2.0%	0	4	0	1.2%	67.1%	-4	-4	27.3%	27.3%					
12	Semi-Skilled Manual	0	0.0%		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%	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%	0	0	#DIV/0!	#DIV/0!					
Total		2,500	0.8%		0	24.6%		0	0	924	0.0%	0	-57	0		34.7%	57	56	37.0%	37.0%					

† 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 Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
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	
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
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Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020	%	#	#	%	#			
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
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	18.3%	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%	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%	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	0.0%	1.3%	0	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%	0	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%	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%	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%	0	0	#DIV/0!	#DIV/0!	
Total	2,500	0.8%		0	24.6%		0	0	38	0.0%	0	-1	0		1.5%	1	1	1.5%	1.5%	

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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	
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
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Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																			
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To									
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Years	2017	2020	%	#	#	%	%		
		2017-12-31	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	972	5.2%	0.4%	13	13.0%	0.9%	26	39	32	0.9%	1	11	0	0.5%	4.3%	-10	-11	3.3%	3.1%		
03 Professionals	1,324	-0.7%	2.0%	79	28.6%	3.9%	153	232	51	3.9%	6	8	5	2.2%	3.8%	1	-3	3.9%	3.6%		
04 Semi-Professionals & Tech	124	112.1%	2.6%	10	49.6%	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%	1.5%	0	0.0%	5.9%	0	0	0	5.9%	0	0	0	1.8%	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%		0	21.4%		0	0	4	0.0%	0	-2	0		3.4%	2	2	8.0%	8.0%		
08 Skilled Sales & Service	3	44.2%	1.5%	0	50.0%	4.0%	0	0	0	4.0%	0	0	0	1.8%	3.5%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	16	0.0%	0.0%	0	0.0%	4.6%	2	2	1	4.6%	0	0	0	0.0%	7.0%	0	0	6.3%	6.3%		
10 Clerical Personnel	0	-100.0%		0	13.8%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	11	0.0%	2.3%	1	18.2%	5.1%	2	3	1	5.1%	0	0	0	2.8%	5.6%	0	0	9.1%	8.3%		
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	2,500	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 + 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 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	%		%		
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	

Federal Contractors Program Achievement Report

Part 3: Goals

Accenture, Inc.

[Date: 2017-12-31]

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	Years	2017	2020	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	46	11.7%	FALSE	0	7.6%	0.9%	1	1	7	0.9%	0	-2	0	0.5%	10.1%	2	2	15.2%	15.2%	
02 Middle & Other Managers	926	-1.2%	2.0%	55	18.3%	3.9%	107	162	409	3.9%	47	-215	4	2.2%	15.0%	270	219	44.2%	37.3%	
03 Professionals	1,324	-0.7%	2.6%	105	28.6%	5.3%	210	315	800	5.3%	127	-217	9	2.9%	31.9%	378	226	60.4%	47.7%	
04 Semi-Professionals & Tech	124	112.1%	1.5%	6	49.6%	5.9%	22	28	82	5.9%	15	-20	1	1.8%	35.8%	38	21	66.1%	52.3%	
05 Supervisors	0	0.0%		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%	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	0.0%	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%	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%	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%	0	0	#DIV/0!	#DIV/0!	
Total	2,500	0.8%		0	24.6%		0	0	1,332	0.0%	0	-702	0		25.2%	702	702	53.3%	53.3%	

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	
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
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	33	11	33.3	27.4	9	2	121.7																	
	2017	46	14	30.4	27.4	13	1	111.1	6	3	50.0	2	1	4	1	25.0	1	0	3	2	66.7	1	1		
02 Middle & Other Managers	2015	961	267	27.8	38.9	374	-107	71.4																	
	2017	926	294	31.7	38.9	360	-66	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	-6		
04 Semi-Professionals & Technicians	2015	13	7	53.8	49.8	6	1	108.1																	
	2017	124	57	46.0	42.8	53	4	107.4	36	16	44.4	15	1	20	5	25.0	11	-6	34	9	26.5	18	-9		
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	0	0	0
06 Supervisors: Crafts & Trades	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	0	0	0

