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

Agreement N°: Oke 1410 OFFICIAL USE ONLY

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

☐ New Agreement	BES	ST AVAILABLE CO	PY	
[2] Ravised Agreement				
	ORGANIZATION			
Legal Name of Organization		Parent company is loca	tori Audeiria	· / anada
Brown's Fine Food Services Inc.				
		☐ Yes	i	Z)+60
Operating Name (if different from Legal Name of Organiza	ilion)	Procurement Busines	a Morribar	
		Total number of employ (Full-Time/Part Time/Te	688 IT C	680
Grganization's Narth American Industry Classification Sys	ton NACS Con N	To the your cross sales		Colora
722310		YISK TROP/YYYYY SKARCAN	ngc ca/sub	ecos-sujets/standard
		nometroks-soen/200	76elos-300	inC21-eng htm

Official use only (if information above is incorrect)				
	Total number of employees in Canad	•		NAICS Code No

	HEAD OFFICE			
Address (buiding number, street, suite, etc.) 844 Division Street	Qy.) vince	Postal Cade
	Kingston			1878 4C3
	Telephone Number		x Neurober	
			3 = 5 4 6 =	7171
	MPLOYMENT EQUITY CONT.	ACT	manamatania	
148/26 (2/23)	The second	iano de la constanta de la con	***************************************	······································
Teresa Lucas	Ruman Resout	ces Manager		
Telephone Number	Elmei Address			
613-548-8391 ext 217		brovna.ca	***************************************	
	GERTIFICATION			
The above-harved organization				***************************************
 having a combined workforce of 100 or more pe 	manent full-lime, permanent part-	ing and temporary en	olovees."	Navira Worked
12 weeks or more in Canada, AND	***************************************	,		*
 intending to bid on, or being in receipt of, a fede 	rel government goods or services (contract, standing offer	or contri	ct is sued under a
Supply Arrengement, valued at \$1,000,000 or m				
Hereby certifies its commitment to implement or mail instrument. In Keeping with the Federal Contractors	ntain employment equity on an on-	going basis, beyond the	e period	of the procurement
please rater to http://www.hrsdc.gc.ca/eng/ebour/e	oceania in the second of t		11 Branch Labor	s congressy or considerations
Interpretaria material identity in the American in the Same	3			a celebration and a contract of the contract of the celebration and the celebration of th
important note: If an audit of the Agreement ic imp the procurement instrument(s) with the Government	of Canada may be terminated		arene per	

	SIGNATORY			
NOTE: The signatory must be the Chief Executive (Officer OR an authorized person in	an executive position	with legal	authority to sign a
Contract on behalf of the organization. Name (print)				
Alan Kenned		nt Administrati	AA/81A	anno 1 Y
Talegbone Number	E-mai Address		***************************************	**************************************
613-548-839	alankernedy@	browns.ca		
Schalue	Date			
	July 24/13			
	RETURN MSTRUCTIONS		******************	
IMPORTANT				
. The original copy of the signed Agreement to	implement Emericanica Carlos	forest serves to a company	1000 1	us December 1
at: (819) 953-8768 or by e-mail at: ee-eme@h	redc-rhdcc.gc.ca		#*** L/#***	ee : :429:300 1011,



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

Reporting Period 2016-01-01 to 2016-12-31

GEOGRAPHICAL AREAS

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

		Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	370	163	19	552
Québec	22	11	0	33
Nova Scotia	4	2	0	6
New Brunswick	21	9	1	31
Total Employees in	Canada			622

	Cen	sus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Toronto	14	4	0	18
Saint John	1	0	0	1
Québec	1	0	0	1
Kingston	122	45	8	175
Ottawa - Gatineau	43	4	1	48
Oshawa	2	0	0	2
Peterborough	3	41	3	47
Hamilton	3	1	0	4
London	37	8	0	45
N.B. less CMA	20	9	1	30
N.S. less CMA	. 4	2	0	6
Ont. less CMA	as 146	60	7	213
Que. less CMA	As 21	11	0	32
Total Employe	es in Canada	•		622



Employment and Social Emploi et Développement Development Canada social Canada

Brown's Fine Food Services Inc. (certificate # 061410) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

Occupational Group		,	All Employee	S		original Peo _l	ples		ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1	1										
	Total	2	2										
Middle and Other Managers	4	2	1	1									
Top Range: \$100,000 and over	3	13	5	8									
Bottom Range: Under \$5,000	2	35	9	26	1		1				3		3
	1	46		46							1		1
	Total	96	15	81	1		1				4		Δ
Professionals	4	1	1										
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 40,000 - \$44,999	2	2	1	1									
	1	1		1									
	Total	4	2	2									
Semi-Professionals and Technicians	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1	1										
	Total	1	1										

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Supervisors	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men V Col. 6	Women Col. 7	Total Col. 8	Persons with Disabilities tal Men Wo	Women Col. 10	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	
Supervisors Top Range: \$ 55,000 - \$59,999	3 4	1 2		1 2								
Bottom Range: \$ 20,000 - \$24,999	2	4		4								
	_	11	4	7	1		1	1	1			_
	Total	18	4	14	1		-	1	1			_
Administrative and Senior Clerical Personnel	4											_
Top Range: \$ 50,000 - \$54,999	3											
Bottom Range: \$ 50,000 - \$54,999	2											
	_	_	1									L
	Total	1	1									
Skilled Sales and Service Personnel	4	5	5		1	1						_
Top Range: \$ 60,000 - \$64,999	ယ	7	6	1								_
Bottom Range: \$ 10,000 - \$14,999	2	50	20	30	3	1	2	3	2	1		ယ
	_	10	5	5								3
	Total	72	36	36	4	2	2	3	2	1		8
Clerical Personnel	4	_1		1								
Top Range: \$ 45,000 - \$49,999	3											
Bottom Range: \$ 30,000 - \$34,999	2	1		1								
	_	2		2								
	Total	4		4								

Page 2 of 15

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2016-01-01 to 2016-12-31

Total Number of Employees	Тс		Bottom Range: Under \$5,000	Top Range: \$ 40,000 - \$44,999	Other Sales and Service Personnel	Salary Range Q: Col. 1	
	Total		2	ω	4	QTR	
370	172	ယ	15	149	5	Total Col. 2	. >
88	27		2	21	4	Men Col. 3	All Employees
282	145	3	13	128	1	Women Col. 4	0 ,
12	6	1		5		Total Col. 5	Ab
ယ	1			_		Men Col. 6	Aboriginal Peoples
9	5	_		4		Women Col. 7	iles
21	17		1	16		Total Col. 8	Perso
7	4		1	3		Men Col. 9	Persons with Disabilities
14	13			13		Women Col. 10	ilities
29	16			15	1	Total Col. 11	Members
7	2			2		Men Col. 12	Members of Visible Minorities
22	14			13	1	Women Col. 13	inorities

Occupational Group		Þ	All Employees		Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR		Men	_	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4	1		1									
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 10,000 - \$14,999	2												
	1	2	1	1							1		1
	Total	3	-1	2							1		1
Skilled Sales and Service Personnel	4	2	1	1				1		1			
Top Range: \$ 25,000 - \$29,999	3	7	5	2				1	1		1		1
Bottom Range: Under \$5,000	2	1		1									
	1	4	1	ဒ									
	Total	14	7	7				2	1	1	1		1
Intermediate Sales and Service Personnel	4	6		ڻ. ن									
Top Range: \$ 5,000 - \$ 9,999	ဒ												
Bottom Range: Under \$5,000	2												
	1			_									
	Total	7	-	6									
Other Sales and Service Personnel	4	14		14							2		2
Top Range: \$ 25,000 - \$29,999	ယ	7		7									
Bottom Range: Under \$5,000	2	79	17	62				6	4	2	7	2	51
	1	39	12	27	2		2	3	2	1	1		1
	Total	139	29	110	2		2	9	6	ω	10	2	8

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario Reporting Period 2016-01-01 to 2016-12-31

Occupational Group		A	All Employees	3	Ab	original Peoples	les	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	inorities
Salary Range (QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		162	38	125	J		3	<u> </u>	7	_	40	s	10

Employment and Social Emploi et Développement Development Canada social Canada

Brown's Fine Food Services Inc. (certificate # 061410) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Temporary / Ontario Reporting Period 2016-01-01 to 2016-12-31

Occupational Group		,	All Employee:	S		original Peo	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1		1									
	Total	1		1									
Supervisors	4	1		1									
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: Under \$5,000	2	1		1									
	1	1	1										
	Total	3	1	2									
Skilled Sales and Service Personnel	4	1		1									
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 10,000 - \$14,999	2												
	1	1	1										
	Total	2	1	1									
Other Sales and Service Personnel	4	4		4									
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 5,000 - \$ 9,999	2	5	1	4							1		1
	1	4	1	3	1		1				1		1
	Total	13	2	11	1		1				2		-

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Occupational Group Salary Range Col. 1

Form 2 C

001709

			Rep	orting Period	Reporting Period 2016-01-01 to 2016-12-31	to 2016-12-	31						
iroup		А	All Employees	3	Abo	Aboriginal Peoples	les	Perso	Persons with Disabilities	ilities	Members	Members of Visible Minorities	linorities
ary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		19	4	15	1		ļ				2		2

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec Reporting Period 2016-01-01 to 2016-12-31

Total Number of Employees	Total	_	Bottom Range: \$ 10,000 - \$14,999 2	Top Range: \$ 35,000 - \$39,999	Other Sales and Service Personnel 4	Total	_	Bottom Range: \$ 35,000 - \$39,999	Top Range: \$ 35,000 - \$39,999	Skilled Sales and Service Personnel 4	Total	1	Bottom Range: \$ 40,000 - \$44,999 2	Top Range: \$ 40,000 - \$44,999	Middle and Other Managers 4	Salary Range QTR Col. 1	
_			_													Total Col. 2	
22	17	1	13			4	3			1	1	1				Men Col. 3	All Employees
6 16	5 12	1	9	1	_	1 3	1 2			1	1	1				Women Col. 4	es
	1		_			}										Total Col. 5	Ab
	1		1													Men Col. 6	Aboriginal Peoples
																Women Col. 7	oles
																Total Col. 8	Perso
																Men Col. 9	Persons with Disabilities
																Women Col. 10	bilities
۔	1		_													Total Col. 11	Member
	1															Men Col. 12	Members of Visible Minorities
																Women Col. 13	Iinorities

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Québec Reporting Period 2016-01-01 to 2016-12-31

Occupational Group		A	All Employees	0,	Ab	Aboriginal Peoples	les	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4			1									
Top Range: \$ 15,000 - \$19,999	သ												
Bottom Range: \$ 10,000 - \$14,999	2												
	1	1		1							_		1
	Total	2		2							1		1
Other Sales and Service Personnel	4	2		2									
Top Range: \$ 20,000 - \$24,999	ယ	1		1									
Bottom Range: Under \$5,000	2	5		5									
	1	1		1									
	Total	9		9									
Total Number of Employees		11		11							1		

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia Reporting Period 2016-01-01 to 2016-12-31 Brown's Fine Food Services Inc. (certificate # 061410)

Occupational Group		A	All Employees		Ab	Aboriginal Peoples	oles	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4	_	_										
Top Range: \$ 40,000 - \$44,999	သ												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1											
	Total	2	2										
Other Sales and Service Personnel	4	1		1							1		1
Top Range: \$ 20,000 - \$24,999	ယ												
Bottom Range: \$ 20,000 - \$24,999	2												
	_	_1		1									
	Total	2		2							1		1
Total Number of Employees		4	2	2							-		

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Nova Scotia
Reporting Period 2016-01-01 to 2016-12-31

Total Number of Employees	T		Bottom Range: \$ 20,000 - \$24,999	Top Range: \$ 20,000 - \$24,999	Other Sales and Service Personnel	Salary Range Col. 1	
	Total	1	2	ω	4	QTR	
2	2	2				Total Col. 2	Þ
						Men Col. 3	All Employees
2	2	2				Women Col. 4	03
						Total Col. 5	Ab
						Men Col. 6	Aboriginal Peoples
						Women Col. 7	les
						Total Col. 8	Perso
						Men Women Col. 9 Col. 10	Persons with Disabilities
	1					Total Men Women Col. 11 Col. 12 Col. 13	Member
						Men Col. 12	Members of Visible Minorities
-1	1					Women Col. 13	linorities

