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Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Baxters Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 3114	Total number of employees in Canada (Permanent Full-time and/or Part-time) 225 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 4800 Avenue Pinard	City St-Hyacinthe	Province QC	Postal Code J2S 8E1
Telephone Number 450-796-3210			

EMPLOYMENT EQUITY CONTACT			
Name (print) Véronique Leclerc	Title Director Human Ressources		
Telephone Number 450-796-3210	E-mail Address veronique.leclerc@baxters.com	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees 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 contact the Labour Program at the email address provided at the bottom of this form.
<p>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.</p>

SIGNATORY			
<p>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.</p>			
Name (print) Marco St-Amand	Title VP Operations		
Telephone Number 450-796-3210	E-mail Address marco.st-amand@baxters.com	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
[REDACTED]		(YYYY-MM-DD) 5-06-15	

<p>Privacy Notice:</p> <p>The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).</p> <p>Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.</p> <p>The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.</p>

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrscd-rhdcc.gc.ca

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-04-01 to 2018-05-01

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	
Québec	218	0	0	218	Montréal	218	0	0	218
Total Employees in Canada				218	Total Employees in Canada				218



BCI Foods Inc. (certificate # 050278)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-04-01 to 2018-05-01

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	7	3									
	Total	10	7	3									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2	1	1		1	1				
	Total	4	2	2	1	1		1	1				
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	3	14				1		1	2	1	1
	Total	17	3	14				1		1	2	1	1



BCI Foods Inc. (certificate # 050278)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-04-01 to 2018-05-01

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
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	7	3									
	Total	10	7	3									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1							1	1	
	Total	2	1	1							1	1	
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	9								1	1	
	Total	9	9								1	1	



BCI Foods Inc. (certificate # 050278)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-04-01 to 2018-05-01

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
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	16	1							1	1	
	Total	17	16	1							1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	3	6				2	1	1			
	Total	9	3	6				2	1	1			
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	65	45	20				1	1		5	5	
	Total	65	45	20				1	1		5	5	



BCI Foods Inc. (certificate # 050278)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-04-01 to 2018-05-01

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
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	68	30	38				4	2	2	8	4	4
	Total	68	30	38				4	2	2	8	4	4
Total Number of Employees		218	126	92	1	1		9	5	4	18	13	5



BCI Foods Inc. (certificate # 050278)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

Reporting Period 2016-04-01 to 2018-05-01

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
Under \$15,000	218	126	92	1	1		9	5	4	18	13	5
Total Number of Employees	218	126	92	1	1		9	5	4	18	13	5

BCI Foods Inc. (certificate # 050278)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2016-04-01 to 2018-05-01

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	4	3	1									
Professionals	4	2	2	1	1		2	2		1	1	
Semi-Professionals and Technicians	4	1	3				1	1		1		1
Administrative and Senior Clerical Personnel	3	2	1							1	1	
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	3	2	1				1	1				
Semi-Skilled Manual Workers	16	13	3				1	1		4	4	
Other Manual Workers	56	33	23				5	4	1	4	3	1
Total Number of Employees Hired	93	59	34	1	1		10	9	1	11	9	2



BCI Foods Inc. (certificate # 050278)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-04-01 to 2018-05-01

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									
Supervisors: Crafts and Trades	2	1	1									
Intermediate Sales and Service Personnel	2	1	1									
Total Number of Employees Promoted	5	2	3									
Total Number of Promotions	5	2	3									

BCI Foods Inc. (certificate # 050278)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Québec
Reporting Period 2016-04-01 to 2018-05-01

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	1	1					1	1		1	1	
Semi-Professionals and Technicians	2	1	1				1	1				
Administrative and Senior Clerical Personnel	2	1	1									
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	1		1				1		1			
Intermediate Sales and Service Personnel	2	1	1									
Semi-Skilled Manual Workers	15	11	4				1	1		3	3	
Other Manual Workers	36	20	16				4	3	1	1	1	
Total Number of Employees Terminated	63	37	26				8	6	2	5	5	

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.6 %	0	0	National
02 : Middle and Other Managers	National	10	3	30.0 %	39.4 %	4	-1	National
03 : Professionals		4	2	50.0 %	57.5 %	2	0	
1111 : Financial auditors and accountants	National	2	1	50.0 %	56.0 %	1	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	44.9 %	0	0	National
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
04 : Semi-Professionals and Technicians		17	14	82.4 %	53.2 %	9	5	
2211 : Chemical technologists and technicians	Québec	16	13	81.3 %	54.4 %	9	4	Québec
2253 : Drafting technologists and technicians	Québec	1	1	100.0 %	34.5 %	0	1	Québec
05 : Supervisors		2	1	50.0 %	50.5 %	1	0	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.5 %	1	0	Montréal
06 : Supervisors: Crafts and Trades		10	3	30.0 %	31.5 %	3	0	
9213 : Supervisors, food and beverage processing	Québec	10	3	30.0 %	31.5 %	3	0	Québec
07 : Administrative and Senior Clerical Personnel		2	1	50.0 %	80.9 %	2	-1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	80.9 %	2	-1	Montréal
08 : Skilled Sales and Service Personnel		9	0	0.0 %	43.0 %	4	-4	
6322 : Cooks	Québec	9	0	0.0 %	43.0 %	4	-4	Québec
09 : Skilled Crafts and Trades Workers		17	1	5.9 %	2.1 %	0	1	
7311 : Construction millwrights and industrial mechanics	Québec	6	1	16.7 %	1.4 %	0	1	Québec
7333 : Electrical mechanics	Québec	11	0	0.0 %	2.5 %	0	0	Québec
10 : Clerical Personnel		9	6	66.7 %	61.6 %	6	0	
Employment Equity Occupational Group	Montréal	9	6	66.7 %	61.6 %	6	0	Montréal
11 : Intermediate Sales and Service Personnel		3	2	66.7 %	63.2 %	2	0	
Employment Equity Occupational Group	Montréal	3	2	66.7 %	63.2 %	2	0	Montréal



Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
12 : Semi-Skilled Manual Workers		65	20	30.8 %	15.9 %	10	10	
Employment Equity Occupational Group	Montréal	65	20	30.8 %	15.9 %	10	10	Montréal
13 : Other Sales and Service Personnel		1	1	100.0 %	50.0 %	1	0	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	50.0 %	1	0	Montréal
14 : Other Manual Workers		68	38	55.9 %	23.6 %	16	22	
Employment Equity Occupational Group	Montréal	68	38	55.9 %	23.6 %	16	22	Montréal
Total		218	92	42.2 %	27.5 %	60	32	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.7 %	0	0	National
03 : Professionals		4	1	25.0 %	1.7 %	0	1	
1111 : Financial auditors and accountants	National	2	1	50.0 %	1.4 %	0	1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
04 : Semi-Professionals and Technicians		17	0	0.0 %	1.3 %	0	0	
2211 : Chemical technologists and technicians	Québec	16	0	0.0 %	1.4 %	0	0	Québec
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	1.0 %	0	0	Québec
05 : Supervisors		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		10	0	0.0 %	1.3 %	0	0	
9213 : Supervisors, food and beverage processing	Québec	10	0	0.0 %	1.3 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
08 : Skilled Sales and Service Personnel		9	0	0.0 %	2.6 %	0	0	
6322 : Cooks	Québec	9	0	0.0 %	2.6 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		17	0	0.0 %	2.1 %	0	0	
7311 : Construction millwrights and industrial mechanics	Québec	6	0	0.0 %	2.7 %	0	0	Québec
7333 : Electrical mechanics	Québec	11	0	0.0 %	1.8 %	0	0	Québec
10 : Clerical Personnel		9	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	1.0 %	0	0	Montréal
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.8 %	0	0	Montréal