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2017	7	2	28.6	0	0.0	0.4	6,493.5	0	0.0	0.8	3,571.4		
	2020	7	2	28.6			0.5	5903.2			0.8	3571.4		
02 Middle & Other Managers	2017	206	71	34.5	3	2,366.7	2.0	1,740.7	6	1,183.3	4.0	861.7	Accenture has made strides in reducing the representation gap for women in the Middle & Other Managers EEOG. We will continue our efforts to promote and hire women into this EEOG, as well as retain women in this EEOG.	
	2020	206	71	34.5			2.2	1582.5			4.0	861.7		
03 Professionals	2017	459	215	46.8	8	2,687.5	2.6	1,774.3	16	1,343.8	5.2	900.8		
	2020	459	215	46.8			2.9	1613.0			5.2	900.8		
04 Semi-Professionals & Technicians	2017	22	12	54.5	0	0.0	1.7	3305.8	0	0.0	3.4	1604.3		
	2020	22	12	54.5			1.8	3005.3			3.4	1604.3		
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	53	47	88.7	79.5	42	5	111.5																
	2017	50	45	90.0	80.9	40	5	111.2	15	12	80.0	12	0	8	8	100.0	7	1	11	10	90.9	10	0	
08 Skilled Sales & Service Personnel	2015	1	1	100.0	28.7	0	1	348.4																
	2017	3	2	66.7	23.2	1	1	287.4	2	1	50.0	0	1	0	0	0.0	0	0	1	0	0.0	1	-1	
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	16	14	87.5	66.0	11	3	132.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2015	29	26	89.7	66.4	19	7	135.0																
	2017	0	0	0.0	0.0	0	0	0.0	1	1	100.0	0	1	4	4	100.0	4	0	2	2	100.0	2	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	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	
12 Semi-Skilled Manual Workers	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	0	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	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	10	83.3	0	0.0	1.7	5050.5	0	0.0	3.4	2451.0		
	2020	12	10	83.3			1.8	4591.4			3.4	2451.0		
08 Skilled Sales & Service Personnel	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	1	100.0			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	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	3	3	100.0	0	0.0	2.5	3952.6	0	0.0	5.0	2000.0		
	2020	3	3	100.0			2.8	3593.2			5.0	2000.0		
11 Intermediate Sales & Service Personnel	2017	6	1	16.7	0	0.0	1.1	1515.2	0	0.0	2.2	757.6		
	2020	6	1	16.7			1.2	1377.4			2.2	757.6		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
13 Other Sales & Service Personnel	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	0.0	0
14 Other Manual Workers	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	0.0	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 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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	%					
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	716	315	44.0	11	2863.6	0.0	0.0	22	1431.8	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	716	315	44.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	33	0	0.0	2.9	1	-1	0.0																
	2017	46	1	2.2	2.2	1	0	75.0	6	0	0.0	0	0	4	0	0.0	0	0	3	0	0.0	0	0	
02 Middle & Other Managers	2015	961	2	0.2	2.2	21	-19	9.5																
	2017	926	20	2.2	2.2	20	0	98.2	215	0	0.0	5	-5	164	2	1.2	0	2	173	0	0.0	0	0	
03 Professionals	2015	1,351	20	1.5	0.9	12	8	164.5																
	2017	1,324	15	1.1	1.1	15	0	103.0	619	2	0.3	7	-5	223	3	1.3	3	0	383	2	0.5	6	-4	
04 Semi-Professionals & Technicians	2015	13	1	7.7	1.3	0	1	591.7																
	2017	124	1	0.8	1.0	1	0	80.6	36	1	2.8	0	1	20	0	0.0	2	-2	34	0	0.0	3	-3	
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	0	
06 Supervisors: Crafts & Trades	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	0	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	7	0	0.0	0	0.0	0.4	0.0	0	0.0	0.8	0.0		
	2020	7	0	0.0			0.5	0.0			0.8	0.0		
02 Middle & Other Managers	2017	206	2	1.0	3	66.7	2.0	49.0	6	33.3	4.0	24.3		
	2020	206	2	1.0			2.2	44.6			4.0	24.3		
03 Professionals	2017	459	3	0.7	8	37.5	2.6	24.8	16	18.8	5.2	12.6		
	2020	459	3	0.7			2.9	22.5			5.2	12.6		
04 Semi-Professionals & Technicians	2017	22	1	4.5	0	0.0	1.7	275.5	0	0.0	3.4	133.7		
	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	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	53	1	1.9	1.4	1	0	134.8																
	2017	50	1	2.0	1.2	1	0	166.7	15	0	0.0	0	0	8	1	12.5	0	1	11	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	1	0	0.0	1.0	0	0	0.0																
	2017	3	0	0.0	1.7	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	16	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	29	1	3.4	1.7	0	1	202.8																
	2017	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	4	0	0.0	0	0	2	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	11	0	0.0	1.4	0	0	0.0	4	0	0.0	0	0	3	0	0.0	0	0	1	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	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	0	0