Form 2 B

Brown's Fine Food Services Inc. (certificate # 061410) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick

Reporting Period 2016-01-01 to 2016-12-31

Occupational Group			All Employee:			original Peo _l			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers	4	1		1									
Top Range: \$ 50,000 - \$54,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	2	1	1									
	Total	3	1	2									
Administrative and Senior Clerical Personnel	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1				1		1			
	Total	1		1				1		1			
Skilled Sales and Service Personnel	4	1		1									
Top Range: \$ 45,000 - \$49,999	3	1	1										
Bottom Range: \$ 25,000 - \$29,999	2	3	3										
	1	3	1	2									
	Total	8	5	3									
Other Sales and Service Personnel	4	1		1									
Top Range: \$ 30,000 - \$34,999	3	1		1									
Bottom Range: \$ 20,000 - \$24,999	2	2		2									
	1	5		5									
	Total	9		9									

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick Reporting Period 2016-01-01 to 2016-12-31 Brown's Fine Food Services Inc. (certificate # 061410)

Total Numbe	Salary Range Col. 1	Occupational Group
Total Number of Employees	QTF	
		Н
21	Total Col. 2	А
9	Men Col. 3	վI Employees
15	Women Col. 4	S
	Total Col. 5	Ab
	Men Col. 6	original Peoples
	Women Col. 7	oles
J.	Total Col. 8	Perso
	Men Col. 9	Persons with Disabilities
1	Women Col. 10	oilities
	Total Col. 11	Members
	Men Col. 12	Members of Visible Minorities
	Women Col. 13	inorities

Total Number of Employees			Bottom Range: \$ 10,000 - \$14,999	Top Range: \$ 10,000 - \$14,999	Other Sales and Service Personnel			Bottom Range: \$ 10,000 - \$14,999	Top Range: \$ 10,000 - \$14,999	Intermediate Sales and Service Personnel			Bottom Range: \$ 35,000 - \$39,999	Top Range: \$ 35,000 - \$39,999	Skilled Sales and Service Personnel	Salary Range Col. 1	Occupational Group
	Total	1	2	ω	4	Total	1	2	ω	4	Total	1	2	ω	4	QTR	
9	7	2	ယ	_	1	1	1				1	1				Total Col. 2	۶
2	1	_									1	1				Men Col. 3	All Employees
7	6	1	3	_	1	1	1									Women Col. 4	S
																Total Col. 5	Ab
																Men Col. 6	Aboriginal Peoples
																Women Col. 7	les
																Total Col. 8	Perso
																Men Col. 9	Persons with Disabilities
																Women Col. 10	bilities
																Total Col. 11	Member
																Men Col. 12	Members of Visible Minorities
																Women Col. 13	linorities

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Temporary / New Brunswick Reporting Period 2016-01-01 to 2016-12-31

Occupational Group		,	All Employees	3	Ab	original Peop	les	Perso	ons with Disa	bilities	Membe	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

Canada

Form 2 C

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	8	1	7	1		1						
\$ 15,000 - \$19,999	10	1	9							1		1
\$ 20,000 - \$24,999	95	15	80	1		1	9	4	5	7	1	6
\$ 25,000 - \$29,999	132	21	111	6	2	4	9	2	7	12	3	9
\$ 30,000 - \$34,999	53	15	38	2		2	3	1	2	4	1	3
\$ 35,000 - \$37,499	9	3	6							1		1
\$ 37,500 - \$39,999	10	5	5	1		1				1	1	
\$ 40,000 - \$44,999	12	5	7							1		1
\$ 45,000 - \$49,999	7	3	4									
\$ 50,000 - \$59,999	16	9	7	1	1					1		1
\$ 60,000 - \$69,999	9	5	4							1	1	
\$ 70,000 - \$84,999	5	3	2									
\$ 85,000 - \$99,999	2	1	1									
\$100,000 and over	2	1	1									
Total Number of Employees	370	88	282	12	3	9	21	7	14	29	7	22

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario Reporting Period 2016-01-01 to 2016-12-31

Total Number of Employees	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999	\$ 22,500 - \$24,999	\$ 17,500 - \$19,999	\$ 15,000 - \$17,499	\$ 12,500 - \$14,999	\$ 10,000 - \$12,499	\$ 7,500 - \$ 9,999	\$ 5,000 - \$ 7,499	Under \$5,000	Cural y Francy	Salary Range
163	1	8	8	2	11	25	53	5	37	13	Col. 1	Total
38		1		1	4	9	8	_	13	1	Col. 2	All Employees
125	1	7	8	1	7	16	45	4	24	12	Col. 3	Women
2									2		Col. 4	At Total
											Col. 5	Aboriginal Peoples
2									2		Col. 6	es Women
11		1				4	3		3		Col. 7	Pers
7						3	2		2		Col. 8	Persons with Disabilities
4		1				1	1		_		Col. 9	ilities
12			2		1	4	4			1	Col. 10	Membe
2							2				Col. 11	Members of Visible Minorities
10			2		1	4	2 2			1	Col. 12	linorities

Form 3 C

Brown's Fine Food Services Inc. (certificate # 061410)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / Ontario

Reporting Period 2016-01-01 to 2016-12-31

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	1	1										
\$ 5,000 - \$ 7,499	4	1	3	1		1				1		1
\$ 10,000 - \$12,499	2	1	1									
\$ 12,500 - \$14,999	4	1	3							1		1
\$ 17,500 - \$19,999	1		1									
\$ 22,500 - \$24,999	2		2									
\$ 25,000 - \$29,999	3		3									
\$ 35,000 - \$39,999	2		2									
Total Number of Employees	19	4	15	1		1				2		2

Canada

Form 3 A

001721

Total Number of Employees	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 25,000 - \$29,999	\$ 20,000 - \$24,999	Under \$15,000	Salary Range	
22	1	1	4	2	13	1	Total Col. 1	
6			_	_	4		Men Col. 2	All Employees
16			63	_	9	_	Women Col. 3	.0"
					Į,		Total Col. 4	,
-							Men Col. 5	Aboriginal Peoples
1							Women Col. 6	oles
							Total Col. 7	Pe
							Men Col. 8	Persons with Disabilities
							Women Col. 9	abilities
							Total Col. 10	Mem
1							Men Col. 11	
1							Women Col. 12	Minorities

Total Number of Employees	\$ 22,500 - \$24,999	\$ 20,000 - \$22,499	\$ 15,000 - \$17,499	\$ 12,500 - \$14,999	\$ 10,000 - \$12,499	Under \$5,000	Salary Range		
11	1	1	1	2	5	1	Total Col. 1		
							Men Col. 2	All Employees	
11	1	1	1	2	5	1	Women Col. 3		
							Total Col. 4	A	
							Men Col. 5	Aboriginal Peoples	
							Women Col. 6	les	
							Total Col. 7	Pers	
							Men Col. 8	Persons with Disabilities	
							Women Col. 9		
1							Total Col. 10	Memb	
				1			Men Col. 11	Members of Visible Minorities	
1				1			Women Col. 12	linorities	

Form 3 B

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

Reporting	
Period 2016-01-01 to 2016-12-3	rull-lin
2016-	III-l ime / Nova Scotia
9 9 9	ova Sc
to 201	otia
6-12-3	

Total Number of Employees	\$ 40,000 - \$44,999	\$ 20,000 - \$24,999	Salary Range	
4	2	2	Total Col. 1	
5	2		Men Col. 2	All Employees
2		2	Women Col. 3	
			Total Col. 4	Δ
			Men Col. 5	Aboriginal Peoples
			Women Col. 6	Do
			Total Col. 7	Pere
			Men Col. 8	Persons with Disabilities
			Women Col. 9	ilitipe
-		1	Total Col. 10	Membe
			Men Col. 11	Members of Visible Minorities
-		1	Women Col. 12	norities

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Nova Scotia Reporting Period 2016-01-01 to 2016-12-31

		All Employees		А	Aboriginal Peoples	es	Perso	Persons with Disabilities	ilities	Member	Members of Visible Minorities	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 22,500 - \$24,999	2		2							1		
Total Number of Employees	2		2							1		

Page 7 of 10

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / New Brunswick
Reporting Period 2016-01-01 to 2016-12-31

Salary Range \$ 20,000 - \$24,999		All Employees Men Col. 2	Women Col. 3	Total Col. 4	Aboriginal Peoples Men Col. 5	es Women Col. 6	Pers Total Col. 7	Persons with Disabilities Men W Col. 8	Women Col. 9	Membe Total Col. 10	Members of Visible Minorities otal Men Wor I. 10 Col. 11 Col.	 =: '
\$ 25,000 - \$29,999	6	1	5									
\$ 30,000 - \$34,999	3	2	1									
\$ 35,000 - \$37,499	1	1										
\$ 37,500 - \$39,999	1	1										
\$ 40,000 - \$44,999	1		1									
\$ 45,000 - \$49,999	3	1	2				1		1			
\$ 50,000 - \$59,999	1		1									
Total Number of Employees	21	6	15				1		1			

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / New Brunswick Reporting Period 2016-01-01 to 2016-12-31

Total Number of Employees	\$ 35,000 - \$39,999	\$ 12,500 - \$14,999	\$ 10,000 - \$12,499		Salary Range	
,				Col. 1	Total	
2	1	2	3 1	Col. 2	Men	All Employees
2 7	1	-		Col. 3	Women	S
,		2	5	Col. 4	Total	<i>f</i>
				Col. 5	Men	Aboriginal Peoples
				Col. 6	Women	les
				Col. 7	Total	Pers
				Col. 8	Men	Persons with Disabilities
				Col. 9	Women	ilities
				Col. 10 Col. 11	Total	Membe
				Col. 11	Men	Members of Visible Minorities
				Col. 12	Women	inorities

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / New Brunswick Reporting Period 2016-01-01 to 2016-12-31

Total Niimber of Employees	\$ 22,500 - \$24,999		Salary Range	
1	1	Col. 1	Total	
4	1	Col. 2	Men	All Employees
		Col. 3	Women	
		Col. 4	Total	Al
		Col. 5	Men	Aboriginal Peoples
		Col. 6	Women	les
		Col. 7	Total	Pers
		Col. 8	Men	Persons with Disabilities
		Col. 9	Women	oilities
		Col. 10	Total	Membe
		Col. 11	Men	Members of Visible Minorities
		Col. 12	Women	linorities

Page 10 of 10

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

		All Employees		Al	original Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	5		5							1		1
Supervisors	3		3	1		1						
Skilled Sales and Service Personnel	14	8	6	1		1	1	1		1	1	
Other Sales and Service Personnel	24	7	17	1		1	2	1	1	2	1	1
Total Number of Employees Hired	46	15	31	3		3	3	2	1	4	2	2

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario Reporting Period 2016-01-01 to 2016-12-31

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	_	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors	1	_										
Skilled Sales and Service Personnel	3	3					1	1				
Intermediate Sales and Service Personnel	3	1	2									
Other Sales and Service Personnel	27	10	17	2		2	5	3	2		1	
Total Number of Employees Hired	34	15	19	2		2	6	4	2	1	1	
lotal Number of Employees Hired	34	15	Ŕ.					0	6 4	6 4 2	6 4 2	6 2 1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / Ontario Reporting Period 2016-01-01 to 2016-12-31

		All Employees		1 ∀	Aboriginal Peoples	les	Pers	Persons with Disabilities		Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11 Col. 12	Col. 12
Middle and Other Managers	1		1									
Supervisors	3	1	2									
Skilled Sales and Service Personnel	3	2	1									
Intermediate Sales and Service Personnel	1		1									
Other Sales and Service Personnel	14	4	10	_		_				2		2
Total Number of Employees Hired	22	7	15	1		4				2		2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick Reporting Period 2016-01-01 to 2016-12-31