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	Representation %	Availability %			
12 : Semi-Skilled Manual Workers		65	0	0.0 %	1.0 %	1	-1	
Employment Equity Occupational Group	Montréal	65	0	0.0 %	1.0 %	1	-1	Montréal
13 : Other Sales and Service Personnel		1	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	1.0 %	0	0	Montréal
14 : Other Manual Workers		68	0	0.0 %	1.0 %	1	-1	
Employment Equity Occupational Group	Montréal	68	0	0.0 %	1.0 %	1	-1	Montréal
Total		218	1	0.5 %	1.3 %	2	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	17.6 %	2	-2	National
03 : Professionals		4	0	0.0 %	29.8 %	1	-1	
1111 : Financial auditors and accountants	National	2	0	0.0 %	32.3 %	1	-1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	37.8 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
04 : Semi-Professionals and Technicians		17	2	11.8 %	18.7 %	3	-1	
2211 : Chemical technologists and technicians	Québec	16	1	6.3 %	19.3 %	3	-2	Québec
2253 : Drafting technologists and technicians	Québec	1	1	100.0 %	9.5 %	0	1	Québec
05 : Supervisors		2	0	0.0 %	20.4 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	20.4 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		10	0	0.0 %	16.7 %	2	-2	
9213 : Supervisors, food and beverage processing	Québec	10	0	0.0 %	16.7 %	2	-2	Québec
07 : Administrative and Senior Clerical Personnel		2	1	50.0 %	14.6 %	0	1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	14.6 %	0	1	Montréal
08 : Skilled Sales and Service Personnel		9	1	11.1 %	18.8 %	2	-1	
6322 : Cooks	Québec	9	1	11.1 %	18.8 %	2	-1	Québec
09 : Skilled Crafts and Trades Workers		17	1	5.9 %	6.7 %	1	0	
7311 : Construction millwrights and industrial mechanics	Québec	6	1	16.7 %	3.6 %	0	1	Québec
7333 : Electrical mechanics	Québec	11	0	0.0 %	8.3 %	1	-1	Québec
10 : Clerical Personnel		9	0	0.0 %	20.4 %	2	-2	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	20.4 %	2	-2	Montréal
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	26.6 %	1	-1	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	26.6 %	1	-1	Montréal



Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Availability #	Gap #	Recruitment Area
			Representation #	%	%			
12 : Semi-Skilled Manual Workers		65	5	7.7 %	26.1 %	17	-12	
Employment Equity Occupational Group	Montréal	65	5	7.7 %	26.1 %	17	-12	Montréal
13 : Other Sales and Service Personnel		1	0	0.0 %	28.3 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	28.3 %	0	0	Montréal
14 : Other Manual Workers		68	8	11.8 %	27.1 %	18	-10	
Employment Equity Occupational Group	Montréal	68	8	11.8 %	27.1 %	18	-10	Montréal
Total		218	18	8.3 %	22.8 %	49	-31	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Detailed Report

Date: 2018-05-01

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
01/02 : Managers	National	11	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	4	1	25.0 %	8.9 %	0	1	National
04 : Semi-Professionals and Technicians	National	17	1	5.9 %	7.6 %	1	0	National
05 : Supervisors	National	2	0	0.0 %	27.5 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	10	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	10.0 %	0	0	National
08 : Skilled Sales and Service Personnel	National	9	0	0.0 %	8.0 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	17	0	0.0 %	7.8 %	1	-1	National
10 : Clerical Personnel	National	9	2	22.2 %	9.3 %	1	1	National
11 : Intermediate Sales and Service Personnel	National	3	0	0.0 %	10.8 %	0	0	National
12 : Semi-Skilled Manual Workers	National	65	1	1.5 %	10.3 %	7	-6	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	68	4	5.9 %	6.8 %	5	-1	National
Total		218	9	4.1 %	8.5 %	19	-10	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-05-01

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-05-01

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
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Summary Report

Date: 2018-05-01

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	27.6 %	0	0
02 : Middle and Other Managers	10	3	30.0 %	39.4 %	4	-1
03 : Professionals	4	2	50.0 %	57.5 %	2	0
04 : Semi-Professionals and Technicians	17	14	82.4 %	53.2 %	9	5
05 : Supervisors	2	1	50.0 %	50.5 %	1	0
06 : Supervisors: Crafts and Trades	10	3	30.0 %	31.5 %	3	0
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	80.9 %	2	-1
08 : Skilled Sales and Service Personnel	9	0	0.0 %	43.0 %	4	-4
09 : Skilled Crafts and Trades Workers	17	1	5.9 %	2.1 %	0	1
10 : Clerical Personnel	9	6	66.7 %	61.6 %	6	0
11 : Intermediate Sales and Service Personnel	3	2	66.7 %	63.2 %	2	0
12 : Semi-Skilled Manual Workers	65	20	30.8 %	15.9 %	10	10
13 : Other Sales and Service Personnel	1	1	100.0 %	50.0 %	1	0
14 : Other Manual Workers	68	38	55.9 %	23.6 %	16	22
Total	218	92	42.2 %	27.5 %	60	32

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Summary Report

Date: 2018-05-01

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	2.7 %	0	0
03 : Professionals	4	1	25.0 %	1.7 %	0	1
04 : Semi-Professionals and Technicians	17	0	0.0 %	1.3 %	0	0
05 : Supervisors	2	0	0.0 %	0.8 %	0	0
06 : Supervisors: Crafts and Trades	10	0	0.0 %	1.3 %	0	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	9	0	0.0 %	2.6 %	0	0
09 : Skilled Crafts and Trades Workers	17	0	0.0 %	2.1 %	0	0
10 : Clerical Personnel	9	0	0.0 %	1.0 %	0	0
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	0.8 %	0	0
12 : Semi-Skilled Manual Workers	65	0	0.0 %	1.0 %	1	-1
13 : Other Sales and Service Personnel	1	0	0.0 %	1.0 %	0	0
14 : Other Manual Workers	68	0	0.0 %	1.0 %	1	-1
Total	218	1	0.5 %	1.3 %	2	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Summary Report

Date: 2018-05-01

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	1	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	17.6 %	2	-2
03 : Professionals	4	0	0.0 %	29.8 %	1	-1
04 : Semi-Professionals and Technicians	17	2	11.8 %	18.7 %	3	-1
05 : Supervisors	2	0	0.0 %	20.4 %	0	0
06 : Supervisors: Crafts and Trades	10	0	0.0 %	16.7 %	2	-2
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	14.6 %	0	1
08 : Skilled Sales and Service Personnel	9	1	11.1 %	18.8 %	2	-1
09 : Skilled Crafts and Trades Workers	17	1	5.9 %	6.7 %	1	0
10 : Clerical Personnel	9	0	0.0 %	20.4 %	2	-2
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	26.6 %	1	-1
12 : Semi-Skilled Manual Workers	65	5	7.7 %	26.1 %	17	-12
13 : Other Sales and Service Personnel	1	0	0.0 %	28.3 %	0	0
14 : Other Manual Workers	68	8	11.8 %	27.1 %	18	-10
Total	218	18	8.3 %	22.8 %	49	-31

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - BCI Foods Inc.