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	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	1	8.3	0	0.0	1.7	505.1	0	0.0	3.4	245.1		
	2020	12	1	8.3			1.8	459.1			3.4	245.1		
08 Skilled Sales & Service Personnel	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			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	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	3	0	0.0	0	0.0	2.5	0.0	0	0.0	5.0	0.0		
	2020	3	0	0.0			2.8	0.0			5.0	0.0		
11 Intermediate Sales & Service Personnel	2017	6	0	0.0	0	0.0	1.1	0.0	0	0.0	2.2	0.0		
	2020	6	0	0.0			1.2	0.0			2.2	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	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	0.0	0
14 Other Manual Workers	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	0.0	0
Total	2015	2,441	25	1.0	1.5	37	-12	68.3																
	2017	2,500	38	1.5	1.5	38	1	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 + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	716	7	1.0	11	63.6	0.0	0.0	22	31.8	0.0	0.0		
	2020	716	7	1.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2015	994	9	0.9	4.3	43	-34	21.1																
	2017	972	32	3.3	4.3	42	-10	76.6	221	7	3.2	10	-3	168	6	3.6	2	4	176	16	9.1	2	14	
03 Professionals	2015	1,351	5	0.4	3.8	51	-46	9.7																
	2017	1,324	51	3.9	3.8	50	1	101.4	619	26	4.2	24	2	223	10	4.5	1	9	383	49	12.8	1	48	
04 Semi-Professionals & Technicians	2015	13	0	0.0	4.6	1	-1	0.0																
	2017	124	5	4.0	4.6	6	-1	87.7	36	0	0.0	2	-2	20	1	5.0	0	1	34	13	38.2	0	13	
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	0	
06 Supervisors: Crafts & Trades	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	0	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2017	213	-3	-1.4	0	0.0	0.4	-320.1	0	0.0	0.8	-176.1		
	2020	213	-3	-1.4			0.5	-291.0			0.8	-176.1		
03 Professionals	2017	459	-13	-2.8	3	-433.3	2.0	-143.0	6	-216.7	4.0	-70.8		
	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	-1049.0		
	2020	22	-12	-54.5			2.9	-1878.3			5.2	-1049.0		
05 Supervisors	2017	0	0	0.0	0	0.0	1.7	0.0	0	0.0	3.4	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			1.8	0.0			3.4	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires			Promotions			Terminations								
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities									
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2015	53	1	1.9	3.4	2	-1	55.5																	
	2017	50	4	8.0	3.4	2	2	235.3	15	1	6.7	1	0	8	0	0.0	0	0	11	1	9.1	0	0	1	
08 Skilled Sales & Service Personnel	2015	1	0	0.0	3.5	0	0	0.0																	
	2017	3	0	0.0	3.5	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	16	1	6.3	7.0	1	0	89.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
10 Clerical Personnel	2015	29	1	3.4	7.0	2	-1	49.3																	
	2017	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	4	0	0.0	0	0	2	0	0.0	0	0	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	11	1	9.1	5.6	1	0	162.3	4	1	25.0	0	1	3	0	0.0	0	0	1	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	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	0	0	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	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	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	12	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	1	0	0.0	0	0.0	1.7	0.0	0	0.0	3.4	0.0		
	2020	1	0	0.0			1.8	0.0			3.4	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	3	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	6	1	16.7	0	0.0	2.5	658.8	0	0.0	5.0	333.3		
	2020	6	1	16.7			2.8	598.9			5.0	333.3		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	1.1	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference		Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	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	0.0	0
14 Other Manual Workers	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	0.0	0
Total	2015	2,441	16	0.7	4.0	98	-82	16.4																
	2017	2,500	94	3.8	4.1	103	-9	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	1.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			2.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	716	-27	-3.8	11	-245.5	0.0	0.0	22	-122.7	0.0	0.0		
	2020	716	-27	-3.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	33	5	15.2	10.1	3	2	150.0																
	2017	46	7	15.2	10.1	5	2	150.7	6	1	16.7	1	0	4	2	50.0	1	1	3	0	0.0	0	0	
02 Middle & Other Managers	2015	961	334	34.8	15.0	144	190	231.7																
	2017	926	409	44.2	15.0	139	270	294.5	215	100	46.5	32	68	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	1,324	800	60.4	31.9	422	378	189.4	619	332	53.6	197	135	223	131	58.7	83	48	383	0	0.0	142	-142	
04 Semi-Professionals & Technicians	2015	13	7	53.8	29.4	4	3	183.2																
	2017	124	82	66.1	35.8	44	38	184.7	36	20	55.6	13	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	0	
06 Supervisors: Crafts & Trades	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	0	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	7	3	42.9	0	0.0	0.4	9,740.3	0	0.0	0.8	5,357.1		
	2020	7	3	42.9			0.5	8854.8			0.8	5357.1		
02 Middle & Other Managers	2017	206	170	82.5	3	5,666.7	2.0	4,167.9	6	2,833.3	4.0	2,063.1		
	2020	206	170	82.5			2.2	3789.0			4.0	2063.1		
03 Professionals	2017	459	463	100.9	8	5,787.5	2.6	3,820.9	16	2,893.8	5.2	1,939.8		
	2020	459	463	100.9			2.9	3473.5			5.2	1939.8		
04 Semi-Professionals & Technicians	2017	22	37	168.2	0	0.0	1.7	10192.8	0	0.0	3.4	4946.5		
	2020	22	37	168.2			1.8	9266.2			3.4	4946.5		
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	53	16	30.2	28.2	15	1	107.1																
	2017	50	21	42.0	25.8	13	8	162.8	15	8	53.3	4	4	8	2	25.0	2	0	11	0	0.0	3	-3	
08 Skilled Sales & Service Personnel	2015	1	1	100.0	20.8	0	1	480.8																
	2017	3	1	33.3	14.5	0	1	229.9	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1	
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	16	6	37.5	32.0	5	1	117.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2015	29	2	6.9	32.8	10	-8	21.0																
	2017	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	4	2	50.0	0	2	2	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	11	6	54.5	18.8	2	4	290.1	4	2	50.0	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																
	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	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	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	10	83.3	0	0.0	1.7	5050.5	0	0.0	3.4	2451.0		
	2020	12	10	83.3			1.8	4591.4			3.4	2451.0		
08 Skilled Sales & Service Personnel	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			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	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	3	2	66.7	0	0.0	2.5	2635.0	0	0.0	5.0	1333.3		
	2020	3	2	66.7			2.8	2395.5			5.0	1333.3		
11 Intermediate Sales & Service Personnel	2017	6	4	66.7	0	0.0	1.1	6060.6	0	0.0	2.2	3030.3		
	2020	6	4	66.7			1.2	5509.6			2.2	3030.3		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	1.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.	
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Accenture, Inc.