		All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	2	1	1									
Total Number of Employees Hired	2	1	1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / New Brunswick

Reporting Period 2016-01-01 to 2016-12-31

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate Sales and Service Personnel	1		1									
Other Sales and Service Personnel	2	1	1									
Total Number of Employees Hired	3	1	2									

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-01-01 to 2016-12-31

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	8	4	4	1		1				2	2	
Other Sales and Service Personnel	16	4	12	1		1	2	1	1	4	2	2
Total Number of Employees Terminated	24	8	16	2		2	2	1	1	6	4	2

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario Reporting Period 2016-01-01 to 2016-12-31

		All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1		1									
Other Sales and Service Personnel	7	1	6	1		1	1		1			
Total Number of Employees Terminated	8	l.	7	1		J	ı		J			

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / Ontario Reporting Period 2016-01-01 to 2016-12-31

		All Employees		А	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1		1									
Supervisors	2	1	1									
Skilled Sales and Service Personnel	13	7	6							1		1
Intermediate Sales and Service Personnel	6		6	1		1						
Other Sales and Service Personnel	61	17	44	6		6	2	1	1	5	ы	2
Total Number of Employees Terminated	83	25	58	7		7	2	1	1	9	3	3

Brown's Fine Food Services Inc. (certificate # 061410)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

Reporting Period 2016-01-01 to 2016-12-31

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

Canada

Brown's Fine Food Services Inc. (certificate # 061410)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / New Brunswick

Reporting Period 2016-01-01 to 2016-12-31

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
	C01. 1	001. 2	001. 3	COI. 4	001. 3	COI. 0	COI. 7	COI. 0	C01. 9	COI. 10	C01. 11	COI. 12
Intermediate Sales and Service Personnel	1	1								1	1	
Other Sales and Service Personnel	8	2	6									
Total Number of Employees Terminated	9	3	6							1	1	

Canada

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

Date: 2017-10-23

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1	National
02 : Middle and Other Managers	National	99	82	82.8 %	38.9 %	39	43	National
3 : Professionals		4	2	50.0 %	55.8 %	2	0	
121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
163: Business development officers and marketing researchers and consultants	National	3	1	33.3 %	50.7 %	2	-1	National
4 : Semi-Professionals and Technicians		1	0	0.0 %	44.9 %	0	0	
241 : Graphic designers and illustrators	Ontario	1	0	0.0 %	44.9 %	0	0	Ontario
5 : Supervisors		23	18	78.3 %	56.2 %	13	5	
Employment Equity Occupational Group	Kingston	9	9	100.0 %	52.9 %	5	4	Kingston
Employment Equity Occupational Group	London	2	1	50.0 %	55.5 %	1	0	London
Employment Equity Occupational Group	Ont. less CMAs	7	6	85.7 %	62.9 %	4	2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	50.7 %	2	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	2	2	100.0 %	56.8 %	1	1	Peterborough
7 : Administrative and Senior Clerical Personnel		2	1	50.0 %	84.8 %	2	-1	
Employment Equity Occupational Group	Kingston	1	0	0.0 %	83.5 %	1	-1	Kingston
Employment Equity Occupational Group	N.B. less CMA	1	1	100.0 %	86.1 %	1	0	N.B. less CMA
3 : Skilled Sales and Service Personnel		107	49	45.8 %	39.6 %	42	7	
241 : NOC 2006 - Chefs	Ontario	2	2	100.0 %	47.7 %	1	1	Ontario
242 : NOC 2006 - Cooks	New Brunswick	1	0	0.0 %	58.7 %	1	-1	New Brunswick
242 : NOC 2006 - Cooks	Ontario	9	5	55.6 %	47.7 %	4	1	Ontario
252 : NOC 2006 - Bakers	Ontario	1	0	0.0 %	47.7 %	0	0	Ontario
321 : Chefs	New Brunswick	2	0	0.0 %	32.7 %	1	-1	New Brunswick
321 : Chefs	Nova Scotia	2	0	0.0 %	29.8 %	1	-1	Nova Scotia
321 : Chefs	Ontario	11	1	9.1 %	23.1 %	3	-2	Ontario



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

Date: 2017-10-23

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation #%	Avail %	Availability 6 #	Gap #	Recruitment Area
6321 : Chefs	Québec	ω	2	66.7 %	25.1 %	<u> </u>	<u> </u>	Québec
6322 : Cooks	New Brunswick	4	_	25.0 %	58.2 %	2	<u>.</u>	New Brunswick
6322 : Cooks	Ontario	62	29	46.8 %	38.4 %	24	51	Ontario
6322 : Cooks	Québec	ω	ω	100.0 %	43.9 %	<u> </u>	2	Québec
6332 : Bakers	Ontario	7	6	85.7 %	57.9 %	4	2	Ontario
10 : Clerical Personnel		4	4	100.0 %	70.5 %	ω	<u> </u>	
Employment Equity Occupational Group	Kingston	ω	ω	100.0 %	69.8 %	2	<u> </u>	Kingston
Employment Equity Occupational Group	Ont. less CMAs	_	_	100.0 %	72.4 %	<u> </u>	0	Ont. less CMAs
11 : Intermediate Sales and Service Personnel		19	16	84.2 %	67.7 %	13	ω	
Employment Equity Occupational Group	N.B. less CMA	ω	_	33.3 %	71.9 %	2	<u>.</u>	N.B. less CMA
Employment Equity Occupational Group	Peterborough	16	15	93.8 %	66.9 %	=	4	Peterborough
13 : Other Sales and Service Personnel		396	326	82.3 %	57.9 %	229	97	
Employment Equity Occupational Group	Hamilton	_	<u> </u>	100.0 %	57.0 %	<u> </u>	0	Hamilton
Employment Equity Occupational Group	Kingston	117	94	80.3 %	56.3 %	66	28	Kingston
Employment Equity Occupational Group	London	28	20	71.4 %	57.5 %	16	4	London
Employment Equity Occupational Group	N.B. less CMA	14	13	92.9 %	61.1%	9	4	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	4	4	100.0 %	66.4 %	ω	<u> </u>	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	128	117	91.4 %	61.8 %	79	38	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	2	100.0 %	56.4 %	_	_	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	25	19	76.0 %	49.9 %	12	7	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	42	27	64.3 %	53.5 %	22	σ	Peterborough
Employment Equity Occupational Group	Que. less CMAs	25	21	84.0 %	58.8 %	15	6	Que. less CMAs
Employment Equity Occupational Group	Québec	_	0	0.0 %	51.9 %		<u></u>	Québec
Employment Equity Occupational Group	Saint John	_	_	100.0 %	59.4 %	_	0	Saint John

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

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Date: 2017-10-23

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avai	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Toronto	8	7	87.5 %	55.5 %	4	ω	3 Toronto
14 : Other Manual Workers		_	0	0.0 %	19.7 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	19.7 %	0	0	Ont. less CMAs
Total		658	498	498 75.7 % 52.3 %	52.3 %	344	154	

Total may not equal sum of components due to rounding.

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

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Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

Date: 2017-10-23

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation #%	Aborig entation %	Aboriginal Peoples ion Availability % % #	 G		Recruitment Area
01 : Senior Managers	National	N	0	0.0 %	2.9 %	0	0 Na	National
02 : Middle and Other Managers	National	99	<u> </u>	1.0 %	2.2 %	2	-1 Ne	National
03 : Professionals		4	0	0.0 %	2.2 %	0	0	
1121 : Human resources professionals	National	_	0	0.0 %	2.7 %	0	0 Na	National
4163 : Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	2.0 %	0	0 Na	National
04 : Semi-Professionals and Technicians		_	0	0.0 %	1.6 %	0	0	
5241 : Graphic designers and illustrators	Ontario	_	0	0.0 %	1.6 %	0	0 Or	Ontario
05 : Supervisors		23	0	0.0 %	3.1 %	1	•	
Employment Equity Occupational Group	Kingston	9	0	0.0 %	2.2 %	0	O K	Kingston
Employment Equity Occupational Group	London	Ν	0	0.0 %	1.7 %	0	0 Lo	London
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	4.9 %	0	0 Or	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	0	0.0 %	2.7 %	0	10 Ot	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	Ν	0	0.0 %	3.0 %	0	0 Pe	Peterborough
07 : Administrative and Senior Clerical Personnel		N	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Kingston	_	0	0.0 %	1.2 %	0	0 <u>K</u>	Kingston
Employment Equity Occupational Group	N.B. less CMA	_	0	0.0 %	2.7 %	0	0 N.	N.B. less CMA
08 : Skilled Sales and Service Personnel		107	6	5.6 %	3.0 %	ω	ω	
6241 : NOC 2006 - Chefs	Ontario	Ν	<u></u>	50.0 %	1.9 %	0	1 Or	Ontario
6242 : NOC 2006 - Cooks	New Brunswick	_	0	0.0 %	2.4 %	0	0 Ne	New Brunswick
6242 : NOC 2006 - Cooks	Ontario	9	2	22.2 %	1.9 %	0	2 Or	Ontario
6252 : NOC 2006 - Bakers	Ontario	_	0	0.0 %	1.9 %	0	0 Or	Ontario
6321 : Chefs	New Brunswick	N	0	0.0 %	0.0 %	0	0 Ne	New Brunswick
6321 : Chefs	Nova Scotia	N	0	0.0 %	0.0 %	0	0 Nc	Nova Scotia
6321 : Chefs	Ontario	11	_	9.1 %	1.8 %	0	1 Or	Ontario

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Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

Aboriginal Peoples

	(
Employment Equity Occupational Group	Internal Location	All Employees #	Represe	Aborig Representation # %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
6321 : Chefs	Québec	ω	0	0.0 %	1.0 %	0	0	Québec
6322 : Cooks	New Brunswick	4	0	0.0 %	3.3 %	0	0	New Brunswick
6322 : Cooks	Ontario	62	2	3.2 %	3.8 %	2	0	Ontario
6322 : Cooks	Québec	ω	0	0.0 %	2.1 %	0	0	Québec
6332 : Bakers	Ontario	7	0	0.0 %	2.4 %	0	0	Ontario
10 : Clerical Personnel		4	0	0.0 %	3.7 %	0	0	
Employment Equity Occupational Group	Kingston	ω	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	4.7 %	0	0	Ont. less CMAs
11 : Intermediate Sales and Service Personnel		19	0	0.0 %	4.2 %	_	<u>.</u>	
Employment Equity Occupational Group	N.B. less CMA	ω	0	0.0 %	3.4 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Peterborough	16	0	0.0 %	4.3 %	1	<u>.</u>	Peterborough
13 : Other Sales and Service Personnel		396	18	4.5 %	4.9 %	19	<u>.</u>	
Employment Equity Occupational Group	Hamilton	<u> </u>	0	0.0 %	2.5 %	0	0	Hamilton
Employment Equity Occupational Group	Kingston	117	ъ	4.3 %	4.6 %	Ŋ	0	Kingston
Employment Equity Occupational Group	London	28	ω	10.7 %	2.2 %	_	2	London
Employment Equity Occupational Group	N.B. less CMA	14	0	0.0 %	3.9 %	1	<u> </u>	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	4	0	0.0 %	4.8 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	128	6	4.7 %	6.8 %	9	డు	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	1.8 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	25	_	4.0 %	2.9 %	_	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	42	2	4.8 %	4.3 %	2	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	25	_	4.0 %	4.5 %	_	0	Que. less CMAs
Employment Equity Occupational Group	Québec	<u> </u>	0	0.0 %	0.9 %	0	0	Québec
Employment Equity Occupational Group	Saint John	_	0	0.0 %	2.8 %	0	0	Saint John

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

Aboriginal Peoples

Total	Employment Equity Occupational Group	14 : Other Manual Workers	Employment Equity Occupational Group	Employment Equity Occupational Group
	Ont. less CMAs		Toronto	Internal Location
658	_	_	8	All Employees #
25	0	0	0	Ab Representation # %
25 3.8% 4.1%	0.0 %	0.0 %	0.0 %	Aborig entation %
4.1 %	6.8 %	6.8 %	0.8 %	Aboriginal Peoples ion Availability % % #
26	0	0	0	ability
<u>.</u>	0	0	0	Gap #
	0 Ont. less CMAs		0 Toronto	Recruitment Area

Total may not equal sum of components due to rounding.