Workforce Analysis - Summary Report

Date: 2018-05-01

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01/02 : Managers	11	0	0.0 %	5.0 %	1	-1
03 : Professionals	4	1	25.0 %	8.9 %	0	1
04 : Semi-Professionals and Technicians	17	1	5.9 %	7.6 %	1	0
05 : Supervisors	2	0	0.0 %	27.5 %	1	-1
06 : Supervisors: Crafts and Trades	10	0	0.0 %	10.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	10.0 %	0	0
08 : Skilled Sales and Service Personnel	9	0	0.0 %	8.0 %	1	-1
09 : Skilled Crafts and Trades Workers	17	0	0.0 %	7.8 %	1	-1
10 : Clerical Personnel	9	2	22.2 %	9.3 %	1	1
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	10.8 %	0	0
12 : Semi-Skilled Manual Workers	65	1	1.5 %	10.3 %	7	-6
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
14 : Other Manual Workers	68	4	5.9 %	6.8 %	5	-1
Total	218	9	4.1 %	8.5 %	19	-10

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-01

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-05-01

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
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Baxters Canada Inc.

YYYY-MM-DD

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	01

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.4
02	Middle & Other Managers	6	3	38.9
03	Professionals	2	0	50.1
04	Semi-Professionals & Technicians	15	12	54.6
05	Supervisors	3	2	50.8
06	Supervisors: Crafts & Trades	8	2	25.5
07	Administrative & Senior Clerical Personnel	2	1	80.8
08	Skilled Sales & Service Personnel	13	0	49.5
09	Skilled Crafts & Trades Workers	18	1	3.1
10	Clerical Personnel	6	6	62.5
11	Intermediate Sales & Service Personnel	3	2	61.8
12	Semi-Skilled Manual Workers	64	22	18.4
13	Other Sales & Service Personnel	16	1	51.1
14	Other Manual Workers	47	39	23.8
Total		204	91	29.8

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		1	0	27.4
		10	3	38.9
		4	2	57.8
		17	14	53.2
		2	1	50.8
		10	3	25.5
		2	1	80.8
		9	0	43.9
		17	1	3.1
		9	6	62.5
		3	2	61.8
		65	20	18.4
		1	1	51.1
		68	38	23.8
Total		218	92	28.1

*** Source:**
2011 National Household Survey

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Baxters Canada Inc.

YYYY-MM-DD

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	01

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	2.9
02	Middle & Other Managers	6	0	2.2
03	Professionals	2	0	0.9
04	Semi-Professionals & Technicians	15	0	0.8
05	Supervisors	3	0	0.8
06	Supervisors: Crafts & Trades	8	0	0.8
07	Administrative & Senior Clerical Personnel	2	0	0.7
08	Skilled Sales & Service Personnel	13	0	1.4
09	Skilled Crafts & Trades Workers	18	0	1.7
10	Clerical Personnel	6	0	0.8
11	Intermediate Sales & Service Personnel	3	0	0.9
12	Semi-Skilled Manual Workers	64	0	0.9
13	Other Sales & Service Personnel	16	0	0.8
14	Other Manual Workers	47	0	0.8
Total		204	0	1.0

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		1	0	2.9
		10	0	2.2
		4	1	1.6
		17	0	0.8
		2	0	0.8
		10	0	0.8
		2	0	0.7
		9	0	2.1
		17	0	1.7
		9	0	0.8
		3	0	0.9
		65	0	0.9
		1	0	0.8
		68	0	0.8
Total		218	1	1.0

*** Source:**
0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Baxters Canada Inc.

YYYY-MM-DD

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	01

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		Availability*
		#	Representation	
01/02	Managers	7	0	4.3
03	Professionals	2	1	3.8
04	Semi-Professionals & Technicians	15	1	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	8	0	7.8
07	Administrative & Senior Clerical Personnel	2	0	3.4
08	Skilled Sales & Service Personnel	13	0	3.5
09	Skilled Crafts & Trades Workers	18	0	3.8
10	Clerical Personnel	6	2	7.0
11	Intermediate Sales & Service Personnel	3	0	5.6
12	Semi-Skilled Manual Workers	64	2	4.8
13	Other Sales & Service Personnel	16	0	6.3
14	Other Manual Workers	47	3	5.3
Total		204	9	5.1

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		Availability*
		#	Representation	
		11	0	4.3
		4	1	3.8
		17	1	4.6
		2	0	13.9
		10	0	7.8
		2	0	3.4
		9	0	3.5
		17	0	3.8
		9	2	7.0
		3	0	5.6
		65	1	4.8
		1	4	6.3
		68	0	5.3
Total		218	9	5.1

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Baxters Canada Inc.

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	4	2	0	0
04 Semi-Professionals & Technicians	4	3	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	3	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	56	23	0	0
Total	93	34	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	3	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
2	2	0	0
1	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
2	1	0	0
0	0	0	0
2	0	0	0
1	1	0	0
2	1	0	0
15	4	0	0
0	0	0	0
36	16	0	0
63	26	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Baxters Canada Inc.

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: 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	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	56	0	0	0
Total	93	1	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
2	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
2	0	0	0
1	0	0	0
2	0	0	0
15	0	0	0
0	0	0	0
36	0	0	0
63	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Baxters Canada Inc.

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: 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
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	4	2	0	0
04 Semi-Professionals & Technicians	4	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	56	5	0	0
Total	93	10	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
2	0	0	0
1	1	0	0
2	1	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
2	0	0	0
1	1	0	0
2	0	0	0
15	1	0	0
0	0	0	0
36	4	0	0
63	8	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Baxters Canada Inc.

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	01

End Date of Flow Data		
YYYY	MM	DD
2018	05	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: 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	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	4	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	2	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	4	0	0
13 Other Sales & Service Personnel	0	4	0	0
14 Other Manual Workers	56	0	0	0
Total	93	11	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
2	0	0	0
1	1	0	0
2	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
2	0	0	0
2	0	0	0
15	3	0	0
0	1	0	0
36	0	0	0
63	5	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

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 + 1	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 (EOG)	All Employees										First/Previous Short-term Goals									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	Actual			Projected	From - To		From - To										
	2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-01	Annually	Over 3 Years	2016	2019	%	%									
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%					
01 Senior Managers	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	27.4%	0	0	0.0%	0.0%					
02 Middle & Other Managers	6	18.6%		0	25.0%		0	0	0.0%	0	-1	0	38.9%	1	1	50.0%	50.0%						
03 Professionals	2	26.0%		0	33.3%		0	0	0.0%	0	1	0	50.1%	-1	-1	0.0%	0.0%						
04 Semi-Professionals & Tech	15	4.3%		0	12.5%		0	0	0.0%	0	-4	0	54.6%	4	4	80.0%	80.0%						
05 Supervisors	3	-12.6%		0	0.0%		0	0	0.0%	0	0	0	50.8%	0	0	66.7%	66.7%						
06 Supervisors: Crafts & Trades	8	7.7%		0	0.0%		0	0	0.0%	0	0	0	25.5%	0	0	25.0%	25.0%						
07 Administrative & Sr Clerical	2	0.0%		0	100.0%		0	1	0.0%	0	1	0	80.8%	-1	-1	50.0%	50.0%						
08 Skilled Sales & Service	13	-11.5%		0	0.0%		0	0	0.0%	0	6	0	49.5%	-6	-6	0.0%	0.0%						
09 Skilled Crafts & Trades	18	-1.9%		0	11.4%		0	0	0.0%	0	0	0	3.1%	0	0	5.6%	5.6%						
10 Clerical Personnel	6	14.5%		0	13.3%		0	0	0.0%	0	-2	0	62.5%	2	2	100.0%	100.0%						
11 Intermediate Sales & Service	3	0.0%		0	66.7%		0	0	0.0%	0	0	0	61.8%	0	0	66.7%	66.7%						
12 Semi-Skilled Manual	64	0.5%		0	23.3%		0	0	0.0%	0	-10	0	18.4%	10	10	34.4%	34.4%						
13 Other Sales & Service	16	-60.3%		0	0.0%		0	0	0.0%	0	7	0	51.1%	-7	-7	6.3%	6.3%						
14 Other Manual Workers	47	13.1%		0	62.6%		0	0	0.0%	0	-28	0	23.8%	28	28	83.0%	83.0%						
Total	204	2.2%		0	29.9%		0	0	0.0%	0	-30	0	29.8%	30	30	44.6%	44.6%						