[Date: 2017-12-31]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Visible Minorities						All Employees	Visible Minorities		All Employees	Visible Minorities		All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	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	0.0	0
14 Other Manual Workers	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	0.0	0
Total	2015	2,441	865	35.4	26.5	647	218	133.7																
	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 + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.
	2020	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Accenture, Inc. does not have employees in this EEOG.
	2020	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2017	716	689	96.2	11	6263.6	0.0	0.0	11	6263.6	0.0	0.0	
	2020	716	689	96.2			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Accenture, Inc.
[Date: 2017-12-31]

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- 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.
- Adjusted survey results to reflect hires, promotions and terminations.
- 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.
- 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.
- 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.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- 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.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- 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

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- 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).

[Redacted]

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

[Redacted]

- 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: Accenture

Primary Location: Ontario

Number of Employees: 2500

Ontario: 1789

Québec: 305

Nova Scotia: 14

New Brunswick: 14

British Columbia: 132

Alberta: 246

Organization Overview:

5416: Management, Scientific and Technical Consulting Services

Provide technological consulting services and support in digital operations.

Key Dates – First Year Assessment

Initiated: February 1, 2016
Received: April 5, 2016
Closed: May 6, 2018
Workforce Analysis: December 31, 2015

Key Dates – Subsequent Assessment

Initiated: June 17, 2018
Received: June 15, 2018
Workforce Analysis: December 31, 2017

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

ASSESSMENT OF REASONABLE PROGRESS***Women***

EEOG	Title	Percentage of goal met	Assessment Comments
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 of goal met	Assessment Comments
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 / 02	Senior Managers / Middle and Other Managers	N/A	Gap was -34 and is now -10. No goal was set.
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 of goal met	Assessment Comments
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 occurred 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # 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:

in compliance 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;

- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; 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@hrsdcc-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@hrsdcc-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!