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

Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

Members of Visible Minorities

	ï		_	Viembers o	Members of Visible Minorities			
Employment Equity Occupational Group	internal Location	#	##	# %	% Avaii	Availability G	# P	Recruitment Area
01 : Senior Managers	National	2	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	99	ω	3.0 %	15.0 %	15	- 1 N	National
03 : Professionals		4	0	0.0 %	20.0 %	_	1	
1121 : Human resources professionals	National	_	0	0.0 %	14.1 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	21.9 %	_	<u></u>	National
04 : Semi-Professionals and Technicians		_	0	0.0 %	24.0 %	0	0	
5241 : Graphic designers and illustrators	Ontario	_	0	0.0 %	24.0 %	0	0 0	Ontario
05 : Supervisors		23	2	8.7 %	4.6 %	<u> </u>	<u></u>	
Employment Equity Occupational Group	Kingston	9	0	0.0 %	3.3 %	0	0	Kingston
Employment Equity Occupational Group	London	2	0	0.0 %	6.8 %	0	0 L	London
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	1.9 %	0	0 0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	_	33.3 %	14.7 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	2	_	50.0 %	3.0 %	0	<u> </u>	Peterborough
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	2.2 %	0	0	
Employment Equity Occupational Group	Kingston	_	0	0.0 %	3.4 %	0	0	Kingston
Employment Equity Occupational Group	N.B. less CMA	_	0	0.0 %	1.0 %	0	0	N.B. less CMA
08 : Skilled Sales and Service Personnel		107	16	15.0 %	29.3 %	31	-15	
6241 : NOC 2006 - Chefs	Ontario	2	0	0.0 %	28.7 %	_	-1	Ontario
6242 : NOC 2006 - Cooks	New Brunswick	_	0	0.0 %	3.0 %	0	0	New Brunswick
6242 : NOC 2006 - Cooks	Ontario	Q	2	22.2 %	28.7 %	3	-1	Ontario
6252 : NOC 2006 - Bakers	Ontario	_	0	0.0 %	28.7 %	0	0 0	Ontario
6321 : Chefs	New Brunswick	2	0	0.0 %	8.7 %	0	0	New Brunswick
6321 : Chefs	Nova Scotia	2	0	0.0 %	13.0 %	0	0	Nova Scotia
6321 : Chefs	Ontario	11	_	9.1 %	45.9 %	5	4	Ontario



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

Date: 2017-10-23

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	Members of Representation	Members of Visible Minorities entation Availability	es lity Gap	Recruitment Area
		#	#	%	%		
6321 : Chefs	Québec	ω	0	0.0 %	24.5 %	1 -1	Québec
6322 : Cooks	New Brunswick	4	0	0.0 %	4.5 %	0 0	New Brunswick
6322 : Cooks	Ontario	62	1	17.7 %	30.6 %	19 -8	Ontario
6322 : Cooks	Québec	ω	_	33.3 %	16.4 %	0 1	Québec
6332 : Bakers	Ontario	7	_	14.3 %	29.6 %	2 -1	Ontario
10 : Clerical Personnel		4	0	0.0 %	2.7 %	0 0	
Employment Equity Occupational Group	Kingston	ω	0	0.0 %	3.0 %	0 0	Kingston
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	1.7 %	0 0	Ont. less CMAs
11 : Intermediate Sales and Service Personnel		19	0	0.0 %	3.1 %	1 -1	
Employment Equity Occupational Group	N.B. less CMA	ω	0	0.0 %	1.7 %	0 0	N.B. less CMA
Employment Equity Occupational Group	Peterborough	16	0	0.0 %	3.4 %	1 -1	Peterborough
13 : Other Sales and Service Personnel		396	3	7.8 %	7.2 %	29 2	
Employment Equity Occupational Group	Hamilton	_	0	0.0 %	15.1 %	0 0	Hamilton
Employment Equity Occupational Group	Kingston	117	9	7.7 %	6.8 %	8	Kingston
Employment Equity Occupational Group	London	28	6	21.4 %	14.6 %	4 2	London
Employment Equity Occupational Group	N.B. less CMA	14	0	0.0 %	2.0 %	0 0	N.B. less CMA
Employment Equity Occupational Group	N.S. less CMA	4	2	50.0 %	2.7 %	0 2	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	128	6	4.7 %	2.7 %	ა ა	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	11.3 %	0 0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	25	_	4.0 %	25.3 %	-5	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	42	2	4.8 %	3.7 %	2 0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	25	0	0.0 %	1.1 %	0 0	Que. less CMAs
Employment Equity Occupational Group	Québec	_	_	100.0 %	4.6 %	0 1	Québec
Employment Equity Occupational Group	Saint John	_	0	0.0 %	2.6 %	0 0	Saint John

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

Members of Visible Minorities

			_	Wembers o	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Availability	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Toronto	ω	4	4 50.0 % 52.7 %	52.7 %	4	0	0 Toronto
14 : Other Manual Workers		<u> </u>	0	0.0 %	2.1 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	2.1 %	0	0	Ont. less CMAs
Total		658	52	52 7.9% 11.8%	11.8 %	78	-26	
Total may not equal sum of components due to rounding.								

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

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Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

Persons with Disabilities

				Persons v	Persons with Disabilities	S		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#	bility #	Gap #	Recruitment Area
01/02 : Managers	National	101	0	0.0 %	4.3 %	4	-4	National
03 : Professionals	National	4	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	_	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	23	<u></u>	4.3 %	13.9 %	ω	'n	National
07 : Administrative and Senior Clerical Personnel	National	Ν	<u> </u>	50.0 %	3.4 %	0	_	National
08 : Skilled Sales and Service Personnel	National	107	σı	4.7 %	3.5 %	4	_	National
10 : Clerical Personnel	National	4	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	19	0	0.0 %	5.6 %	_	_	National
13 : Other Sales and Service Personnel	National	396	30	7.6 %	6.3 %	25	Ŋ	National
14 : Other Manual Workers	National	_	0	0.0 %	5.3 %	0	0	National
Total		658	37	5.6 %	5.8 %	37	0	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Detailed Report

Date: 2017-10-23

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	Provincial	Provincial	CMA	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Detailed Report

Date: 2017-10-23

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
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
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Summary Report

Date: 2017-10-23

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1	
02 : Middle and Other Managers	99	82	82.8 %	38.9 %	39	43	
03 : Professionals	4	2	50.0 %	55.8 %	2	0	
04 : Semi-Professionals and Technicians	1	0	0.0 %	44.9 %	0	0	
05 : Supervisors	23	18	78.3 %	56.2 %	13	5	
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	84.8 %	2	-1	
08 : Skilled Sales and Service Personnel	107	49	45.8 %	39.6 %	42	7	
10 : Clerical Personnel	4	4	100.0 %	70.5 %	3	1	
11 : Intermediate Sales and Service Personnel	19	16	84.2 %	67.7 %	13	3	
13 : Other Sales and Service Personnel	396	326	82.3 %	57.9 %	229	97	
14 : Other Manual Workers	1	0	0.0 %	19.7 %	0	0	
Total	658	498	75.7 %	52.3 %	344	154	



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Summary Report

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Date: 2017-10-23

Aboriginal Peoples

			Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	lity	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	99	_	1.0 %	2.2 %	2	-	
03: Professionals	4	0	0.0 %	2.2 %	0	0	
04 : Semi-Professionals and Technicians	_	0	0.0 %	1.6 %	0	0	
05 : Supervisors	23	0	0.0 %	3.1 %	_	-	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	2.0 %	0	0	
08 : Skilled Sales and Service Personnel	107	6	5.6 %	3.0 %	ω	ω	
10 : Clerical Personnel	4	0	0.0 %	3.7 %	0	0	
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	4.2 %	_	•,	
13 : Other Sales and Service Personnel	396	18	4.5 %	4.9 %	19	-	
14 : Other Manual Workers	_	0	0.0 %	6.8 %	0	0	
Total	658	25	3.8 %	4.1 %	26	<u>.</u>	



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

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Workforce Analysis - Summary Report

Date: 2017-10-23

Members of Visible Minorities

		-	/lembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	10.1%	0	0
02 : Middle and Other Managers	99	ω	3.0 %	15.0 %	15	.
03 : Professionals	4	0	0.0 %	20.0 %	_	<u>.</u>
04 : Semi-Professionals and Technicians	_	0	0.0 %	24.0 %	0	0
05 : Supervisors	23	2	8.7 %	4.6 %	_	_
07 : Administrative and Senior Clerical Personnel	Ν	0	0.0 %	2.2 %	0	0
08 : Skilled Sales and Service Personnel	107	16	15.0 %	29.3 %	31	-15
10 : Clerical Personnel	4	0	0.0 %	2.7 %	0	0
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	3.1 %	_	<u>.</u>
13 : Other Sales and Service Personnel	396	31	7.8 %	7.2 %	29	2
14 : Other Manual Workers	_	0	0.0 %	2.1 %	0	0
Total	658	52	7.9 %	11.8 %	78	-26



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Summary Report

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Date: 2017-10-23

Persons with Disabilities

			Persons w	Persons with Disabilities	.	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	ility	Gap
	#	#	%	%	#	#
01/02 : Managers	101	0	0.0 %	4.3 %	4	-4
03 : Professionals	4	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	<u> </u>	0	0.0 %	4.6 %	0	0
05 : Supervisors	23	_	4.3 %	13.9 %	ω	ź
07 : Administrative and Senior Clerical Personnel	2	_	50.0 %	3.4 %	0	-
08 : Skilled Sales and Service Personnel	107	Οī	4.7 %	3.5 %	4	<u> </u>
10 : Clerical Personnel	4	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	19	0	0.0 %	5.6 %	_	<u>.</u>
13 : Other Sales and Service Personnel	396	30	7.6 %	6.3 %	25	Ŋ
14 : Other Manual Workers	_	0	0.0 %	5.3 %	0	0
Total	658	37	5.6 %	5.8 %	37	0



Workplace Equity Information Management System - Brown's Fine Food Services Inc.

001755

Workforce Analysis - Summary Report

Date: 2017-10-23

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Wanagers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
СМА	СМА	СМА	СМА	Provincial	Provincial	СМА	СМА	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Brown's Fine Food Services Inc.

Workforce Analysis - Summary Report

Date: 2017-10-23

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
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
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Federal Contractors Program Achievement Table

Part 1: Workforce Analysis

Brown's Fine Food Services Inc.