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

‡ 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 (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	2	0.0	4	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	2	0.0	5	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		5	0.0	9	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

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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 + 1	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 (EOG)	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	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-01	Annually	Over 3 Years	Years	2016	2019						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	18.6%		0	25.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	2	26.0%		0	33.3%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	15	4.3%		0	12.5%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
05 Supervisors	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	8	7.7%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	2	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	13	-11.5%		0	0.0%		0	0	0	0.0%	0	0	0	1.4%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	18	-1.9%		0	11.4%		0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%	
10 Clerical Personnel	6	14.5%		0	13.3%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	3	0.0%		0	66.7%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	64	0.5%		0	23.3%		0	0	0	0.0%	0	1	0	0.9%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	16	-60.3%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	47	13.1%		0	62.6%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
Total	204	2.2%		0	29.9%		0	0	0	0.0%	0	2	0	1.0%	-2	-2	0.0%	0.0%	

† 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 (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	1	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	1	0.0

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Baxters Canada Inc.

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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 + 1	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 (EOG)		All Employees																				
		First/Previous Short-term Goals																				
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Persons with Disabilities										
		Number	Actual		Projected		Actual		Projected		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	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-04-01	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%	%			
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%			
01/02	Managers	7	9.3%		0	12.5%		0	0	0	0.0%	0	0	0	4.3%	0	0	0.0%	0.0%			
03	Professionals	2	26.0%		0	33.3%		0	0	1	0.0%	0	-1	0	3.8%	1	1	50.0%	50.0%			
04	Semi-Professionals & Tech	15	4.3%		0	12.5%		0	0	1	0.0%	0	0	0	4.6%	0	0	6.7%	6.7%			
05	Supervisors	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	8	7.7%		0	0.0%		0	0	0	0.0%	0	1	0	7.8%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	2	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	13	-11.5%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	0	0	0.0%	0.0%			
09	Skilled Crafts & Trades	18	-1.9%		0	11.4%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%			
10	Clerical Personnel	6	14.5%		0	13.3%		0	0	2	0.0%	0	-2	0	7.0%	2	2	33.3%	33.3%			
11	Intermediate Sales & Service	3	0.0%		0	66.7%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	64	0.5%		0	23.3%		0	0	2	0.0%	0	1	0	4.8%	-1	-1	3.1%	3.1%			
13	Other Sales & Service	16	-60.3%		0	0.0%		0	0	0	0.0%	0	1	0	6.3%	-1	-1	0.0%	0.0%			
14	Other Manual Workers	47	13.1%		0	62.6%		0	0	3	0.0%	0	-1	0	5.3%	1	1	6.4%	6.4%			
Total		204	2.2%		0	29.9%		0	0	9	0.0%	0	1	0	5.1%	-1	-1	4.4%	4.4%			

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	1	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	1	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	1	0.0	
13	Other Sales & Service	0	0.0	1	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		4		

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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 (EOG)	All Employees																	First/Previous Short-term Goals					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	Actual			Projected	From - To		YYYY - YYYY														
	2016-04-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-01	Annually	Over 3 Years	2016	2019															
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%									
01 Senior Managers	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%									
02 Middle & Other Managers	6	18.6%		0	25.0%		0	0	0.0%	0	1	0	0	15.0%	-1	-1	0.0%	0.0%									
03 Professionals	2	26.0%		0	33.3%		0	0	0.0%	0	1	0	0	35.4%	0	0	50.0%	50.0%									
04 Semi-Professionals & Tech	15	4.3%		0	12.5%		0	0	0.0%	0	1	0	0	15.3%	-1	-1	6.7%	6.7%									
05 Supervisors	3	-12.6%		0	0.0%		0	0	0.0%	0	1	0	0	16.7%	-1	-1	0.0%	0.0%									
06 Supervisors: Crafts & Trades	8	7.7%		0	0.0%		0	0	0.0%	0	1	0	0	8.8%	-1	-1	0.0%	0.0%									
07 Administrative & Sr Clerical	2	0.0%		0	100.0%		0	0	0.0%	0	0	0	0	12.2%	0	0	0.0%	0.0%									
08 Skilled Sales & Service	13	-11.5%		0	0.0%		0	0	0.0%	0	1	0	0	13.0%	-1	-1	7.7%	7.7%									
09 Skilled Crafts & Trades	18	-1.9%		0	11.4%		0	0	0.0%	0	1	0	0	5.3%	0	0	5.6%	5.6%									
10 Clerical Personnel	6	14.5%		0	13.3%		0	0	0.0%	0	1	0	0	17.4%	-1	-1	0.0%	0.0%									
11 Intermediate Sales & Service	3	0.0%		0	66.7%		0	0	0.0%	0	1	0	0	22.2%	-1	-1	0.0%	0.0%									
12 Semi-Skilled Manual	64	0.5%		0	23.3%		0	0	0.0%	0	4	0	11	22.7%	-11	-11	6.3%	6.3%									
13 Other Sales & Service	16	-60.3%		0	0.0%		0	0	0.0%	0	2	0	2	24.3%	-2	-2	12.5%	12.5%									
14 Other Manual Workers	47	13.1%		0	62.6%		0	0	0.0%	0	3	0	7	22.1%	-7	-7	6.4%	6.4%									
Total	204	2.2%		0	29.9%		0	0	0.0%	0	13	0	26	18.9%	-26	-26	6.4%	6.4%									

† 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 (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	1	0.0	0	0.0	
05 Supervisors	0	0.0	1	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	1	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	1	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	3	0.0	2	0.0	
13 Other Sales & Service	0	0.0	2	0.0	

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14	Other Manual Workers	2	0.0	5	0.0
Total		8		13	

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Part 3: Goals

Baxters Canada Inc.

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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 (EOG)	Subsequent/Current Short-term Goals																		
	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	Actual			Projected	From - To		From - To						
	2018-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-01	Annually	Over 3 Years	2018	2021	2018	2021					
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	18.6%	0.0%	0	25.0%	0.0%	0	0	3	0.0%	0	1	0	38.9%	38.9%	-1	-1	30.0%	30.0%
03 Professionals	4	26.0%	0.0%	0	33.3%	0.0%	0	0	2	0.0%	0	0	0	57.8%	57.8%	0	0	50.0%	50.0%
04 Semi-Professionals & Tech	17	4.3%	3.0%	2	12.5%	2.0%	1	3	14	2.0%	1	-3	0	53.2%	53.2%	5	3	82.4%	68.4%
05 Supervisors	2	-12.6%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	50.8%	50.8%	0	0	50.0%	50.0%
06 Supervisors: Crafts & Trades	10	7.7%	5.0%	2	0.0%	3.0%	1	3	3	3.0%	0	0	0	25.5%	25.5%	0	0	30.0%	25.0%
07 Administrative & Sr Clerical	2	0.0%	20.0%	1	100.0%	0.0%	0	1	1	0.0%	0	1	1	50.0%	80.8%	-1	0	50.0%	66.7%
08 Skilled Sales & Service	9	-11.5%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	4	0	43.9%	43.9%	-4	-4	0.0%	0.0%
09 Skilled Crafts & Trades	17	-1.9%	5.0%	3	11.4%	0.0%	0	3	1	0.0%	0	0	0	3.1%	3.1%	0	0	5.9%	5.0%
10 Clerical Personnel	9	14.5%	0.0%	0	13.3%	0.0%	0	0	6	0.0%	0	0	0	62.5%	62.5%	0	0	66.7%	66.7%
11 Intermediate Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	2	0.0%	0	0	0	61.8%	61.8%	0	0	66.7%	66.7%
12 Semi-Skilled Manual	65	0.5%	6.0%	12	23.3%	3.0%	6	18	20	3.0%	2	-4	0	18.4%	18.4%	8	4	30.8%	23.4%
13 Other Sales & Service	1	-60.3%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	51.1%	51.1%	0	0	100.0%	100.0%
14 Other Manual Workers	68	13.1%	5.0%	10	62.6%	3.0%	6	16	38	3.0%	3	-16	0	23.8%	23.8%	22	16	55.9%	44.9%
Total	218	2.2%		0	29.9%		0	0	92	0.0%	0	-31	0	28.1%	28.1%	31	31	42.2%	42.2%

† 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 (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	38.9	38.9%	
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	50.0	50.0%	
08 Skilled Sales & Service	43.9	43.9%	
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

Total		0.0		
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Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

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 (EOG)	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	Actual			Projected	From - To		YYYY - YYYY						
	2018-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-01	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	18.6%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	4	26.0%	0.0%	0	33.3%	0.0%	0	0	1	0.0%	0	-1	0	1.6%	1	1	25.0%	25.0%	
04 Semi-Professionals & Tech	17	4.3%	3.0%	2	12.5%	2.0%	1	3	0	2.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
05 Supervisors	2	-12.6%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	10	7.7%	5.0%	2	0.0%	3.0%	1	3	0	3.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	2	0.0%	20.0%	1	100.0%	0.0%	0	1	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	9	-11.5%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	2.1%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	17	-1.9%	5.0%	3	11.4%	0.0%	0	3	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%	
10 Clerical Personnel	9	14.5%	0.0%	0	13.3%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	65	0.5%	6.0%	12	23.3%	3.0%	6	18	0	3.0%	0	1	0	0.9%	0.9%	-1	-1	0.0%	0.0%
13 Other Sales & Service	1	-60.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	68	13.1%	5.0%	10	62.6%	3.0%	6	16	0	3.0%	0	1	0	0.8%	0.8%	-1	-1	0.0%	0.0%
Total	218	2.2%		0	29.9%		0	0	1	0.0%	0	1	0		1.0%	-1	-1	0.5%	0.5%

† 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 (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.9	0.9	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.8	0.8	

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

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 + 1	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

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		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
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years					
		2018-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-01	Annually	Over 3 Years	2018	2021	2018	2021					
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01/02	Managers	11	9.3%	0.0%	0	12.5%	0.0%	0	0	0.0%	0	0	0	0	4.3%	0	0	0.0%	0.0%	
03	Professionals	4	26.0%	0.0%	0	33.3%	0.0%	0	0	0.0%	1	0.0%	0	-1	0	3.8%	1	1	25.0%	25.0%
04	Semi-Professionals & Tech	17	4.3%	0.0%	0	12.5%	2.0%	1	1	2.0%	0	0	0	0	4.6%	0	0	0	5.9%	5.9%
05	Supervisors	2	-12.6%	3.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	13.9%	0	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	10	7.7%	5.0%	2	0.0%	3.0%	1	3	3.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07	Administrative & Sr Clerical	2	0.0%	20.0%	1	100.0%	0.0%	0	1	0.0%	0	0	0	0	3.4%	0	0	0	0.0%	0.0%
08	Skilled Sales & Service	9	-11.5%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	3.5%	0	0	0	0.0%	0.0%
09	Skilled Crafts & Trades	17	-1.9%	5.0%	3	11.4%	0.0%	0	3	0.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%	
10	Clerical Personnel	9	14.5%	0.0%	0	13.3%	0.0%	0	0	0.0%	0	-1	0	0	7.0%	1	1	22.2%	22.2%	
11	Intermediate Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0.0%	0	0	0	0	5.6%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	65	0.5%	6.0%	12	23.3%	3.0%	6	18	3.0%	0	3	1	4.8%	4.8%	-2	-2	1.5%	2.6%	
13	Other Sales & Service	1	-60.3%	0.0%	0	0.0%	0.0%	0	0	0.0%	4	0	-4	0	6.3%	4	4	400.0%	400.0%	
14	Other Manual Workers	68	13.1%	5.0%	10	62.6%	3.0%	6	16	3.0%	0	4	1	5.3%	5.3%	-4	-3	0.0%	1.3%	
Total		218	2.2%		0	29.9%		0	0	0.0%	9	0.0%	0	2	0	5.1%	-2	-2	4.1%	4.1%

† 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	0.0				
03	Professionals	0.0				
04	Semi-Professionals & Tech	0.0				
05	Supervisors	0.0				
06	Supervisors: Crafts & Trades	7.8		7.8%		
07	Administrative & Sr Clerical	0.0				
08	Skilled Sales & Service	0.0				
09	Skilled Crafts & Trades	3.8		3.8%		
10	Clerical Personnel	0.0				
11	Intermediate Sales & Service	0.0				
12	Semi-Skilled Manual	4.8		4.8%		
13	Other Sales & Service	0.0				
14	Other Manual Workers	5.3		5.3%		
Total		0.0		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

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

Employment Equity Occupational Group (EOG)	Subsequent/Current 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	Actual			Projected	Over 3 Years		Over 3 Years	From - To					
	2018-05-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-01	Annually	Over 3 Years	2018	2021	2018	2021					
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	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%
02 Middle & Other Managers	10	18.6%	0.0%	0	25.0%	0.0%	0	0	0	0.0%	0	0	0	15.0%	0.0%	0	0	0.0%	0.0%
03 Professionals	4	26.0%	0.0%	0	33.3%	0.0%	0	0	0	0.0%	0	0	0	26.2%	0.0%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	17	4.3%	3.0%	2	12.5%	2.0%	1	3	2	2.0%	0	-2	0	14.8%	2.0%	2	2	11.8%	10.5%
05 Supervisors	2	-12.6%	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	10	7.7%	5.0%	2	0.0%	3.0%	1	3	0	3.0%	0	0	0	8.8%	0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	2	0.0%	20.0%	1	100.0%	0.0%	0	1	1	0.0%	0	-1	0	1.0%	1.0%	1	1	50.0%	33.3%
08 Skilled Sales & Service	9	-11.5%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	1.0%	1.0%	1	1	11.1%	11.1%
09 Skilled Crafts & Trades	17	-1.9%	5.0%	3	11.4%	0.0%	0	3	1	0.0%	0	-1	0	1.0%	0.0%	1	1	5.9%	5.0%
10 Clerical Personnel	9	14.5%	0.0%	0	13.3%	0.0%	0	0	0	0.0%	0	0	0	17.4%	0.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0	22.2%	0.0%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	65	0.5%	6.0%	12	23.3%	3.0%	6	18	5	3.0%	0	-1	4	22.7%	5.0%	2	5	7.7%	11.7%
13 Other Sales & Service	1	-60.3%	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	68	13.1%	5.0%	10	62.6%	3.0%	6	16	8	3.0%	1	-1	4	22.1%	8.0%	3	5	11.8%	14.1%
Total	218	2.2%		0	29.9%		0	0	18	0.0%	0	23	0	18.9%		-23	-23	8.3%	8.3%

† 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 (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	15.0	15.0%	
03 Professionals	26.2	26.2%	
04 Semi-Professionals & Tech	14.8	14.8%	
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	8.8	8.8%	
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	17.4	17.4%	
11 Intermediate Sales & Service	22.2	22.2%	
12 Semi-Skilled Manual	22.7	22.7%	
13 Other Sales & Service	0.0		
14 Other Manual Workers	22.1	22.1%	

Federal Contractors Program Achievement Report

Part 3: Goals

Baxters Canada Inc.