2017-10-23

Data from Previous Workforce Analysis

Data from C	Current Workfo	rce Analysis
Ţ	Ţ	Ţ

Date of Pi	revious Workforce	Analysis
YYYY	MM	DD
2014	11	19

Date of C	urrent Workforce	: Analysis
YYYY	MM	DD
2017	10	23

			Гable 1: Womeı	1
		Previ	ous Workforce An	alysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen
Empre	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	3	0	27.4
02	Middle & Other Managers	81	63	38.9
03	Professionals	3	2	57.5
04	Semi-Professionals & Technicians	1	1	44.9
05	Supervisors	14	12	55.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	2	1	84.8
08	Skilled Sales & Service Personnel	77	37	39.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	4	4	70.5
11	Intermediate Sales & Service Personnel	8	8	67.5
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	353	298	58.4
14	Other Manual Workers	0	0	0.0
Total	•	546	426	0.0

7	Table 5: Women	l
Curre	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
2	0	27.4
99	82	38.9
4	2	55.8
1	0	44.9
23	18	56.2
0	0	0.0
2	1	84.8
107	49	39.6
0	0	0.0
4	4	70.5
19	16	67.7
0	0	0.0
396	326	57.9
0	0	19.7
657	498	0.0

* Source:		
2006 Census	of Canada	

* Source:				
2006 Cens	sus of Can	ada		

Federal Contractors Program Achievement Table Brown's Fine Food Services Inc. Part 1: Workforce Analysis 2017-10-23

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Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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Employment Equity Occupationa

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Fable 6: Aboriginal Peoples

	lable.	l able 2: Aboriginal Peoples	eoples
	Previo	Previous Workforce Analysis	alysis
The state of the s	All Employees	Aboriginal Peoples	l Peoples
Sment Eduny Occubational Group (EEOG)		Representation	Availability*
	#	#	%
Senior Managers	3	0	2.9
Middle & Other Managers	81	0	2.2
Professionals	ယ	0	2.2
Semi-Professionals & Technicians		0	1.6
Supervisors	14	0	2.4
Supervisors: Crafts & Trades	0	0	0.0
Administrative & Senior Clerical Personnel	2	0	2.0
Skilled Sales & Service Personnel	77	6	3.4
Skilled Crafts & Trades Workers	0	0	0.0
Clerical Personnel	4	0	3.7
Intermediate Sales & Service Personnel	8		4.2
Semi-Skilled Manual Workers	0	0	0.0
Other Sales & Service Personnel	353	9	5.0

01 02 03 03 04 05 06 06 07 07 09

657	0	396	0	19	4	0	107	2	0	23		4	99	2	#	R	All Employees	Current
25	0	18	0	0	0	0	6	0	0	0	0	0	_	0	#	Representation	Aboriginal Peoples	urrent Workforce Analysis
0.0	6.8	4.9	0.0	4.2	ري د د د د د د د د د د د د د د د د د د د	0.0	3.0	2.0	0.0	3.	1.6	2.2	2.2	2.9	%	Availability*	l Peoples	Hysis

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Other Manual Workers

Federal Contractors Program Achievement Table Brown's Fine Food Services Inc. Part 1: Workforce Analysis 2017-10-23

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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Table 7: Members of Visible Minorities

	38	546	
0.0	0	0	Other Manual Workers
7.2	30	353	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
3.2	0	<u>&</u>	Intermediate Sales & Service Personnel
2.7	0	4	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
30.1	<u>5</u>	77	Skilled Sales & Service Personnel
2.2	0	2	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
3.7	_	14	Supervisors
24.0	0		Semi-Professionals & Technicians
19.3	0	ပ	Professionals
15.0	2	81	Middle & Other Managers
10.1	0	ω	Senior Managers
%	#	#	
Availability*	Representation		ymene Eduny Occupanonai Oroup (EEOO)
ible Minorities	Members of Visible Minorities	All Employees	vment Family Occupational Crown (FFOC)
llysis	Previous Workforce Analysis	Previo	
e Minorities	Table 3: Members of Visible Minorities	Table 3: Mei	

657	0	396	0	19	4	0	107	2	0	23	1	4	99	2	#		All Employees	Curre
52	0	31	0	0	0	0	16	0	0	2	0	0	رن ن	0	#	Representation	Members of Visible Minorities	Current Workforce Analysis
0.0	2.1	7.2	0.0	3.1	2.7	0.0	29.3	2.2	0.0	4.6	24.0	20.0	15.0	10.1	%	Availability*	sible Minorities	alysis

* Source: 2006 Census of Canada

Total

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* Source: 2006 Census of Canada

Federal Contractors Program Achievement Table Brown's Fine Food Services Inc. Part 1: Workforce Analysis 2017-10-23

Data from Previous Workforce Analysis

Data from Current Workforce Analysis

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Table 8: Persons with Disabilities

0.0	13	546	
0.0	0	0	Other Manual Workers
6.3	13	353	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
5.6	0	8	Intermediate Sales & Service Personnel
7.0	0	4	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
3.5	0	77	Skilled Sales & Service Personnel
3.4	0	2	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
13.9	0	14	Supervisors
4.6	0		Semi-Professionals & Technicians
3.8	0	ω	Professionals
4.3	0	84	Managers
%	#	#	
Availability*	Representation		Juncuit Edun's Occupational Group (EEGG)
Disabilities	Persons with Disabilities	All Employees	wment Fauity Occupational Cram (FFOC)
ılysis	Previous Workforce Analysis	Previo	
sabilities	Table 4: Persons with Disabilities	Table 4: 1	

Employment Equity (

01/02 | Managers

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	0	396	0	19	4	0	107	2	0	23	1	4	101	# :	Repres	All Employees Per	Current Workforce Analysis
000	0	30	0	0	0	0	5		0	_	0	0	0	#	Representation	sons with	force Ana
	5.3	6.3	0.0	5.6	7.0	0.0	3.5	3.4	0.0	13.9	4.6	3.8	4.3	%	Availability*	Persons with Disabilities	lysis

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Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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Other Sales & Service PersonnelOther Manual Workers

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43031	Brown's Fine Food Services Inc.	Part 2: Flow Data Analysis	rederal Contractors Program Achievement Table
	43031	Brown's Fine Food Services Inc. 43031	Part 2: Flow Data Analysis Brown's Fine Food Services Inc. 43031

	Data	Data from Form 4 - Employees Hired	n 4 - Empl ed	loyees	Dat	Data from Form 5 - Employees Promoted	Form 5 - Emp Promoted	ployees	Dat	a from Fo Ter	Data from Form 6 - Employees Terminated	ployees
	tah ↓	↓ ↓ [able 2: Aboriøinal Peonles	↓ ioinal Peo	unles	T ₂	↓ Table 6: Abr	↓ ↓ 6: Aboriginal Peoples	onles	- Ta	↓ hle 10: Al	↓ ↓ Table 10: Aboriginal Peoples	↓ ⊅eonles
	Full-time / National	'National	Part-time	Part-time / National	Full-tim	Full-time / National	Part-tim	Part-time / National	Full-tin	Full-time / National	-	Part-time / National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Aboriginal Hired Peoples Hire	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal es Peoples Promoted	All Employees Promoted	Aboriginal es Peoples Promoted	All Employees Terminated	Aboriginal Peoples d Terminated	All Employees	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers 02 Middle & Other Managers	0 5	0	0	0		0	0 0	0 0		0	0 0	0 0
03 Professionals	0	0	0	0		0	0	0 0		0	0	0
04 Semi-Professionals & Technicians	0	0	0	0		0	0	0 0		0	0	0 0
05 Supervisors	3	1	_	0		0	0	0 0		0	0	0 0
06 Supervisors: Crafts & Trades	0	0	0	0		0	0	0 0		0	0	0 0
07 Administrative & Senior Clerical Personnel	0	0	0	0		0	0	0 0		0	0	0 0
08 Skilled Sales & Service Personnel	14	_	3	0		<u>ω</u>	<u></u>	0 0		8	<u>—</u>	1 0
09 Skilled Crafts & Trades Workers	0	0	0	0		0	0	0 0		0	0	0 0
10 Clerical Personnel	0	0	0	0		0	0	0 0		0	0	0 0
11 Intermediate Sales & Service Personnel	0	0	3	0		0	0	0 0		0	0	0 0
12 Semi-Skilled Manual Workers	0	0	0	0		0	0	0 0		0	0	0 0
13 Other Sales & Service Personnel	24	1	27	2		0	<u> </u>	0 0		16	1	7
14 Other Manual Workers	0	0	0	0		0	0	0 0		0	0	0 0
Total	46	3	34	2		7	1	0 0		24	2	8 1

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Brown's Fine Food Services Inc.

Part 2: Flow Data Analysis

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		Start YYYY 2016	Start Date of Flow Data YY MM D 16 01 0	Data DD 01	YYYY 2016	End Date of Flow Data YY MM E 16 12 3	Data DD 31					
	Data f	rom Forn	Data from Form 4 - Employees	oyees	Data fro		m Form 5 - Employees	oyees	Data	Data from Form 6 - Employees	n 6 - Empl	oyees
		Hired	red			Pror	Promoted			Termi	[erminated	
	-	-	.	_	-	98		_		-		
	Table 3	: Persons	Fable 3: Persons with Disabilities	bilities	Table 7:	7: Persons	with	Disabilities	Table	1: Persons	with	Disabilities
	Full-time / National	National	Part-time / National	/ National	Full-time / N	/National	Part-time / National	/National	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	A ()	0 0	0	00	- 0	0	0 0	00	0 0	00	00	00
03 Professionals	0	0	0	0 ;	0 -	0		0	0		0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	_ω	0		0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0		0	0
0/ Administrative & Senior Clerical Personnel		0	0	c				C			0	C
08 Skilled Sales & Service Personnel	14	-	<u>,</u> ω) -		0	0) O	~ ~	0	<u> </u>	0
	0	0	0	0	0	0		0	0		0	0
11 Intermediate Sales & Service Personnel	0	0	ဒ	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	24	2	27	O ₁	0	0	0	0	16	2	7	
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	46	3	34	6	7	0	0	0	24	2	%	_

43031	Brown's Fine Food Services Inc.	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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	Stat YYYY 2016	Start Date of Flow Data YY MM D 16 01 0		End Date of Flow Data YYYY MM I 2016 12 3	Data DD 31				
	Data from Fo	Data from Form 4 - Employees	ees	Data from Forn	m Form 5 - Employees	Š	Data from Form 6 - Employees	ı 6 - Employ	ees
	Н	Hired		Promoted	ioted		Terminated	nated	
	+	+	←	4	←	←	↓	+	←
	Table 4: Members of Visible Minorities	of Visible Min	I I ,	Table 8: Members of	mbers of Visible Minorities	rities Table	le 12: Members of Visible Minorities	of Visible Mi	norities
	Full-time / National	Part-time / National		Full-time / National	Part-time / National		Full-time / National	Part-time / National	ational
Employment Equity Occupational Group	All Employees Visible	All Employees	Members of	Members of	All Employees V	Members of Visible All Fo	All Employees Visible	All Employees M	Members of
(EEOG)	72	Hired	S.	Promoted Minorities		-	Minorities		Minorities
	# #	#	#	# #	#	#	# #	#	#
01 Senior Managers	0	0 0	0	0 0	0	0	0 0	0	0
02 Middle & Other Managers	5	0	0	4 0	0	0	0 0	0	0
03 Professionals	0	0 0	0	0	0	0	0 0	0	0
	<u>, 0</u>	<u>, 0</u>	0		» <u>o</u>	0		0	0
05 Supervisors Care & Tando) <u>(</u>		9 9) <u>(</u>	O C	0 0		o
07 Administrative & Senior Clerical Personnel	0	0 0	0_	0 0	0	0		0	0
08 Skilled Sales & Service Personnel	14	3	0	3	0	0	8 2	1	0
09 Skilled Crafts & Trades Workers	0	0 0	0	0 0	0	0	0 0	0	0
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	0	3) <u>C</u>) C	0) C) C	· •
12 Semi-Skilled Manual Workers	C	0	9	0	_		0	_	C
13 Other Sales & Service Personnel	24	2 27		0 0	0	0	16 4	7	0
14 Other Manual Workers	0	0	0	0 0	0	0	0 0	0	0
Total	46	4 34	1	7 1	0	0	24 6	<u>«</u>	0

linorities	Table 12:	Members	Table 12: Members of Visible Minorities	Minorities
/ National	Full-time / National	/ National	Part-time / National	/National
Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#	#
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
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0	0	0	0	0
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0	0	0	0	0
0	0	0	0	0

2019	2017	2019	2017)17
YYYY	YYYY	YYYY	YYYY	77
To	From	To	From	o
Long-term	Long	-term	Short-term	
ls	urrent Goa	Duration of Current Goals	D	

			Table 1: Women	Women			Table 5: Women	Women	
			Women	nen			Women	nen	
Empl	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-term Goals	m Goals	Long-term	
		#	%	#	%	#	%	#	
01	Senior Managers	1	50.0	1	0.0	0	0.0	0	
02	Middle & Other Managers	0	0.0	0	0.0	0	0.0	0	
03	Professionals	0	0.0	0	0.0	0	0.0	0	
04	Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	
05	Supervisors	0	0.0	0	0.0	0	0.0	0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	
07	Administrative & Senior Clerical Personnel	2	85.0	<u>ن</u>	0.0	0	0.0	0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	
10	Clerical Personnel	0	0.0	0	0.0	0	0.0	0	
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	
14	Other Manual Workers	0	0.0	0	0.0	0	0.0	0	
Total		0	0.0	0	0.0	0	0.0	0	