YYYY-MM-DD

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Baxters Canada Inc.

YYYY-MM-DD

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						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	27.4	0	0	0.0																
	2018	1	0	0.0	27.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	6	3	50.0	38.9	2	1	128.5																
	2018	10	3	30.0	38.9	4	-1	77.1	4	1	25.0	2	-1	1	1	100.0	1	1	2	2	100.0	1	1	
03 Professionals	2016	2	0	0.0	50.1	1	-1	0.0																
	2018	4	2	50.0	57.8	2	0	86.5	4	2	50.0	2	0	0	0	0.0	0	0	1	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	15	12	80.0	54.6	8	4	146.5																
	2018	17	14	82.4	53.2	9	5	154.8	4	3	75.0	2	1	0	0	0.0	0	0	2	1	50.0	2	-1	
05 Supervisors	2016	3	2	66.7	50.8	2	0	131.2																
	2018	2	1	50.0	50.8	1	0	98.4	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	8	2	25.0	25.5	2	0	98.0																
	2018	10	3	30.0	25.5	3	0	117.6	0	0	0.0	0	0	2	1	50.0	1	1	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			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2018	3	2	66.7	0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2021	3	2	66.7			38.9	171.4			0.4	17138.0		
03 Professionals	2018	3	2	66.7	1	200.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	3	2	66.7			0.0	0.0			0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	2	3	150.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	2	3	150.0			0.0	0.0			0.0	0.0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Baxters Canada Inc.

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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 (EOG)	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	2016	2	1	50.0	80.8	2	-1	61.9																		
	2018	2	1	50.0	80.8	2	-1	61.9	3	1	33.3	2	-1	0	0	0.0	0	0	0	2	1	50.0	1	0		
08 Skilled Sales & Service Personnel	2016	13	0	0.0	49.5	6	-6	0.0																		
	2018	9	0	0.0	43.9	4	-4	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
09 Skilled Crafts & Trades Workers	2016	18	1	5.6	3.1	1	0	179.2																		
	2018	17	1	5.9	3.1	1	0	189.8	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0		
10 Clerical Personnel	2016	6	6	100.0	62.5	4	2	160.0																		
	2018	9	6	66.7	62.5	6	0	106.7	3	1	33.3	2	-1	0	0	0.0	0	0	0	1	1	100.0	1	0		
11 Intermediate Sales & Service Personnel	2016	3	2	66.7	61.8	2	0	107.9																		
	2018	3	2	66.7	61.8	2	0	107.9	0	0	0.0	0	0	2	1	50.0	1	0	0	2	1	50.0	1	0		
12 Semi-Skilled Manual Workers	2016	64	22	34.4	18.4	12	10	186.8																		
	2018	65	20	30.8	18.4	12	8	167.2	16	3	18.8	3	0	0	0	0.0	0	0	0	15	4	26.7	5	-1		

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 (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			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	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	1	1	100.0			50.0	200.0				0.5	20000.0									
08 Skilled Sales & Service Personnel	2018	1	0	0.0	2	0.0	0.0	0.0	4	0.0	0.0	0.0										
	2021	1	0	0.0			43.9	0.0				0.4	0.0									
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0			0.0	0.0				0.0	0.0									
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	2	1	50.0			0.0	0.0				0.0	0.0									
11 Intermediate Sales & Service Personnel	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	1	0.0			0.0	0.0				0.0	0.0									
12 Semi-Skilled Manual Workers	2018	1	3	300.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	1	3	300.0			0.0	0.0				0.0	0.0									

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Part 4: Results - Women

Baxters Canada Inc.

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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						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	16	1	6.3	51.1	8	-7	12.2																
	2018	1	1	100.0	51.1	1	0	195.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	47	39	83.0	23.8	11	28	348.7																
	2018	68	38	55.9	23.8	16	22	234.8	56	23	41.1	13	10	0	0	0.0	0	0	0	36	16	44.4	30	-14
Total	2016	204	91	44.6	29.8	61	30	149.7																
	2018	218	92	42.2	28.1	61	31	150.2	93	34	36.6	26	8	5	3	60.0	2	1	63	26	41.3	28	-2	

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	2018	0	0	0.0	2	0.0	0.0	0.0	5	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	20	23	115.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	23	115.0			0.0	0.0			0.0	0.0		
Total	2018	35	37	105.7	5	740.0	0.0	0.0	9	411.1	0.0	0.0		
	2021	35	37	105.7			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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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	2016	1	0	0.0	2.9	0	0	0.0																	
	2018	1	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2016	6	0	0.0	2.2	0	0	0.0																	
	2018	10	0	0.0	2.2	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	
03 Professionals	2016	2	0	0.0	0.9	0	0	0.0																	
	2018	4	1	25.0	1.6	0	1	1,562.5	4	1	25.0	0	1	0	0	0	0	0	1	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2016	15	0	0.0	0.8	0	0	0.0																	
	2018	17	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
05 Supervisors	2016	3	0	0.0	0.8	0	0	0.0																	
	2018	2	0	0.0	0.8	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	2016	8	0	0.0	0.8	0	0	0.0																	
	2018	10	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	2	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	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0			0	0.0			0	0.0		0.0	
02 Middle & Other Managers	2018	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	3	0	0.0			0	0.0			0	0.0		0.0	
03 Professionals	2018	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	3	1	33.3			0	0.0			0	0.0		0.0	
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	0	0.0			0	0.0			0	0.0		0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0			0	0.0			0	0.0		0.0	
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	0	0.0			0	0.0			0	0.0		0.0	

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ 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 (EOG)	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	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	2	0	0.0	0.7	0	0	0.0																	
	2018	2	0	0.0	0.7	0	0	0.0	3	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	13	0	0.0	1.4	0	0	0.0																	
	2018	9	0	0.0	2.1	0	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	18	0	0.0	1.7	0	0	0.0																	
	2018	17	0	0.0	1.7	0	0	0.0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	6	0	0.0	0.8	0	0	0.0																	
	2018	9	0	0.0	0.8	0	0	0.0	3	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	0.9	0	0	0.0																	
	2018	3	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	64	0	0.0	0.9	1	-1	0.0																	
	2018	65	0	0.0	0.9	1	-1	0.0	16	0	0.0	0	0	0	0	0	0.0	0	0	0	15	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 (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples									
			Actual	Goal	Percent of Goal Met	Percent of Goal Met		Goal	Percent of Goal Met	Percent of Goal Met	Goal		Percent of Goal Met	Percent of Goal Met								
#	#	%	%	#	%	%	%	#	%	%	%	#	%	%	%							
07 Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	1	0	0.0																		
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	1	0	0.0																		
09 Skilled Crafts & Trades Workers	2018	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						
	2021	0	0	0.0																		
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	2	0	0.0																		
11 Intermediate Sales & Service Personnel	2018	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						
	2021	0	0	0.0																		
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0						
	2021	1	0	0.0																		

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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	Actual		Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	16	0	0.0	0.8	0	0	0.0																
	2018	1	0	0.0	0.8	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	2016	47	0	0.0	0.8	0	0	0.0																
	2018	68	0	0.0	0.8	1	-1	0.0	56	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2016	204	0	0.0	1.0	2	-2	0.0																
	2018	218	1	0.5	1.0	2	-1	45.9	93	1	1.1	1	0	5	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			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	20	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	0	0.0			0.8	0.0			0.8	0.0		
Total	2018	35	1	2.9	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	35	1	2.9			0.0	0.0			0.0	0.0		

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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 (EOG)	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			
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01&02 Managers	2016	7	0	0.0	4.3	0	0	0.0																
	2018	11	0	0.0	4.3	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
03 Professionals	2016	2	1	50.0	3.8	0	1	1315.8																
	2018	4	1	25.0	3.8	0	1	657.9	4	2	50.0	0	2	0	0	0	0.0	0	0	1	1	100.0	1	1
04 Semi-Professionals & Technicians	2016	15	1	6.7	4.6	1	0	144.9																
	2018	17	1	5.9	4.6	1	0	127.9	4	1	25.0	0	1	0	0	0	0.0	0	0	2	1	50.0	0	1
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																
	2018	2	0	0.0	13.9	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	2016	8	0	0.0	7.8	1	-1	0.0																
	2018	10	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	0	2	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 (EOG)	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		
#	#	%	#	%	%	#	%	%	#	%	%			
01&02 Managers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2018	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	2	66.7			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			7.8	0.0			0.1	0.0		

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ 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 (EOG)	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								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	2	0	0.0	3.4	0	0	0.0																	
	2018	2	0	0.0	3.4	0	0	0.0	3	0	0.0	0	0	0	0	0	0	0	0	0	2	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	13	0	0.0	3.5	0	0	0.0																	
	2018	9	0	0.0	3.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	18	0	0.0	3.8	1	-1	0.0																	
	2018	17	0	0.0	3.8	1	-1	0.0	2	0	0.0	0	0	0	0	0	0	0	0	2	0	0.0	0	0	
10 Clerical Personnel	2016	6	2	33.3	7.0	0	2	476.2																	
	2018	9	2	22.2	7.0	1	1	317.5	3	1	33.3	0	1	0	0	0	0.0	0	0	1	1	100.0	0	1	
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	5.6	0	0	0.0																	
	2018	3	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	64	2	3.1	4.8	3	-1	65.1																	
	2018	65	1	1.5	4.8	3	-2	32.1	16	1	6.3	1	0	0	0	0	0.0	0	0	15	1	6.7	0	1	

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 (EOG)	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	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0				0.0		
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0				0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			3.8	0.0				0.0		
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			0.0	0.0				0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0				0.0		
12 Semi-Skilled Manual Workers	2018	1	1	100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	1	1	100.0			4.8	2083.3				208333.3		

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	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						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2016	16	0	0.0	6.3	1	-1	0.0																		
	2018	1	4	400.0	6.3	0	4	6,349.2	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2016	47	3	6.4	5.3	2	1	120.4																		
	2018	68	0	0.0	5.3	4	-4	0.0	56	5	8.9	3	2	0	0	0.0	0	0	0	36	4	11.1	2	2		
Total	2016	204	9	4.4	5.1	10	-1	86.5																		
	2018	218	9	4.1	5.1	11	-2	80.9	93	10	10.8	5	5	5	0	0.0	0	0	0	63	8	12.7	3	5		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	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	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	20	5	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	5	25.0			5.3	471.7			0.1	47169.8		
Total	2018	35	10	28.6	0	0.0	0.0	0.0	4	250.0	0.0	0.0		
	2021	35	10	28.6			0.0	0.0			0.0	0.0		

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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	2016	1	0	0.0	10.1	0	0	0.0																	
	2018	1	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
02 Middle & Other Managers	2016	6	0	0.0	15.0	1	-1	0.0																	
	2018	10	0	0.0	0.0	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	0
03 Professionals	2016	2	1	50.0	35.4	1	0	141.2																	
	2018	4	0	0.0	0.0	0	0	0.0	4	1	25.0	0	1	0	0	0	0.0	0	0	1	1	100.0	1	1	
04 Semi-Professionals & Technicians	2016	15	1	6.7	15.3	2	-1	43.6																	
	2018	17	2	11.8	2.0	0	2	588.2	4	1	25.0	0	1	0	0	0.0	0	0	2	0	0.0	0	0	0	
05 Supervisors	2016	3	0	0.0	16.7	1	-1	0.0																	
	2018	2	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	2016	8	0	0.0	8.8	1	-1	0.0																	
	2018	10	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	2	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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	3	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			15.0	0.0			0.2	0.0		
03 Professionals	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3			26.2	127.2			0.3	12722.6		
04 Semi-Professionals & Technicians	2018	2	1	50.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			14.8	337.8			0.1	33783.8		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			8.8	0.0			0.1	0.0		

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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 (EOG)	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	2016	2	0	0.0	12.2	0	0	0	0.0	3	1	33.3	0	1	0	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	2	1	50.0	1.0	0	1	5,000.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	13	1	7.7	13.0	2	-1	59.2	1	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	9	1	11.1	1.0	0	1	1,111.1	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	18	1	5.6	5.3	1	0	104.8	2	0	0.0	0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0
	2018	17	1	5.9	1.0	0	1	588.2	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	6	0	0.0	17.4	1	-1	0.0	3	0	0.0	0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
	2018	9	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
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	22.2	1	-1	0.0	0	0	0.0	0	0	0	2	0	0	0.0	0	0	2	0	0.0	0	0	0
	2018	3	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
12 Semi-Skilled Manual Workers	2016	64	4	6.3	22.7	15	-11	27.5	16	4	25.0	1	3	0	0	0	0	0.0	0	0	15	3	20.0	1	2	
	2018	65	5	7.7	5.0	3	2	153.8	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 (EOG)	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			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	1	100.0			0.0	0.0			0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	
	2021	2	0	0.0			17.4	0.0			0.2	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			22.2	0.0			0.2	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	1	4	400.0	3	133.3	0.0	0.0	2	200.0	0.0	0.0	0.0	
	2021	1	4	400.0			22.7	1762.1			0.2	176211.5	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Baxters Canada Inc.

YYYY-MM-DD

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	2016	16	2	12.5	24.3	4	-2	51.4																	
	2018	1	0	0.0	0.0	0	0	0.0	0	4	0.0	0	4	0	0	0.0	0	0	0	0	0	1	0.0	0	1
14 Other Manual Workers	2016	47	3	6.4	22.1	10	-7	28.9																	
	2018	68	8	11.8	8.0	5	3	147.1	56	0	0.0	4	-4	0	0	0.0	0	0	0	0	36	0	0.0	2	-2
Total	2016	204	13	6.4	18.9	39	-26	33.7																	
	2018	218	18	8.3	18.9	41	-23	43.7	93	11	11.8	18	-7	5	0	0.0	0	0	0	63	5	7.9	4	1	

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	2018	0	4	0.0	0	0.0	0.0	0.0	2	200.0	0.0	0.0		
	2021	0	4	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	20	0	0.0	2	0.0	0.0	0.0	5	0.0	0.0	0.0		
	2021	20	0	0.0			22.1	0.0			0.2	0.0		
Total	2018	35	11	31.4	8	137.5	0.0	0.0	13	84.6	0.0	0.0		
	2021	35	11	31.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Baxters Canada Inc.
YYYY-MM-DD

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):

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).