		Lable 5: W	women len	
term Goals	Short-term Goals	m Goals	Long-term	n Goals
9%	#	%	#	%
0.0	0	0.0	0	25.0
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	0	0.0
0.0	0	0.0	0	0.0
3 0.0	0	0.0	0	50.0
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	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	0.0	0	0.0

	Tab	Table 2: Aboriginal Peoples	iginal Peo	ples	Tab	able 6: Abor	original Peoples	ples
		Aboriginal Peoples	l Peoples			Aboriginal Peoples	I Peoples	
oloyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-ter	-term Goals	Long-term Goals	m Goals
	#	%	#	%	#	%	#	%
Senior Managers	0	0.0	0	0.0	0	0.0	0	0.0
Middle & Other Managers	1	2.0		0.0	0	0.0	0	2.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	0.0
Supervisors	0	0.0	0	0.0	0	0.0	0	2.0
Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Other Sales & Service Personnel	13	5.0	20	0.0	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
	0	0.0	0	0.0	0	0.0	0	0.0

01 02 03 04 05 06 07 08 09 10 11 11 12 13 Empl

From YYYY

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From

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From

YYYY 2019

2017

YYYY 2019 To

From

To

Long-term

2017

To

To

Short-term

Long-term

Short-term

Duration of Current Goals

Duration of Previous Goals

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Data from Current Goals

Data from Previous Goals

	Du	Duration of Previous Goals	evious Goa	S		uration of (Duration of Current Goals	e l
	Short-term	term	Long-term	-term	Short	ort-term	Long-term	term
	From	To	From	To	From	To	From	T_0
	YYYY	YYYY	YYYY	YYYY	YYYY	YYYY	AAAA	YYYY
	2014	2017	2014	2017	2017	2019	2017	2019
	Table 3	Table 3: Persons with Disabilities	with Disa	bilities	Table '	7: Persons with	with Disa	Disabilities
	4	Persons with Disabilities	Disabilities	•		Persons with	Persons with Disabilities	
loyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-ter	-term Goals	Long-term Goals	m Goals
	#	0/0	#	9/0	#	9/0	#	0/0
)2 Managers	1	4.0	1	0.0	0	0.0	0	4.0
Professionals	0	0.0	0	0.0	0	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	0.0
Supervisors	0	14.0	1	0.0	0	0.0	0	10.0
Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Sales & Service Personnel	2	4.0	1	0.0	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	4.0
Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Other Sales & Service Personnel	19	7.0	2	0.0	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
)		>)	•)	>

Employment |

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03 04 05 06 07 07 08 09 10 11 12

YYYY	From	Short-term	D	←	Da
YYYY	To	-term	uration of F	←	ta from Pi
YYYY	From	Long-term	Duration of Previous Goals	←	Data from Previous Goals
7777	To	term	ls	←	als

Duration of Current Goals Short-term Long-term From To From To YYYY YYYY YYYY YYYY	To From YYYY YY'	Fr	
Duration of Curren ort-term Fro	ort-term Fro	Fr	
on of Curren			
Duration of Current Goals			
	Duration of Current Go		

Data from Current Goals

	Table 4: N	Table 4: Members of Visible Minorities	r Visible V	linorities	-]
			TO A TOTAL TA	THE CHARLES	-
	Mei	Members of Visible Minorities	ble Minorit	ies	
oyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals	
	#	%	#	9%	
Senior Managers	0	0.0	0	0.0	
Middle & Other Managers	4	15.0	14	0.0	
Professionals	0	0.0	_	0.0	
Semi-Professionals & Technicians	0	0.0	0	0.0	
Supervisors	0	0.0	0	0.0	
Supervisors: Crafts & Trades	0	0.0	0	0.0	
Administrative & Senior Clerical Personnel	0	0.0	0	0.0	
Skilled Sales & Service Personnel	14	30.0	15	0.0	
Skilled Crafts & Trades Workers	0	0.0	0	0.0	
Clerical Personnel	0	0.0	0	0.0	
Intermediate Sales & Service Personnel	0	0.0	0	0.0	
Semi-Skilled Manual Workers	0	0.0	0	0.0	
Other Sales & Service Personnel	0	0.0	0	0.0	
Other Manual Workers	0	0.0	0	0.0	
	0	0.0	0	0.0	

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0	0.0	0	15.0
0	0.0	0	0.0
0	0.0	0	0.0
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Data sources:	100	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 x100	K x G+	Ľ-Z	Part 2: Flow Data Analysis	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	2÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V+Ux 100	U x F ÷ 100	V - X	((DYear1 + DYear2) ÷ 2) x 100
		+	+	+	+	+	+	↓	+	4	4	4	+	4	+	+	+	+	4	+	+	+		←
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or Schior istandigers	2017	2	0	0.0	27.4		-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F+I x 100	Part 3: Goals	E ÷ K x	Part 3: Goals	F ÷ M x 100												
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ional Group	1 (4)	ÀII .	Women	nen		Women	nen			Women	ien							Comments	ents					
(EEOG)		Employees	Actual	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Geal	Percent of Goal Met												
	#	#	#	9/0	#	0,0	%	9/0	#	#	9/0	#												
01 Senior Managers	2017	0	0	0.0	1	0.0	50.0	0.0	1	0.0	0.0	0.0												
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	25.0	0.0												
Middle & Other	2017	9	9	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Managers	2020	9	9	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
03 Professionals	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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											als	Long-term Goals	Long-		als	Short-term Goals	Short-		Hires and Promotions	es and P	П	<u></u>	Employment Equity	Empl
														Goals	(trants	New Entrants	1			
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e Rate	Difference	Expected	Actual	Employees	Difference Em	Expected D		Actual	Employees	ed Difference	Expected	Actual	ees	ult Employees	EE Result	Gap	Availability	Av	Representation		Employees		iG)	(EEOG)
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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
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1.2.2	,0 . 0	#	##	Represe	ntation %	Avail:	ibility #	Gap #	EE Result	##	Act	ual %	Expected #	Difference #	#	Ac	tual %	Expected #	Difference	##	Act	uai %	Expected #	Difference #	% %
	Other Sales & Service	2014	353	298	84.4	58.4	206	92	144.6	#	-	/0	*	H.	**	#	/6	,	#	"	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	70	#	#	/0
13	Personnel	2017	396	326	82.3	57.9	229	97	142.2	51	34	66.7	30	4	0	0	0.0	0	0	23	18	78.3	19	-1	6.1
14	Other Manual	2014	0	0	0.0	0.0	0	0	0.0																
14	Workers	2017	0	0	0.0	19.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
Tota	ıl	2014	546	426	78.0	0.0	0	426	0.0			· · · ·			7			_				=1.0			
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	Part 2: Flow Data Analysis # O	Part 2: Flow Data Analysis # All # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	## ## ## ## ## ## ### ## ## ## ### ##	Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities	Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc.	Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc.	Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Part 2: Handwark Part 2: Handwark Part 2: Handwark Part 2: Handwark Part 2: Lak K K K G + Lak K K K K K G + Lak K K K K G + Lak K K K K K G + Lak K K K K K G + Lak K K K K K K K K K K K K K K K K K K K	Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Part 2: Handwark Part 2: Handwark Part 2: Handwark Part 2: Handwark Part 2: Lak K K K G + Lak K K K K K G + Lak K K K K G + Lak K K K K K G + Lak K K K K K G + Lak K K K K K K K K K K K K K K K K K K K	Federal Contractors Program Achievement Table Federal Contractors Fine Food Services Inc. Fine Food Services Inc.	Federal Contractors Program Achievement Table Federal Contractors Frogram Achievement Tabl	Federal Contractors Frogram Achievement Table Federal Contractors Fe			

Federal Contractors Price Federal Contractors Federal Contractors Federal Contractors From the part 7; Results - Members Federal 8; Federal 9; Federal		0.0	0.0	0.0	0	0.0	0.0	0.0	0 0	0.0	0 0	0 0	2017	O9 Skilled Crafts & Trades Workers
Federal Contractors Program Achievement Table						0.0	0.0	0.0	0	10.0	2	20	2020	
Federal Contractors Frogram Achievement Table Federal Contractors Frogram Achievement Table Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Fart 7: Results - Members of Visible Minorities Manufactors Manufactors Fart 7: Results - Members Fart 7: Results - Fart					15	33.3	30.0	14.3	14	10.0	2	20	2017	
Part						0.0	0.0	0.0	0	0.0	0	0	2020	
Part 1 Part 2 Part 3 Part 4 Part 5 Part 5 Part 5 Part 5 Part 7 Part 5 Part 7 Part 5 P					0	0.0	0.0	0.0	0	0.0	0	0	2017	
Federal Countractors Frogram Achievement Table Federal Countractors Federal Countractors Frogram Achievement Table Frogra		#	9,0	#	#	9%	%	9/0		%	#	#	#	
Part 7: Results Federal Contractors Frogram Achievement Table Federal Contractors Federal		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	ercent of Joal Met		=	Actu	Employees		EOG)
Part			4 inorities	Visible !			norities	Visible Mi		norities	Visible Mi	411	Year	cupational Group
Part 1: Part			rm Goals	Long-te			n Goals	hort-teri	S	tions	nd Promo	Hires a	•	nployment Equity
Part					als	Go				ıts	Entrai	New		
		<u> </u>	-	-	<u>_</u>	←	←	←	←	←	-	←		
Part		F+Mx 100	Part 3: Goals	E + K x 100	Part 3: Goals	F÷I x 100		E+Gx 100		E + D x 100	Part 2: Flow Data Analysis			а ѕонгсея:
Part P	•	,												ни прединтивани прединтивани преденителени преденителени прединтива
Federal Contractors Program Achievement Table Federal Contractors Federal	0					0.0	0	0	0.0	0.0	0	0	2017	_
Part Federal Contractors Frogram Achievement Table Part 7: Results - Members of Visible Minorities Part 7: Results - Members of Visible Minorities Part 7: Results - Members of Visible Minorities Part 1: J K L M N O P O P O Notice Part 2: J J K L M N O P O P O O D O O O O O O O O O O O O O	BODINI C					0.0	0	0	0.0	0.0	0	0	2014	
Part 1: Part 1: Part 1: Part 1: Part 1: Part 2: Part 3: Part 3: Part 3: Part 3: Part 3: Part 3: Part 1: Part 2: Part 3: Part	3 1		5.9		17	51.0	-15	31	29.3	15.0	16	107	2017	
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Part 7: Results - Members of Visible Minoritie	CONTINUES O					21.6	-18	23	30.1	6.5	5	77	2014	_
Part 1: Part 2: Part	0 0					0.0	0	0	2.2	0.0	0	2	2017	
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Part 7: Results - Members of Visible Minoritie	шисни					0.0	0	0	2.2	0.0	0	2	2014	
Federal Contractors Program Achievement Table Federal Contractors Frogram Achievement Table Federal Contractors Fede	# #	#	%	#	#	%	#	#	9%	%	#	#	#	
Part 1: Part 1: Part 1: Part 2: Part 3: Part 3: Part 3: Results - Members of Visible Minorities	Employees Actual		tual	λc	Employees	EE Result	Gap	ility	Availab	tation	Represen	Employees		EOG)
Part 1: Part 2: Part 2: Part 2: Part 3: Part 3: Results - Members of Visible Minorities		dinorities	Visible N		All			orities	Visible Mi			<u> </u>		Cupational Group
Part 1: Part 1: Part 2: Part 2: Part 2: Part 3: Part 3: Part 3: Results - Members of Visible Minorities	Promotions		Hires						orkforce	=			Year	nployment Equity
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities	Flow Data A							alysis	orce An	Workfo	_			
## Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities	1 1	-	-	←	-	←	←	+	+	+	+	+		
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc. 43031 B C D E F G H I J K L M N O P Q	Part 2: Flow Data Analysis	K x G +	***************************************		Part 2: Flow Data Analysis	E÷H x 100	Е-Н	D x G + 100	Part 1: Workforce Analysis		Part 1: Workforce Analysis			a sources:
Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc. 43031	P Q	Z	N	L	×	J	I	H	G	F	E	D	С	
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc. 43031														
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Brown's Fine Food Services Inc.		_	4303											
Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities		1 Servic	ne Food	wn's Fi	Bro									
Federal Contractors Program Achievement Table		of Visi	embers	ults - M	7: Resi	Part								
	ievement Table	am Ach	s Progr	tractor	al Com	Feder								

									Feder	al Cont	tractors	Progr	am Ach	nieveme	nt Tab	le									
									Part	7: Resi	ults - M	ember	s of Vis	ible Mi	norities	S									
										Bro	wn's Fi	ne Foo	d Servi	ces Inc.											
												4303	1												
A	B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
Data	sources:	шиоминонавном	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 ÷	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 ÷ 10	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
š			1	Τ	1	Τ	1	1	Ψ.	1	Ţ	1	, Τ	Τ	<u> </u>	1	1	1	Ψ.	Τ	Τ	1	Ψ	1	2/1100
					Work	force A	nalysis									Fl	ow Dat	a Analy	/sis						
	ployment Equity	Year			٧	Vorkfore	·e					Hires				P	romotio	ns				Termi	nations		
	cupational Group		All			Visible N				All			Vinorities		All			linorities		All			Minorities		Turnover
(E.F	EOG)		Employees #	Represe		Avail	ability #	Gap #	EE Result	Employees		tual	Expected	Difference	Employees	Ac		Expected	Difference	-	Act		Expected		Rate
	I	# 2014	#	# 0	%	% 2.7	#	#	%	#	#	%	#	Ħ	#	#	%	#	#	#	#	%	#	Ħ	%
10	Clerical Personnel	2014	4	0	0.0	2.7	0	0	0.0	0	0	0.0	0	- 0	0	0	0.0	0) 0	0	0.0) 0	0.0
<u> </u>	Intermediate Sales &	2014	8	0		3.2	0	0	0.0			0.0	Ť	Ť		1	0.0	Ť		1		0.0	<u> </u>	<u> </u>	0.0
11	Service Personnel	2017	19	0	0.0	3.1	1	-1	0.0	3	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	(0	0.0
12	Semi-Skilled Manual	2014	0	0	0.0	0.0	0	0	0.0																
	Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	(0	0.0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100	211111111111111111111111111111111111111											
i			<u> </u>	ı J	Ţ	J	J	Ţ	<u> </u>	Ŭ J	J	1	<u> </u>	Ā											
			Ne	w Entra	ints				Go	als															
Em	ployment Equity		Hires :	and Pron	notions		Short-te	rm Goals	S		Long-ter	m Goals	S												
	cupational Group	Year	All	Visible M	linorities		Visible N	linorities			Visible N	1 inorities							Com	ments					
(EF	EOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	_	#	Ħ	#	%	#	%	%	%	#	Ħ	%	#												
10	Clerical Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
	Intermediate Sales &	2020	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
11	Service Personnel	2017	3	0	0.0	0	0.0	0.0	0.0	n	0.0	1.0													
1.0	Semi-Skilled Manual	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0													
12	Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												

									Feder	al Cont	tractors	s Progr	am Ach	ieveme	nt Tab	le									
									Part	7: Resi	ults - M	ember	s of Vis	ible Mii	norities	S									
										Bro	wn's Fi	ne Foo	d Servi	es Inc.											
												4303	1												
A	В	C	D	E Î	F	G	Н	T	J	K	L	M	N	0	P	0	R	S	T	U	V	W	X	Y	Z
				динения]		***************************************	·									1 U÷ 1
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ 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	((DYear1 + DYear2) ÷ 2) x 100
			Ţ	1	Ų į	1	1	1	1	.	Ţ	<u> </u>	1	1	1	<u> </u>	1	1	1	1	ν	1	1	1	diamental distribution of
					Work	orce Ai	nalysis									Fl	ow Dat	a Analy	vsis						
	oloyment Equity upational Group	Year			V	Vorkfore						Hires				F	romotio						nations		
	OG)		All Employees	Represe	ntation	Visible M Availa		Gap	EE Result	All Employees	Aci	Visible N tual	Ainorities Expected	Difference	All Employees	Ac	Visible ! tual	dinorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference	Turnover Rate
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
13	Other Sales & Service	2014	353	30	8.5	7.2	25	5	118.0																
Ш	Personnel	2017	396	31	7.8	7.2	29	2	108.7	51	3	5.9	4	-1	0	0	0.0	0	C	23	4	17.4	2	2	6.1
1 1/1 1	Other Manual Workers	2014 2017	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		0	0.0
\vdash		2017	546	38	7.0	0.0	0	38	0.0	0	0	0.0	, ·	0	0		0,0	0		,		0.0		0	0.0
Total		2017	657	52	7.9	0.0	0	52	0.0	80	5	6.3	0	5	7	1	14.3	0	1	. 32	6	18.8	2	4	5.3
*************************************		Ī	Part 2:	Part 2:																					
Data s	ources:		Flow Data Analysis	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÷Mx 100												
			↓	Ţ	↓	↓	1	1	Ţ	Ţ	Ţ	\	↓												
				v Entra					Go	,															
	oloyment Equity	Year	Hires a	nd Prom				rm Goals Tinorities	<u> </u>		Long-ter	rm Goals Ainorities	S												
Occ (EE	upational Group OG)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Com	ments					
		#	#	#	%	#	%	%	%	#	#	%	#												
13		2017	51	3	5.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0			-			-					-	
\vdash	Personnel Other Manual	2020 2017	51 0	3	5.9 0.0	0 n	0.0	0.0	0.0	0	0.0	0.0	0.0												
	Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Total		2017	87 87	6	6.9	0	0.0	0.0	0.0	0	0.0		0.0												
		2020	87	6	6.9	0	0.0	0.0	0.0	<u> </u>	0.0	0.0	0.0												

Short-term Goal Setting Tool Brown's Fine Food Services Inc. 23-Oct-17

A	В	C D	E	F	G	Н	Ĭ	J	K	L	M	N	0	P	Q	R
	entry from Dat	te entry BxCx3	Data entry	B x E x 3	D + F	Data entry from from	Equivalent to E	HxIx3	(D x N) - O + J	GxM	Data entry	Data entry from	Data entry from from	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) ÷ (B + D)
Wo	rkforce nalvsis					Workforce Analysis	10 2		0 - 0	A DE A COLO A CO	SEASON STATE	Workforce Analysis	Workforce Analysis	((3 - 5),1.1)		(3 - 2)

Employment Equity	All	Growth (Ne	w Positions)	Turnover (Re	placement of	Anticipated						WOMEN					
Occupational Group	Employees			Terminated	Employees)	Hires Over	Number	Turnover (Re		Hires	3 Year	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	20171023	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Employees)	Required	2017-	2019	Availability			Representation	Representation
			Years		Years			Annually	Over 3] [in 3 Years
									Years								
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	2	5.0%	(0.0%		1	0	0.0%	C	1	0	25.0%	27.4%	-1	-1	0.0%	0.0%
Middle & Other Managers	99		()	(0	82	0.0%	C	-43	0		38.9%	43	43	82.8%	82.8%
Professionals	4		()	(0	2	0.0%	C	0	0		55.8%	0	0	50.0%	50.0%
Semi-Professionals & Technicians	1		()	(0	0	0.0%	C	0	0		44,9%	0	0	0.0%	0.0%
Supervisors	23		()	(0	18	0.0%	C	-5	0		56,2%	5	5	78.3%	78.3%
Supervisors: Crafts & Trades	0		()	(0	0	0.0%	C	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	2	5.0%	(0.0%		2 2	1	0.0%	0	1	1	50.0%	84.8%	-1	0	50.0%	100.0%
Skilled Sales & Service Personnel	107		()	(0	49	0.0%	0	-7	0		39.6%	7	7	45.8%	45.8%
Skilled Crafts & Trades Workers	0		()	(0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	4		()	(0	4	0.0%	C	-1	0		70.5%	1	1	100.0%	100.0%
Intermediate Sales & Service Personnel	19		()	(0	16	0.0%	C	-3	0		67.7%	3	3	84.2%	84.2%
Semi-Skilled Manual Workers	0		()	(0	0	0.0%	C	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	396		()	(0	326	0.0%	C	-97	0		57.9%	97	97	82.3%	82.3%
Other Manual Workers	1		(0	(0	0	0.0%	C	0	0		19.7%	0	0	0.0%	0.0%

							Short-term Brown's Fin Octo	Short-term Goal Setting Tool Brown's Fine Food Services Inc October 23 2017	ces Inc								
A	В	C	D	E	F	G	H	I	J	K	L	W	Z	0	P	Q	R
	Data entry from from Workforce	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from from Workforce	Equivalent to E	HxIx3	(D x N) - O + J	GxM	Data entry	Data entry from from from from Workforce Workforce	Data entry from from Workforce	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) ÷ (B + D)
	Analysis						Analysis						Analysis	Analysis			
Employment Equity	All	Growth (Ne	Growth (New Positions)	Turnover (R	Turnover (Replacement of	Anticipated					AB	ABORIGINAL PEOPLES	PLES				
Occupational Group	Employees	,		Terminated	Terminated Employees)	Hires Over	Number	Turnover (R	Turnover (Replacement of	Hires	3 Yes	3 Year Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	20171023	Annually	Over 3	Annually	Over 3	3 Years		Terminated	Terminated Employees)	Required	201	2017-2019	Availability			Representation	Representation
			į						Years								
	#	%	#	%	#	*	#	%	#	*	#	%	%	#	#	%	%
Senior Managers	2					0	0	0.0%	0	0		0	2.9%	0	0	0.0%	0.0%
Middle & Other Managers	99	1.0%		1.0%		-	6	1.0%	0			0 2.0%		<u>-</u>	-1	1.0%	1.0%
Professionals	45					_	0	0.0%	0			0	2.2%	0	0	0.0%	0.0%
Semi-Professionals & Technicians	_					_	0	0.0%	0	0	_	0	1.6%	0	0	0.0%	0.0%
Supervisors	23	2.0%		1.0%			2 (1.0%	0	_		2.0%	6 1.0%	_	0	0.0%	0.0%
Supervisors: Crafts & Trades	0						0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personne	2					0	0	0.0%	0	0		0	2.0%	0	0	0.0%	0.0%
Skilled Sales & Service Personnel	107					0	0	0.0%	0	<u>ن</u>	-	0	3.0%	Ç.	3	5.6%	5.6%
Skilled Crafts & Trades Workers	0					0	0	0.0%	0	0		0	0,0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	4-				_		0	0.0%	0	0		0	3.7%	0	0	0.0%	0.0%
Intermediate Sales & Service Personnel	19	0.0%		0.0%	_		0	0.0%	0		_	0.0%	6 4.2%	-	-1	0.0%	0.0%
Semi-Skilled Manual Workers	0)	0	0.0%	0	0)	0	0:0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	396	0.0%		0.0%			0 18	0.0%	0			0.0%	4.9%	<u>.</u>	-1	4.5%	4.5%
								2007			_	2	7007	5	0	0.00	0.00/