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

- Other.

Additional Details

Please provide any additional information (optional):

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: Baxters Canada Inc.

Primary Location: Montréal, Québec

Number of Employees: 218 – all located in Quebec

Organization Overview:

NAIC 3114: Fruit and vegetable preserving and specialty food manufacturing

Baxters Canada Inc. is a supplier of canned soup in Canada, and markets its own brands, such as Aylmer and Primo. The company also manufactures meals in flexible pouches.

Key Dates – First Year Assessment

Initiated: 2016-04-01 (Extension granted to 2016-10-14)
 Received: 2016-10-14
 Closed: 2016-10-19
 WFA: 2016-04-01

Key Dates – Subsequent Assessment

Initiated: 2018-05-13
 Received: 2018-05-07
 WFA: 2018-05-01

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

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

The organization had set its hiring and promotion goals in hard numbers format. To note, the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation.

Women

3.	Professionals	Goal met (200%)
8.	Skilled Sales & Service Personnel	Goal not met (0%)
13	Other Sales & Service Personnel	Goal not met (0%)

Assessment/Observations

- EEOG 08: There was one new entrant for this EEOG, and it was not a woman. This is below the goal that the organization had set of hiring two women for this EEOG. Since 2016, there was a reduction from 13 to nine staff in this EEOG.
- EEOG 13: There were no new entrants for this EEOG. The organization had set the short-term goal for this EEOG of hiring two women. This EEOG also saw a reduction in staff from 2016 going from 16 to one.

Aboriginal Peoples

Assessment/Observations

- EEOG 12: In 2016, the organization had a gap of -1 for Aboriginal peoples in this EEOG. However, no short term goals were set to address the gap and this was accepted during the previous compliance assessment. There were a total of 16 new entrants in this occupational group since 2016 and none self-identified as being an Aboriginal person; this is to be expected given the 0.9% labour market availability.

Persons with Disabilities

Assessment/Observations

- In 2016, the organization had gaps of -1 for persons with disabilities in EEOGs 06, 09, 12, and 13. However, no short term goals were set to address the gaps and this was accepted during the previous compliance assessment.
 - EEOG 06: There were two new entrants, and none were persons with disabilities.
 - EEOG 09: There were two new entrants, and none were persons with disabilities.
 - EEOG 12: There were 16 new entrants, and one was a person with disabilities. This represents a hiring rate of 6.3% which is above the labour market availability of 4.8%.
 - EEOG 13: There were no new entrants for this EEOG.

Members of Visible Minorities

2.	Middle & Other Managers	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal met (100%)
8.	Skilled Sales & Service Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal met (133%)
14.	Other Manual Workers	Goal met (200%)

Assessment/Observations

- EEOG 02: There were five new entrants, and none were members of visible minorities. This is below the goal that the organization had set of hiring one member of visible minorities for this EEOG.
- EEOG 04: There were four new entrants, and one was a member of visible minorities. The short term goal that had been accepted for this EEOG was one member of visible minorities; therefore this goal has been met.
- EEOG 08: There was one new entrant that was not a member of visible minorities. This is below the goal that the organization had set of hiring one member of visible minorities for this EEOG.
- EEOG 12: There were 16 new entrants, and four were members of visible minorities. The short term goal that had been accepted for this EEOG was three members of visible minorities; therefore this goal has been met.
- EEOG 14: There were 56 new entrants, and four were members of visible minorities. The short term goal that had been accepted for this EEOG was two members of visible minorities; therefore this goal has been met. However, it is important to note that this is below labour market availability for this EEOG.
- In 2016, the organization had gaps of -1 for members of visible minorities in EEOGs 05, 06, 10, and 11 and a gap of -2 for EEOG 13. However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment.
 - EEOG 05: There were no new entrants for this EEOG.
 - EEOG 06: There were two new entrants, and none were members of visible minorities.
 - EEOG 10: There were three new entrants, and none were members of visible minorities.
 - EEOG 11: There were two new entrants, and none were members of visible minorities.
 - EEOG 13: There were no new entrants for this EEOG.

ASSESSMENT OF REASONABLE EFFORTS

Of the eight goals that the organization had set during their first compliance assessment, four have been met and four have not.

In several EEOGs, there were insufficient hires to expect reasonable progress towards closing the goals to be made. It is also important to note that this assessment covers two years and not three, going from April 2016, to May 2018. Given that goals were not set for many gaps in representation found in the previous workforce analysis and that the organization has only had two years to achieve its goals, it is recommended that focus be on the current workforce analysis and ensuring that appropriate goals be set for the next three years.

ASSESSMENT OF SHORT-TERM GOALS

For all new and outstanding gaps, a short-term goal was set in percentage and is at least equal to availability.

Long-term goals

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

The organization has set its long-term goals at the labour market availability. Given the difficulties the organization has had in achieving its short term goals and the low turnover rate the company is expecting in the next few years, this seems reasonable and appropriate.

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:

- Given that Baxters Canada has a number of gaps for women, Aboriginal peoples, persons with disabilities and members of visible minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these four groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.
- If not already done, Baxters Canada may want to consider partnering with groups or associations in order to do more recruitment outreach in order to attract potential candidates that are members of the designated groups.

Name of Analyst: Marie-Josée Lemery

Date: May 30, 2018

From: Lemery, Marie-Josée M [NC] On Behalf Of EE-EME
Sent: June 8, 2018 11:58 AM
To: 'jacynthe.dicaire@baxters.com' <jacynthe.dicaire@baxters.com>
Subject: Government of Canada Agreement Number 050278 -
Notice of Compliance with the Federal Contractors Program

This information is also available in French, upon request

Mrs Jacynthe Dicaire,

Please be advised that the subsequent conformity assessment undertaken on the May 13th, 2018 is now complete. The assessment concluded that Baxters Canada Inc is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information submitted by Baxters Canada Inc, we have made recommendations that will ensure the success of their employment equity program:

- As a number of gaps remain, it would be beneficial for the company to conduct an employment systems review (ESR) of its recruitment and hiring policies and practices to identify any potential barriers to the recruitment and retention of members of each designated group;
- The completion of an ESR, which will identify and eliminate potential barriers to achieving employment equity in the workplace, could help the company achieve its new goals. A guide on how to conduct an ESR can be found at <https://equity.esdc.gc.ca/docs/Etape2-2FR.pdf>.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on the Subsequent Assessment Initiated May 13th, 2021. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When Baxters Canada Inc receives notification of the next assessment, you will be required to provide the following information before the due date:

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, Baxters Canada Inc will need to demonstrate that it has made reasonable efforts to achieve its objectives. We encourage your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;
- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the Workplace Equity Information Management System (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrsdcc-rhdcc.gc.ca

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team

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



Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIM)
en ligne, un espace consacré à tout employeurs. Envoyez nous vos questions
ou contactez-nous en ligne Workplace Equity, Diversity and Inclusion Forum (WEDIF) en ligne
space consacré à tout employeurs. Envoyez-nous vos questions