							Short-term Brown's Fin	Short-term Goal Setting Lool Brown's Fine Food Services Inc. 23-Oct-17	ces Inc.							1 1	
A	В	C	D	E	F	G	H	I	l.	K	L	М	Z	0	P	1	Q
	Data entry from from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from from	Equivalent to E	HxIx3	(D x N) - O + J	GxM	Data entry	Data entry from from	Data entry from Data entry from from from	(H - J + L) - ((B + D) x N)	ے	H+B
	Workforce Analysis				3411130000111110000111		Workforce Analysis	1		(***************************************		Workforce Analysis	Workforce Analysis	3		
Employment Equity	All	Growth (N	Growth (New Positions)	Turnover (F	Turnover (Replacement of	Anticipated					PERSO	PERSONS WITH DISABILITIES	BILITIES				
Occupational Group (EEOG)	Employees 2017/10/23	Annually	Over 3	Terminate Annually	Terminated Employees)	Hires Over	Number	Turnover (R Terminate	Turnover (Replacement of Terminated Employees)	Hires Required	3 Yea 201'	3 Year Goals 2017-2019	Present Availability	Present Gap	Projected Gap		Present Representation
			Years		Years			Annually	Over 3 Years								
	#	%	*	%	#	*	#	%	*	*	#	%	%	*	*		%
Managers (01/02)	101	10.0%	30	0 2.0%	6	6 3	36	0 2.0%)	5	5	4.0%	4.3%			~	0.0%
Professionals				0		0	0	0.0%		0)					#DIV/0!
Semi-Professionals & Technicians				0		0	0	0.0%		0							#DIV/0!
Supervisors	23	5.0%		3 3.0%	0	2	Us.	3.0%		2		10.0%	13.9%				2 4.3%
Supervisors: Crafts & Trades				0		0	0	0.0%		0	0						#DIV/0!
Administrative & Senior Clerical Personnel				0		0	0	0.0%		0	0						#DIV/
Skilled Sales & Service Personnel				0	B-073334	0	0	0.0%		0							#DIV/0!
Skilled Crafts & Trades Workers				0		0	0	0.0%		0)) #DIV/0!
Clerical Personnel				0		0	0	0.0%		0) #DIV/0!
Intermediate Sales & Service Personnel	19	2.0%	<u></u>	1 2.0%	0	1	2	0 2.0%		1	_	4.0%	% 5.6%		-		0.0%
Semi-Skilled Manual Workers				0		0	0	0.0%		0)					0 #DIV/0!
Other Sales & Service Personnel				0		0	0	0.0%		0)					#DIV/0!
				0		0	0	0.0%									0/VIC#

Short-term Goal Setting Tool Brown's Fine Food Services Inc. 23-Oct-17

A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R
	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D + F	Data entry from	Equivalent	HxIx3	(D x N)	GxM	Data entry	Data entry from	Data entry from		$H \div B$	(H - J + L)
	from						from	to E		- O + J			from	from	- ((B + D) x N)		÷ (B + D)
	Workforce						Workforce						Workforce	Workforce			
	Analysis						Analysis						Analysis	Analysis			

Employment Equity	All	Growth (New	v Positions)	Turnover (Re	placement of	Anticipated					MEMBERS	OF VISIBLE M	INORITIES				
Occupational Group (EEOG)	Employees 2017/10/23	Annually	Over 3	Terminated Annually	Employees) Over 3	Hires Over 3 Years	Number	Turnover (Re Terminated		Hires Required	3 Year 2017-		Present Availability	Present Gap	Projected Gap		Projected Representation
(EEOO)	2017/10/23	Annuany	Years	Annuany	Years	3 Tears		Annually	Over 3	Kequireu	2017-	2017	Availability			Representation	in 3 Years
	#	%	#	%	#	#	#	%	Years #	#	#	%	%	#	#	%	%
Senior Managers			()		0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Middle & Other Managers	99	5.0%	1.5	2.0%	(5 21		3 2.0%	0	14	3	15.0%	15.0%	-12	-11	3.0%	5.3%
Professionals	4	0.0%	(0.0%	(0	(0.0%	0	1	0	0.0%	20.0%	-1	-1	0.0%	0.0%
Semi-Professionals & Technicians			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel	107	7.0%	22	5.0%	10	38	10	5.0%	2	2 23	11	30.0%	29.3%	-15	-13	15.0%	19.4%
Skilled Crafts & Trades Workers			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Clerical Personnel			((0		0.0%	C	0	0				0	#DIV/0!	#DIV/0!
Intermediate Sales & Service Personnel	19	5.0%	3	2.0%		4	(2.0%	0	1	0	1.0%	3.1%	-1	-1	0.0%	0.0%
Semi-Skilled Manual Workers			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!
Other Manual Workers			((0		0.0%	0	0	0				0	#DIV/0!	#DIV/0!

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Brown's Fine Food Services Inc.

Primary Location: Kingston, ON (28% of employees at this location)

Other locations include Quebec (5%), New Brunswick (5%) and Nova Scotia (1%)

Number of Employees: 622

Organization Overview:

Sector 72 – Accommodation and Food Services

Brown is a food service provider that provides services such as residential dining, catering, meals for special events as well as means for educational, retirement and recreational facilities.

Key Dates - First Year Assessment

Initiated: 2014-10-29

Received: N/A

Closed: 2015-12-18 WFA: 2014-11-19

Key Dates – Subsequent Assessment

Initiated: 2017-11-03 Received: 2017-11-03 WFA: 2017-10-23

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

Women

1.	Senior Managers	Goal not met (0%)
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Assessment/Observations

The goal for women was not met.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met (0%)
13	Other Sales & Service Personnel	Goal met at 118%

Assessment/Observations

There were minimal new entrants in EEOG 02 (nine in total) and none were Aboriginal peoples. Despite no hires, the organization managed to decrease the gap from -2 to -1 and increase the representation of Aboriginal peoples by 1. This is likely due to an employee that had not previously done so opting to self-identify.

Person with Disabilities

1./2.	Managers	Goal not met (0%)
5.	Supervisors	Goal not met (0%)
8.	Skilled Sales & Service Personnel	Goal met at 250%
13	Other Sales & Service Personnel	Goal met at 196%

Assessment/Observations

- There were nine new entrants in the management EEOGS (01 & 02); of the nine, none were persons with disabilities. This would be expected given an availability rate of 4.3%.
- Out of the four entrants in EEOG 05 Supervisors, none were persons with disabilities. This would be expected given an availability rate of 13.9%.

Members of Visible Minorities

2.	Middle & Other Managers	Goal not met (74%)
3.	Professionals	No short-term goal set
8.	Skilled Sales & Service Personnel	Goal not met (33%)

Assessment/Observations

- Out of nine new entrants in EEOG 02, one was a member of a visible minority. This represents a hiring and promotion rate of 11.1% - still below availability of 15.0%.
- There was no hiring or promotion opportunity in EEOG 03 during the 2014-2017 time period covered by the goal.
- Out of the 20 new entrants in EEOG 08, two were members of a visible minority. This represents a hiring and promotion rate of 10.0% - well below availability of 30.1%. However, the company

managed to increased its representation rate in this EEOG from 6.5% to 15.0% and reduce its gap from -18 to -15.

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

Although reasonable progress has not been achieved in all areas, the submission for the subsequent assessment demonstrates that the company has made reasonable efforts in some cases and/or the lack of progress can be partially explained.

- In cases where goals were no achieved, there were insufficient new entrants into the respective EEOG to expect significant hires from the designated group members.
- Based on the data reviewed, it appears that efforts were made to increase the response rate of the self-identification questionnaire. For example, in 2014, the company reported 5 members of visible minorities in EEOG 08 and 16 members of a visible minority in 2017 despite only 2 new entrants identifying as a visible minority. A similar scenario was noted for Aboriginal peoples in EEOG 02 where the increase of 1 was not due to a new entrant and in EEOG 13 where the representation doubled from 9 to 18 with only three new entrants.
- In most EEOGs that saw hiring and promotion opportunities, the organization has hired designated group members in sufficient numbers to meet or exceed their goals.
- The organization has demonstrated a willingness to hire designated group members and has set some goals well above labour market availability (e.g., a goal of 50% for women in EEOG 01 when availability is only 27.4%).

Based on the above, it is concluded that reasonable efforts were made to meet the goals set in 2014.

ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
- \boxtimes For 8 out of 13 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

Women

- In EEOG 01 Senior Managers, the organization has set goal of 25% to close the gap of -1. This is appropriate given that it is just shy of availability of 27.4% and it is a small gap.
- In EEOG 07 Administrative & Senior Clerical, the organization has a gap of -1. Given that representation is at 50%, no goals are required. The organization has opted to set a long-term goal at 50% to ensure that representation levels are maintained. This is appropriate.

Aboriginal Peoples

- In EEOG 02 Senior Managers, the organization set a goal of 2% to close the gap of -2. This is appropriate given that it is just shy of availability of 2.2% and it is a small gap.
- In EEOG 05 Supervisors, the organization set a goal of 2% to close the gap of -1. The organization should be encouraged to revise this goal to match availability of 3.1%.
- In EEOG 11 Intermediate Sales & Service Personnel, the organization did not set a goal to bridge the gap of -1. A goal of at least 4.2% should be set to ensure that the gap is closed.

• In EEOG 13 Other Sales & Services Personnel, the organization did not set a goal to bridge the gap of -1. A goal of at least 4.9% should be set.

Persons with disabilities

- In EEOG 01/02 Managers, the organization set a goal of 4% to address the gap of -4. This is acceptable given that it is just short of availability of 4.3%.
- In EEOG 05 Supervisors, the organization set a goal of 10% to address the gap of -2. The organization should be encouraged to increase this goal to 13.9% to match availability.
- In EEOG 11 Intermediate Sales & Service Personnel, the organization set a goal of 4% to close the gap of -1. The organization should be encouraged to revise the goal upwards to 5.6% to ensure that reasonable progress is being made.

Members of visible minorities

- In EEOG 02 Middle & Other Managers, the organization set a goal of 15% to close the gap of -12. This should be revised upwards to 15% to reflect availability; particularly given that this gap has increased by 2 since 2014.
- In EEOG 03 Professionals, the organization did not set a goal to address the gap of -1. A goal of 20% should be set for this EEOG.
- In EEOG 08, Skilled Sales & Service Personnel, the organization set a goal of 30% to address the gap of -15. This is appropriate given that availability is at 29.3%.
- In EEOG 11 Intermediate Sales & Service Personnel, the organization set a goal of 1% to address the new gap of -1. The organization should be encouraged to revise this goal upwards to 3.1% to reflect availability.

For the eight instances where a gap was not set or was not set at availability levels, it is recommended that the issue be raised in the closing letter given that the organization did set appropriate goals for all major gaps. The remaining gaps are either small (-1 or -2) or a goal just shy of availability was set.

RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	☐in non-compliance

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

- To ensure that Brown's Fine Food Services Inc. continues to see reasonable progress towards
 achieving a representative workplace, in particular, in light of expected growth areas in key
 occupations, it is strongly recommended that some goals that were set at levels below
 availability be revised upwards. In particular the following:
 - Aboriginal peoples in EEOG 05 Supervisors (3.1%), EEOG 11 Intermediate Sales & Service Personnel (4.2%) and EEOG 13 Other Sales & Services Personnel (4.9%).
 - Persons with disabilities in EEOG 05 Supervisors (13.9%) and EEOG 11 Intermediate Sales & Service Personnel (5.6%).
 - Members of visible minorities in EEOG 02 Middle & Other Managers (15%), EEOG 03
 Professionals (20%) and EEOG 11 Intermediate Sales & Service Personnel (3.1%).

Name of Analy	st: Annick Lé	ger
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Date: January 18, 2018

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: February 4, 2018 11:50 AM

To: 'alankennedy@browns.ca' <alankennedy@browns.ca> **Cc:** 'teresalucas@browns.ca' <teresalucas@browns.ca>

Subject: Government of Canada Agreement Number: 061410 - Notification of Compliance with the

Federal Contractors Program

Dear Mr. Kennedy:

I am writing to inform you that the subsequent compliance assessment initiated on November 3, 2017 has been completed. As a result of the assessment, Brown's Fine Food Services Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment</u> Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

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

- To ensure that Brown's Fine Food Services Inc. continues to see reasonable progress towards achieving a representative workplace, in particular, in light of expected growth areas in key occupations, it is strongly recommended that some goals in the following Employment Equity Occupational Groups (EEOG) be revised upwards to better reflect availability levels:
 - Aboriginal peoples in EEOG 05 Supervisors (3.1%), EEOG 11 Intermediate Sales & Service Personnel (4.2%) and EEOG 13 Other Sales & Services Personnel (4.9%).
 - Persons with disabilities in EEOG 05 Supervisors (13.9%) and EEOG 11 Intermediate Sales & Service Personnel (5.6%).
 - Members of visible minorities in EEOG 02 Middle & Other Managers (15%), EEOG 03 Professionals (20%) and EEOG 11 Intermediate Sales & Service Personnel (3.1%).

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on November 3, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Brown's Fine Food Services Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Brown's Fine Food Services Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

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